



## A Study on Stress Management of School Teachers With Special Reference To Erode District

### KEYWORDS

**Dr.A.Ravi**

MBA., M.Phil., Ph.D., Principal, RJS Institute of Management Studies, Koramanagala, Bangalore

**R.Kadhirvel**

Assistant Professor, Department of Management Studies, Er, Perumal Manimekalai College of Engineering, Hosur

**ABSTRACT** "Health is wealth" in this today's fastest, highly populated and polluted world health is important things without proper health no one cannot live properly in the world. So many peoples are affected by various health problems through stress such as stroke, heart attacks, Kidney failures, Hypertension Headaches, Nervousness etc.,.

In this study we are going to study about how the teachers are affected through stress and how we want to overcome the stress. In today's condition due to the involvement of Management, Interaction with the students, Involvement of Colleagues, High work Pressure such as admission, High working time, low salary, family commitments etc., the stress can be created for teachers and they may not able to concentrate on their works. In order to avoiding the teachers want to follow some coping strategies such as yoga, meditation, exercise, Listening Music's, Counselling from health counsellors etc.,.

### INTRODUCTION

Organizational life is quite stressful. Work pressures, tight schedules, meetings that never see to an end on time, unhelpful colleagues, critical bosses, incompetent subordinates and a host of other irritating factors may all have cumulative effect in making the lives of modern-day executives quite miserable. As we all know, stress is the body's reaction to any demand made on it. Perceptions of events, whether positive or negative activate stress. It is therefore a highly individualistic affair. But it is fairly easy to conclude that everyone lives under certain amount of stress. In fact, the only people without stress are dead. At the same time, it is certainly wrong to conclude that stress is always bad. Mild stress may improve productivity. It may force people to focus more sharply on the problem and come out with solutions. But if stress is severe and persists for long periods of time, it can be harmful. Stress can be disruptive to an individual as any accident. It can lead to poor performance on the job excessive use of alcohol or other drugs, poor attendance or an overall poor health. In fact, there is growing evidence that undue stress is related to diseases, stroke, hypertension, diabetes, cancer, cirrhosis and also suicide. According to Robbins "stress is a condition in which an individual is confronted with an opportunity, constraint or demand related to what he or she desires and for which the outcome is perceived to be both uncertain and important". According to this widely accepted definition, stress is associated with (i) constraints or demands (ii) uncertainty over the outcome which is regarded as important.

Most of us are aware that school teacher's works in the teaching field are stress due to high management involvement, Heavy Work Pressure, Family commitments. Teachers tell us they are stressed out from greater workloads and involvement of management in Result aspects, admission, wants to work longer hours in schools. We read surveys in which school teachers complain about the stress created in trying to balance work and family responsibilities. In this section we will look at the causes and consequences of stress in teaching field.

There are actually two faces to stress:

- Constructive stress
- Destructive stress

#### Constructive stress:

It acts in a positive manner for the individual and the organization, e.g. winning a contest, falling in a love.

#### Destructive stress:

It is not healthy for the individual and / or organization. Distress would indicate effects that are out of balance or outside the tolerance limits e.g. high stress through absenteeism, turnover, errors, accidents, and dissatisfaction and reduced performance.

#### OBJECTIVES OF THE STUDY:

Primary Objectives:

- To undergo an in depth study about the stress among the teachers at school
- Secondary Objectives:
- To find out the factors influencing work stress among the teachers
- To find out the causes of stress in different dimensions among school teachers
- To study about the effects on stress among the school teachers
- To identify the significant coping strategies adopted by school teachers
- To find out the role of management to reduce stress among the school teachers

#### LIMITATIONS OF THE STUDY

- The teachers were reluctant to give correct information.
- Even though the teachers gave correct information during the unstructured interview conducted, they gave positive answer while answering the questionnaire.
- The investigator intended to cover only few areas of

stress relevant to the proposed study.

- As the study was done within a limited time, investigator could not select sufficiently large sample for the study.

METHODS AND MATERIALS

The study deals with stress of school teachers at Erode district, Tamil nadu. 10 schools were selected for the present research. In that 10 schools 10 members from each schools are selected as sample. In total 100 members are selected as sample. The relevant primary data are collected from the respondents with the help of structured interview schedule. The collected data are classified and tabulated. The data analysis is done with the help of average and percentage analysis.

RESULTS AND DISCUSSION

TABLE 1

1. Physical effort required in my job is creates more stress in my job

OPINIONS	NO.OF.RESPOND-ENTS	PERCENTAGE
Strongly Disagree	07	07
Disagree	17	17
Neutral	20	20
Agree	23	23
Strongly Agree	33	33
TOTAL	100	100

INTERPRETATION:

From the above table it shows that 07% of the respondents are strongly disagree with Physical effort required in their jobs creates more stress. 17% of the respondents are disagree with Physical effort required in their jobs creates more stress.20% of the respondents are Neutral with Physical effort required in their jobs creates more stress.23% of the respondents are agree with Physical effort required in their jobs creates more stress. 33% of the respondents are strongly agree with Physical effort required in their jobs creates more stress

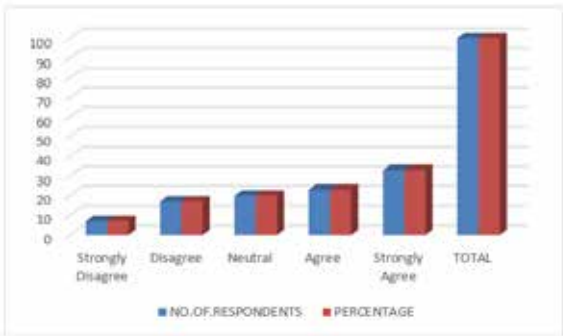


TABLE-2

I am suffer through stress due to job security, Results and Work Load

OPINIONS	NO.OF.RESPOND-ENTS	PERCENTAGE
Strongly Disagree	13	13
Disagree	14	14
Neutral	14	14
Agree	22	22
Strongly Agree	37	37
TOTAL	100	100

From the above table it reveals that 13% of the respondents are strongly disagree with suffer through stress. 14% of the respondents are disagree suffer through

stress.14% of the respondents are Neutral with suffer through stress.22% of the respondents are agree with suffer through stress. 37% of the respondents are strongly agreed with suffer through stress.

TABLE-3

Problems in my family gives more stress in my job while I am working

OPINIONS	NO.OF.RESPOND-ENTS	PERCENTAGE
Strongly Disagree	13	13
Disagree	17	17
Neutral	15	15
Agree	23	23
Strongly Agree	32	32
TOTAL	100	100

From the above table it identifies that 13% of the respondents are strongly disagree with Problems in my family gives more stress.17% of the respondents are disagree with Problems in my family gives more stress.15% of the respondents are Neutral with Problems in my family gives more stress.23% of the respondents are agree with Problems in my family gives more stress. 37% of the respondents are strongly agree with Problems in my family gives more stress.

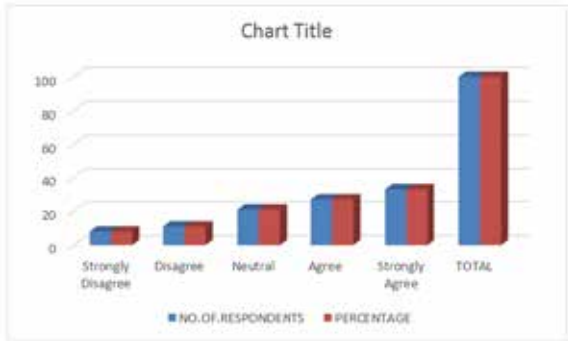


TABLE-4

Interruption makes it difficult to complete all my works and it creates stress to me

OPINIONS	NO.OF.RESPOND-ENTS	PERCENTAGE
Strongly Disagree	07	07
Disagree	15	15
Neutral	23	23
Agree	22	22
Strongly Agree	33	33
TOTAL	100	100



From the above table it identifies that 07% of the respondents are strongly disagree Interruption makes it difficult to complete all their works.15% of the respondents are disagree with Interruption makes it difficult to complete all

their works.23% of the respondents are Neutral with Interruption makes it difficult to complete all their works.22% of the respondents are agree with Interruption makes it difficult to complete all their works.33% of the respondents are strongly agree with Interruption makes it difficult to complete all their works.

**TABLE-5**

**I have highly affected through stress by the involvement of management in my work**

OPINIONS	NO.OF.RESPONDENTS	PERCENTAGE
Strongly Disagree	11	11
Disagree	09	09
Neutral	16	16
Agree	27	27
Strongly Agree	37	37
TOTAL	100	100

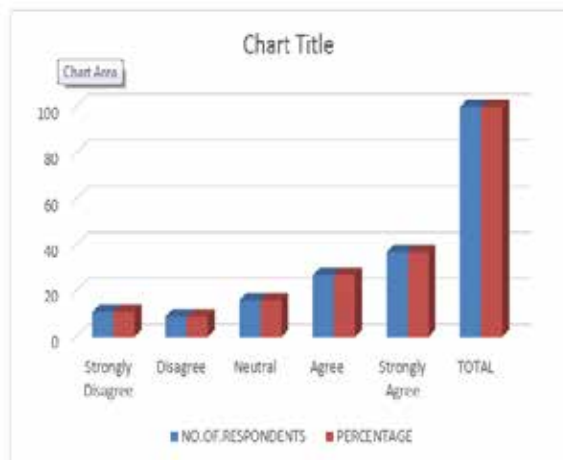
From the above table it shows that 11% of the respondents are strongly disagree that they are highly affected through stress by the involvement of management. 09% of the respondents are disagree that they are highly affected through stress by the involvement of management. 16% of the respondents are Neutral that they are highly affected through stress by the involvement of management. 27% of the respondents are agree that they are highly affected through stress by the involvement of management. 37% of the respondents are strongly agree that they are highly affected through stress by the involvement of management.

**TABLE-6**

**7. Assignment of duties without consulting me**

OPINIONS	NO.OF.RESPONDENTS	PERCENTAGE
Strongly Disagree	10	10
Disagree	12	12
Neutral	22	22
Agree	23	23
Strongly Agree	33	33
TOTAL	100	100

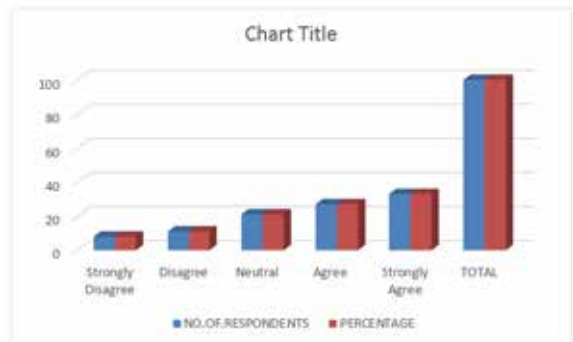
From the above table it shows that 10% of the respondents are strongly disagree that Assignment of duties without consulting them .12% of the respondents are disagree that Assignment of duties without consulting them.22% of the respondents are Neutral that Assignment of duties without consulting them.23% of the respondents are agree that Assignment of duties without consulting them.33% of the respondents are strongly agree that Assignment of duties without consulting them.

**TABLE-7**

**I have been diagnosed with ulcer, diabetes, B.P, arthritis, spondylitis and other major diseases**

OPINIONS	NO.OF.RESPONDENTS	PERCENTAGE
Strongly Disagree	09	09
Disagree	11	11
Neutral	11	11
Agree	32	32
Strongly Agree	37	37
TOTAL	100	100

From the above table it shows that 09% of the respondents are strongly disagree that they have been diagnosed with various diseases. 11% of the respondents are disagree that they have been diagnosed with various diseases. 11% of the respondents are Neutral that they have been diagnosed with various diseases. 32% of the respondents are agree that they have been diagnosed with various diseases. 37% of the respondents are strongly agree that they have been diagnosed with various diseases.

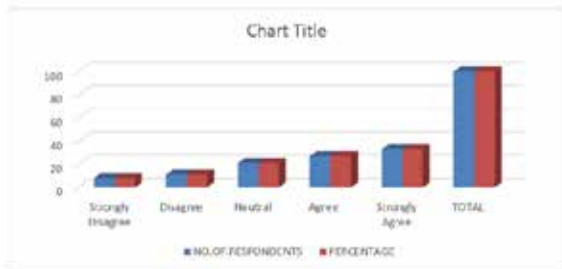
**TABLE-10****TABLE-8**

Management provide adequate training programs and coping strategies in order to solving problems and to achieving new tasks

OPINIONS	NO.OF.RESPONDENTS	PERCENTAGE
Strongly Disagree	08	08
Disagree	11	11
Neutral	21	21
Agree	27	27
Strongly Agree	33	33
TOTAL	100	100

From the above table it reveals that 08% of the respondents are strongly disagree that Management provide adequate training programs and coping strategies in order to solve problems. 11% of the respondents are disagree that Management provide adequate training programs and coping strategies in order to solve problems. 21% of the

respondents are Neutral that that Management provide adequate training programs and coping strategies in order to solve problems .27% of the respondents are agree that Management provide adequate training programs and coping strategies in order to solve problems.33% of the respondents are strongly agree that Management provide adequate training programs and coping strategies in order to solve problems.



#### SUGGESTIONS:

From this study I have identify that due to involvement of management, Heavy Work Pressure,Behavioural problems of students,Interfearance of Colleagues, Family Commitments the stress has created for the school in order overcome the stress the management provide adequate training programs, copingStrategies and Counselling to the teachers. Apart from that every teachers individually follow some coping strategies such as yoga, meditation etc.,

It will helpful to improve the performance of individual school teachers to achieving theirtasks in their schools easily and reduce the burden among the school teachers.

#### CONCLUSION

Stress in the work place has become the black plague of the present century. Much of the stress at the work has caused not only by work overload and time pressure, but also by lack of rewards and praise and more importantly, by not providing individuals with the autonomy to do their work as they would like.

Organization must begin to manage people at work differently, treating them with respect and valuing their contribution. If we enhance the psychological well being and health of teachers, in the coming future the organization would make more revenue as well as employee retention