



ORIGINAL RESEARCH PAPER

Education

A STUDY OF STRESS MANAGEMENT AMONG WOMEN COLLEGE TEACHERS

KEY WORDS: Stress, Stress Management, Women College Teachers.

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ABSTRACT

The modern world which is said as a world of achievement is also a world of stress. Most of us finds stress everywhere, whether it be within the family, organization or any other social situation. In the modern world, where men and women are equal, women still face a lot of problems in an institution. However, a person's experience of stress at work is largely affected by the level of control they have over their working condition and the degree of support received from others in the workplace and the strategies used to respond to work pressure. The present study is an attempt to know the level of stress, causes and management strategies of stress among 40 women college teachers of Rural Kamrup. Descriptive survey method is used in the study. A self developed questionnaire has been used for collection of data. It is found that women college teachers exhibit moderate level of stress mainly due to the dual role played by them in our society and also for institution related causes.

Introduction –

Along with varying roles while working, women have preserved the conventional work culture of household. In spite of having the recent technologies and services, women feel to be work loaded and stressed. Stress is a feeling of tension, which is both physical and emotional and is caused by physiological, psychological and environmental demands. However, sometimes, the main source of stress is observed to be the occupation of the person. Workplace stress occurs when there is an imbalance between the demands and perceived pressures of the work environment and a specific ability to cope. Effective stress management involves learning to set limits for the issues that create stress. It is an accepted fact that the performance of a teacher mainly depends one's state of mind. Aditi and Kumari (2005) discussed in their research that teachers are facing lot of problems like overweight, body ache, and psychosomatic effect due to working in under stress because of various roles they have to perform. The expectation are high from a women if they work as college teachers. In the colleges also teachers specially the women teachers have to go through stress due to the imbalance in workplace. The effect of growing stress and tensions in teacher's life and work therefore requires priority in the area of study. The aim and goal of the paper is to know the various factors to stimulate stress level among women teachers in college level and the problem of the study is stated as-

Statement of the Problem – “A Study of Stress Management Among Women College Teachers”

Objectives of the Study –

- To study the level of stress among the women college teachers.
- To identify the causes of stress among the women college teachers
- To know of coping strategies to manage stress by the women college teachers.

Review of Related Literature - The literature on stress recommends that, multiple role-playing by the working women has been found to have both positive and negative effects on the mental health and well-being of professional women than women with less role involvement in certain instances. However, multiple roles have also been found to cause a variety of adverse effects on women's mental and physical health, including loss of appetite, insomnia, overindulgence, and back pains. Blue menthol (1995) in his study found that job stress effect on health. Sudan (1998) remarks that psychometric disorders are increasing rapidly due to job related stress. Hodson, R. and Chamberlain, L.J.(2003) Job stress commented that job stress undercuts meaning and joy in work, has negative health consequences, and reduces organizational effectiveness. Overall, organizational effects on stress are as significant as or more significant than job effects suggesting the importance of giving attention to organizational characteristics as a less examined set of determinants of job stress. Women careers need to be viewed in the context of their life course and time lines. Therefore, the proposed study is an attempt to study the level, causes and management strategies of working women college teachers.

Significance of the Study - Stress underlies such diverse conditions as psychosomatic problem, heart diseases and can be a major contributor to disturbances in one's emotional, social and family life. It inhibits creativity and personal effectiveness and exhibits itself in a general dissatisfaction that adversely affect the college leading to stress. This emphasizes the current concern within society and organizations about the impact of multiple roles on the health and well-being of professional women and its implications regarding work and family performance, and women's role in society. Therefore, it is justified to study about the stress of women college teacher. It is expected that finding of the study will contribute in knowing the reasons of stress in the college teachers and address the problem accordingly.

Methodology of the Study- Descriptive survey method and exploratory approach has been used for collecting data from 40 women college teachers in the age group of 29 to 46, using purposive sampling technique from 9 provincialized undergraduate level colleges of Rural Kamrup.

Tools of the Study –

- Stress Scale constructed and Standardised by dr. T. Kaur, P Puri N Kumar and M. Metha for studying the level of Stress.
- Self Prepared questionnaire for other information.

Analysis and interpretation of the findings– The data collected were analysed using descriptive statistics.

Table 1Obj. 1 – Level of Stress among the Women College Teachers –

Variable	N	Mean	S D
Stress	40	49.28	10.26

From the table it have been observed that level of stress of the Total sample (40) women college teachers are of moderate level.

Table 2Obj. 2 – Causes of Stress Among the Women College Teachers –

Sl	Statements	Always	Often	Some times	Rarely	Never
1	Insufficient Challenging work	3	8	16	8	5
2	Heavy work Load	9	18	12	1	0
3	Pressure to complete Syllabus	21	13	6	0	0
4	Lack of opportunity in decision making	0	2	8	17	13
5	Mental Harassment	9	18	11	2	0
6	Efforts are less recognized	7	18	4	1	0
7	Lack of clarity about role autonomy	3	11	9	7	

9	Good relationship with colleague	28	11	1	0	0
10	Good relationship with authority	26	18	6	0	0
11	Institutional responsibility interfere with own professional growth	9	13	18	0	0
12	No free time to prepare for next class and refreshment	0	3	22	9	6
13	Mistakes of other teachers are shifted to one who is free from defect	7	13	14	5	0
14	Institution is under staffed	26	12	2	0	0
15	Colleagues demand in varying degrees and types	4	13	11	8	4
16	Problems due to working in rural areas	2	8	19	11	0
17	Family problems interfering career	3	12	16	9	0
18	Occupation demands training and expertise	18	16	4	0	0

From the table 2, it has been observed that women college teachers undergo stressed experience due to organizational, occupational and familial conditions in varying degrees.

Table 3Obj. 3. Strategies of Stress management adopted by the Women College Teachers -

SI No	Strategies	Means
1	Cognitive	Positive thinking, setting realistic expectation, pragmatic view, blocking negative thought etc.
2	Physical	Recreation, general exercise, listening to music, watching t. v, reading or taking hot bath
3	Behavioural	engaging in routine household work
4	Emotional Strategies	use of self-deprecation, self motivation.
5	Rational	Managing Time, Identifying priorities
6	Professional Strategies	Planning of the lesson, organizing non academic activities.
7	Social strategies	Discussion with others, participating in social function

Major Findings – From the study, following major findings have been observed–

- Women college teachers observed teaching moderately challenging.
- Most of the teachers experienced heavy workload in the profession.
- It has been found that most of the teachers felt heavy pressure to complete syllabus in time.
- Some teachers opined that they have lesser opportunity to took part in decision making in the institution.
- It has also found that teachers experienced mental harassment very often.
- Some of the teachers reported that their efforts in the institutions are often less recognized.
- Majority of the respondent are satisfied with good working environment.
- Women use both emotional and problem-focused coping strategies to deal with role conflict.

Educational Implication Of the Study - There would always be external stresses and the key to coping is the ability to control the internal stress. The teachers are of the opinion that one have to learn to cope at a personal level using stress management strategies, but the institutions should also make provision for the same at the institutional level. The present study has provided comprehensive information about occupational stress among the teachers of undergraduate level colleges.

Suggestion – Stress can be reduced by maintaining the workload,

proper pupil teacher ratio, healthy academic atmosphere and orienting towards life skills building program. Field visit, yoga, games etc, should be organized at institutional level in order to reduce stress among teachers.

Conclusion - For the betterment of the society and the institution as well, stress among the college teachers should be reduced. For that, combined approach and initiatives are required from all sides- personal, familial, organizational, and official that will result on reduced stress level among the teachers and it will enhance the education standard, decrease in absenteeism, improved teachers morale, enhanced performance and reduction in workplace accidents. The study emphasized that occupational stress is mostly a personal perspective and the perception of the situation enables one to cope with it effectively.

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