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A RESEARCH ON STRESS MANAGEMENT BY TEACHERS

Janeesa Abdulla, Dr.Kavyashree
Srinivas University

ABSTRACT

Any organization is effective in handling the stress management practices. By engaging employees in effective training and employee assistance program helps to manage their stress and through healthy compensation plans and performance based incentives lead the employees to work effectively. At present situation women are enjoying varied roles within the family and within the work place. Women suffer in each side from mental tension and physical harassment at workplaces in addition to the common job stress. Being a teacher is difficult. There are numerous causes, but there are also ways to help the teacher deal with them. One of the primary factors driving many teachers out of the profession is teacher stress. A whopping 60% of teachers reported being stressed. Due to stress, many educators are considering leaving for the first time or have already left the profession. The purpose of this study is to investigate the factors that bring in stress. A convenient sampling technique was used in this study. A previously validated questionnaire named Brief Job Stress Questionnaire which was adopted for the study. The results of the study revealthatout of the fiveconstructs – time spent outside of work, self-assessment ability, relationships between teachers, social interaction outside teaching and duties outside teaching, the stress is impacted by duties outside teaching and induces them to feel unproductive. This research examined the impact of various dimensions on the stress level of teachers. This study helps to understand the level of stressencountered by teachers and to take corrective measures to mitigate the level of stress thereby enhancing the standards of working environment.

INTRODUCTION

Stress is an inescapable consequence of recent living. Fashionable life is packed with hassles, deadlines, frustrations, and demands. For many, stress is therefore common that it's become a part of life. Stress isn't forever unhealthy because it will assist you to perform your job remarkably in any deteriorating scenario and inspire you to try and do your best.

Stress management is want of the hour. It is necessary for long life with less bother that may happen. Stress management involves understanding the scientific discipline behind or reason for inflicting stress and finding ways to handle, reduce, or eliminate it. Stress may result from viewing yourself or your things negatively or with insecurity rather viewing things in a very positive manner, taking action, organizing, planning, and finding

REVIEW OF LITERATURE

A review on the earlier research on workplace stress among the teachers is essential to be familiar with the areas covered and will help to find the uncovered areas to study them in-depth. Workplace stress is the response of teachers to job demands and pressures that are not in line with their knowledge, interest, skills and abilities (Hicks & Caroline, 2007). Stress arises in wide ranging work situations but becomes worse when employees have little or no control over work processes. Workplace stress can be caused by poor work design, lack of recognition, rigid bureaucratic structure, office ergonomics, poor management style, unfavourable working conditions, pay inequality, and role conflict (Stecher & Rosse, 2007). Osibanjo, et al. (2016) investigated the implications of workplace stress on performance. The results of the analysis indicate that role congruence, equity, recognition, and distance, have a significant influence on performance. Brynien (2006) posts that stress has a positive effect on teachers of any school but up to a certain extent which an teacher can cope with, in most cases if it exceeds the bearable limits it results in negative results on teachers performance. Nayak (2008) explored into that Professional stress is the kind of stress that arises at work or during routine operations; it is a physiological and psychological response to specific stimuli. Professional stress elements include the actions of superiors,coworkers, performance activity, and environmental conditions

OBJECTIVE OF THE STUDY

1. To study the level of occupational stress among the female teachers
2. To analys practices of stress management at work place among female teachers in schools
3. To analyse the level of job satisfaction among the female teachers

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RESEARCH METHODOLOGY

The study is analytical and descriptive in nature based on both primary and secondary data. The primary data were collected from the sample of teachers by distributing a structured questionnaire. The secondary data were collected from books, periodicals, reports and the Internet. Simple random sampling process was used to collect data. The teachers working in a school of Kasaragod district in Kerala state constitute the universe of the study. A sample of 55 teachers was taken for the intense study sample to know the stress management strategies. The questionnaire to know stress management strategies covers the following variables namely training and development and employees efficiency. The data collected have been suitably classified and analyzed keeping in view the objectives of the study. This research deals with quality of responses from the respondents regarding their attitudes, interests, technical skill, experience and self-concept etc.

DATA ANALYSIS

The baseline questionnaires were given to 55 participants, and the returned questionnaires were checked by the investigators for completeness. Age of participants was divided into two groups, namely young age (<40 years) and middle age (41–60 years). The highest level of education attained by participants was categorized into those who have completed graduation, post-graduation, and Master of Philosophy (M.Phil.) Or Doctor of Philosophy (Ph.D.). The level of students teachers were teaching was categorized into elementary (5th class and below), middle school (6th–9th), and secondary and higher secondary. Teachers in the younger age groups had higher stress levels than their older counterparts. This can be due to greater pressure to perform in the early stages of the career. A few studies in the past have also shown evidence of better coping, with increasing age.

Source of data

The source of data for this research is an absolutely primary data.

Primary

Primary data was collected through questionnaire survey method among the female teachers in private schools at Neyveli in cuddalore district. The primary data were collected from 110 respondents for school teachers.

Secondary

The secondary data were collected from the Newspaper, Journals, Magazines, books and unpublished dissertation.

FINDINGS

On the basis of the findings of the present study a few educational Implications are indicated as follows:

- It could help in organizing guidance program on stress management for teachers.
- It will help the teachers to reduce the stress in daily life.
- It will help the teachers to develop in spite which further lead to self-realization.
- These results will be very beneficial in the development of personality of the teachers.
- These results will give immense help to researchers, guidance workers, teachers and counselors to develop and select suitable methods of their teachers

SUGGESTIONS

1. The teachers are suggested to obey the rules and regulation of the institution. In the absent of disobedience, they can be countered by departmental actions or making note on their service record.
2. The communication system followed in the school departments are to be improved for the convenience of the teachers.
3. The level of stress prevailed among the teacher is too high as per the respondents' opinion. Hence, necessary implementations are needed to reduce their stress to improve their physical and mental health.
4. The female teachers suffering from stress during the working hours are very high thus it should be reduced to improve their life style and lead stress free life.

CONCLUSION

From the above study, researcher has concluded that the stress among the teachers is common and existing everywhere. Though the respondents are having good supportive feedback mechanism regarding class room management and relationship, sometime they find it difficult to practice it. So, teachers should be allowed to participate in trainings, social services and other stress management related program in the school. The principal objective of the study is to identify the relationship between workplace stress and employees' efficiency of private enterprises. It is evident that workplace stress management strategies affect employees' efficiency. Therefore, the study provides insights into the effect of workplace stress, taking into consideration variables such as stress program interventions, and training and development on employees' efficiency. The implication for decision makers is that stress management tends to influence teachers performance. The principal need to pay more attention to stress management strategies, as

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these have positive and significant effects on teachers' efficiency. The stress management practices such as stress management training, seminars on job burnouts, supportive organizational climate, yoga and meditation, the close association of co-workers, celebrations are practiced periodically at the executive level. But, celebration, stress management training and yoga and meditation are the most preferred practices. High executive participation is also reported in these practices. These practices also could make a positive effect on productivity, inter-personal relations, absenteeism, labor turnover and physical and mental health among employees.

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