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A STUDY ON STRESS MANAGEMENT AMONG WOMEN FACULTY MEMBERS IN SELECTED COLLEGES OF TRICHY DISTRICT



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ABSTRACT:

Job stress can occur for everyone in any position in any industry. Stress can affect person in any designation. The various stress relating problems like coronary heart disease hyper tension, diabetics, gastrointestinal disorders, peptic ulcer, asthma, migraine, alcoholism, drug addiction, depression etc are accountable for poor health. These problems are further affecting organizational performance adversely by contributing to poor productivity, high employee turnover and higher degree of job satisfaction. The increased stress related costs are fostering the organization to identify the various approaches to study stress at work.

The present research is designed to investigate the relationship and impact of work related stress among college teachers by testing the relationship between causes of stress with reference to demographic, independent variables i.e age, level, years of experience, income and consequences of

their stressors like physiological, behavioural and psychological.

KEYWORDS: Anova, Job security, Satisfaction & Stress

1. INTRODUCTION:

Every individual has to face stressful situations in life. Researchers have identified three types of stress- psychological, organizational and societal stressors. A moderate amount of stress is required to initiate action, i.e., to make an individual functional. However, excess of stress entails the necessity of strategy for managing stress. Stewart (1987) defines stress as the term given to the causes and consequences of less than optimal performance attributable to motivation which, either by its nature, or its intensity, is inappropriate to the work being performed and to the personality and abilities of the worker. Stress is becoming an increasingly global phenomenon affecting all countries, all professions and all categories of workers, families and society in general. Stress is known as 'the ratio of the internal forces brought into play when a substance is distorted to the area over which the forces act.

Stress Management:

Stress is an experience that creates physiological and psychological imbalances within a person. It is a body reaction to any demands or changes in its internal and external environment, such as temperature, pollution, humidity and working conditions, it leads to stress. In these days of competition when one wishes to surpass what has been achieved by others, leading to an imbalance between demands and resources, it causes psychological stress. Thus, stress is a part and parcel of everyday life. Selye has defined stress as "the non-specific response of the body to any demand made upon it".

Need for the study:

Reduction or elimination of stress is necessary for psychological and physical well-being of an individual. Efficiency in stress management enables the individual to deal or cope with the stressful situations instead of avoidance. Strategies like time management, body-mind and mind-body relaxation exercise, seeking social support help individual improve their physical and mental resources to deal with stress successfully.

The emerging approach for intervention focuses on a pro-active response to stress, with emphasis on preventive measures and elimination of the causes of stress, rather than on the treatment of its effects. This very complex issue is covered by a broad field of research activities.

Objectives:

In view of the above, the objectives of this study were:

- ✱ To study the employees attitude towards the stressors.
- ✱ To identify and group various types of stressors among the respondents.
- ✱ To study the effects of stress among the women teachers.
- ✱ To suggest methods to manage various kinds of stressors.

Methodology:

- ✱ The intended research design is descriptive by nature.
- ✱ Proposed to collect data by going through literatures and collecting data from employees.
- ✱ Purposive sampling will be done and 200 samples(women teachers) from various colleges in trichy

district are contacted.

- A structured Questionnaire will be used for data collection.
- The research analysis will be done using the tools like percentage analysis and One way Anova tests.

Scope of the study:

There is no such place in the universe, which is stress free. Stress exists everywhere. So this study will be helpful to know the types of stressors prevailing among the respondents. In this research, stressors are classified under three heads. They are

- Job and organisation related stressors
- Personal stressors
- Psychological stressors

The scope of this study is limited to the extent of identifying various types of stressors and studying the respondents' attitude towards those stressors. Suitable suggestions are given to minimize the stressors within the organizations. This research is done among women faculty members in colleges of Trichy District.

Limitations of the study:

- The study is carried over only on the basis of data given by the respondents.
- Getting responses from the teachers in between their busy schedule was a very difficult task.
- Reluctance on the part of the respondents to disclose their views is also another limitation.

Data Analysis and Interpretations:

Table -1 Age of the respondents

S. No.	Age	Respondents	Percentage
1	18-25	92	46.0
2	26-30	90	45.0
3	31-50	18	9.0
Total		200	100%

Interpretation:

The above table shows that 46% of the respondents are in the age group of 18 to 25 years. 45% of the respondents are in the age group of 26-30, and remaining 9% of the respondents are in the less than 31-50 years.

Table – 2 Marital status of the respondents

S. No.	Marital Status	No. of respondents	Percentage
1	Single	101	50.5
2	Married	99	49.5
Total		200	100%

Interpretation:

It is found from above table it inferred that 50.5%, 49.5 of the respondents the married and single respectively.

Table – 3 Experience of the respondents

S. No.	Experience	No. of respondents	percentage
1	Up to 5 years	42	21.0
2	5 – 10 years	68	34.0
3	10 – 15 years	52	26.0
4	Above 15 years	38	19.0
Total		100	100%

Interpretation:

The above table shows that 21 % of the respondents have got 5 years of experience, 34% of the respondents have 5 – 10 years of experience and 19% of the respondents have got more than 15 years of experience.

Table – 4 Size of family of the respondents

S. No.	Size of family	No. of Respondents	Percentage
1	2 members	90	45
2	3 members	30	15
3	4 members	40	20
4	5 members	30	15
5	More than 5 members	10	5
Total		200	100%

Interpretation:

Nearly half (45%) of the respondents have 2 members in their family. Only 5% of the respondents opined that there are more than 5 members in their families.

Table – 5 Stressors

S. No.	Stressors	No. of respondents	percentage
1	Work environment	40	20.0
2	Supervision	40	20.0
3	Work group	40	20.0
4	Social factors	60	30.0
5	Injustice	20	10.0
Total		200	100%

Interpretation:

The above table shows that 20% respondents said work environment, 20% respondents said supervision, 20 % respondents said work group, 30 % respondents said social, & 10 % respondents said injustice as stressors.

Table – 6 Taken leave in the past 12 months

S. No.	Taken leave	No. of respondents	percentage
1	Yes	82	82.0
2	No	18	18.0
Total		100	100%

Interpretation:

The above table shows that 82% respondents have taken leave in the past 12 months.

Table– 7 Level of satisfaction with salary

S. No.	Level of satisfaction	No. of respondents	percentage
1	Highly satisfied	44	22.0
2	Satisfied	102	51.0
3	Neutural	38	19.0
4	Dissatisfied	16	8.0
Total		100	100%

Interpretation:

The above table shows that 22% of the teachers are highly satisfied with salary, 51% of the teachers are satisfied with the salary, 19% of the teachers are neutral, 8% of the employees are dissatisfied with the salary.

Table – 8 Level of satisfaction with work load

S. No.	Level of satisfaction	No. of respondents	percentage
1	Highly satisfied	24	12.0
2	Satisfied	44	22.0
3	Neutral	50	25.0
4	Dissatisfied	70	35.0
5	Highly dissatisfied	12	6.0
Total		200	100%

Interpretation:

The above table shows that 12% of the respondents are highly satisfied with work load, 22% of the teachers are satisfied with the work load, 25% of the teachers are neutral with the work load, 35% of the respondents are dissatisfied with the work load and 6% of the teachers are highly dissatisfied with the work load.

Table – 9 Level of satisfaction with the job security

S. No.	Level of satisfaction	No. of respondents	percentage
1	Highly satisfied	34	17.0
2	Satisfied	48	24.0
3	Neutral	58	29.0
4	Dissatisfied	38	19.0
5	Highly dissatisfied	22	11.0
Total		200	100%

Interpretation:

The above table shows that 17% of the employees are highly satisfied with the job security , 24% of the employees are satisfied with the job security, 29% of the employees are natural with the job security, 19% of the employees are dissatisfied with the job security & 11% of the employees are highly dissatisfied with job security.

Table – 10 Level of satisfaction with family life

S. No.	Level of satisfaction	No. of respondents	percentage
1	Highly satisfied	34	34.0
2	Satisfied	29	29.0
3	Natural	26	26.0
4	Dissatisfied	9	9.0
5	Highly dissatisfied	2	2.0
Total		100	100%

Interpretation:

The above table shows that 34% of the employees are highly satisfied with the family life, 29% of the employees are satisfied with the family life, 26% of the employees are natural with the family life, 9% of the employees are dissatisfied with the family life & 2% of the employees are highly dissatisfied with the family life.

ONE WAY ANOVA:

Age Groups Vs Overall Satisfaction With Stress Management Factors:

HYPOTHESIS:

H0: There is no difference opinion on overall stress management factors among age groups.

H1: There is a difference opinion on overall stress management factors among age groups.

Table 11 – ONE WAY ANOVA

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	5.187	4	1.729	4.376	.005
Within Groups	77.433	196	.395		
Total	82.620	200			

Inference:

Since the value of p is < 0.05 we reject H0 i.e., There is a difference of opinion on stress management factors among age groups.

Marital Status Vs Overall Satisfaction With Stress Management Factors:

HYPOTHESIS

H0: There is no difference of opinion on stress management factors among marital status groups.

H1: There is a difference of opinion on stress management factors among marital status groups.

Table 12 – ONE WAY ANOVA

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	2.377	4	.792	3.009	.031
Within Groups	51.618	196	.263		
Total	53.995	200			

Inference:

Since the value of p is < 0.031 we reject H0 i.e., There is a difference of opinion on stress management factors among marital status groups.

Size Of Family Vs Overall Satisfaction With Stress Management Factors:

HYPOTHESIS:

H0: There is no difference opinion on overall stress management factors among size of family groups.

H1: There is a difference opinion on overall stress management factors among size of family groups.

Table 13 – ONE WAY ANOVA

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	47.472	4	15.824	3.408	.000
Within Groups	98.748	196	.504		
Total	146.220	200			

Inference:

Since the value of p is < 0.00 we reject H_0 i.e., There is a difference of opinion on stress management factors among size of family groups.

Findings:

- ✱ 46% of the respondents are in the age group of 18 to 25 years. 45% of the respondents are in the age group of 26-30, and remaining 9% of the respondents are in the less than 31-50 years.
- ✱ 50.5%, 49.5 of the respondents the married and single respectively.
- ✱ Nearly half (45%) of the respondents have 2 members in their family. Only 5% of the respondents opined that there are more than 5 members in their families.
- ✱ About 34% of the employees have the experience of 5 – 10 years.
- ✱ About 38% of the employees have 4 members in the family.
- ✱ About 30% of the employees have social related to stress.
- ✱ About 82% of the employees have taken leave in past 12 months.
- ✱ About 51% of the employees are satisfied with the salary.
- ✱ About 35% of the employees are dissatisfied with the work load.
- ✱ About 29% of the employees are neutral with the job security.
- ✱ About 34% of the employees are highly satisfied with the family life.

Suggestions:

In an organization the management has a responsibility to minimize the factors that cause stress. The management can only take some steps to minimize the stressors and create a good environment to work. In order to increase the performance of the employee's steps should be taken to manage and reduce the impact of stress.

- Management shall conduct stress audit.
- The management shall reduce the pressure given to the teachers and they can try to have a friendly and cool environment inside the organization.
- Equality and equity among the teachers.
- Yoga & meditation programs may be conducted for the teachers to decrease the stress level.
- Job security has to be assured.
- The organization may increase the non – monetary benefits provided to the teachers.
- The organization may revise the holidays and leaves provided to the teachers through prior consideration and consultation.

CONCLUSION:

The research has been carried over to identify the job stress among women college teachers in the district of trichy. The various factors which lead to stress are analyzed. The managements of colleges should take necessary steps to assure job security among the teachers. The managements may

organize programmes to improve the attitude of respondents. Job related factors are analyzed by simple percentage. It is a well known fact that certain level of stress should exist in an organization, to have a good level of performance. A moderate level of stress is necessary for excellence in performance. Proper suggestions have been given to reduce and manage the stressors and increase the performance level of the teachers. The research work done will be useful for the management of the organization to know the employees opinion on various types of stressors. This will help the company to take measures and to reduce and manage stress.

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