



<https://doi.org/10.58419/GBS.v8i2.822202>

A STUDY ON “STRESS MANAGEMENT” AMONG SCHOOL TEACHERS

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Abstract: The purpose of the present study is to find the stressors leading to stress among teachers and to investigate the psychological and physiological impact of stress on teachers. A structured questionnaire with Five point likert scale was used to collect the required data. The data was collected from Teachers of 8th to 10th standards of Ballari city through personal interview. The sampling technique used was random sampling. Tables and percentage method are used as statistical tool for analysing the collected data. The study reveals that the stress exists among the teachers at normal level.

Keywords: stress, employee productivity, performance, work life

Introduction

Stress is a physical, mental and emotional response to challenging event or circumstances. Stress is a common part of work life. Stress if positively used can lead to enhanced performance and employee growth.

Employee productivity and performance is influenced by the level of stress the employees experience at their workplace. Employees play a key role in effective functioning of an organization. There are many factors that cause stress among employees like failure to reach the target, absence of cooperation among employees, unhealthy relationship between superior and subordinate, change of job role and new challenges, etc. A high-performance environment is created with stress free workforce. There must be an effective stress management system to resolve the stressors.



LITERATURE REVIEW

Srivastav A.K. (2010) The research aims at to study nature of role that causes stress. Role performance created the problems of employee stress. The heterogeneous nature of role stress cannot be dealt with a single solution as a whole. Introduction of specific problem related solution or interventions lead to better organizational performance and effectiveness.

Charu M. (2013) The study states that higher level of stress and quality of work life are correlated for IT employees. The study identified few factors like fair pay structure, steady role demands, supervisory support, better job environment, capability match of the job, role autonomy and stress that directly affect the quality of work life. The main reason of stress among the employees of IT industry is rapidly changing technology.

Richardson (2008) The study identifies three stress intervention namely primary, secondary and tertiary stress interventions. The study made a suggestion to all the employees to practice relaxation training intervention to manage stress. Further the study considers it as the easiest and least expensive approach to implement.

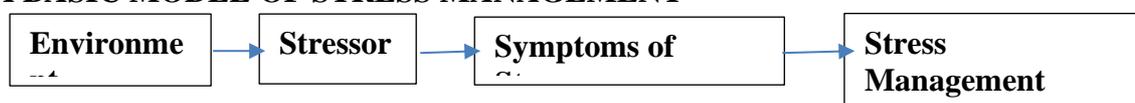
P.S. Swaminathan, & Rajkumar S. (2013) The research makes a study on the levels of stress among the age group, profession, different varieties of jobs, hours of work and the influence of work environment on the degree of stress faced by employees. Stress in an employee is very individual in nature. The study indicates about an optimum level in which every individual can perform with his full capacity. He has identified three conditions responsible for work stress they are a) Role overload b) Role self-distance c) Role stagnation.

Satija S. & Khan W. (2013) The study aims to investigate the relationship between Emotional Intelligence and Occupational Stress. Their study considers Occupational Stress as same as Job Stress. If the job stress is not controlled at workplace will affect employees work attitudes and behaviour negatively. The findings of the study clarify that Emotional Intelligence as a significant predictor of Occupational Stress.

Ch. Lakshmi Narahari & Dr. Kalpana Koneru (2015)

The study aims to investigate the various factors that stimulate stress level among teachers at college level. Lack of specific ability to cope up with changing environment creates workplace stress. An employee's stress at work is affected by variables like level of control over their working condition / densities, the degree of support from others in the workplace and the strategies adopted to respond to work pressures

A BASIC MODEL OF STRESS MANAGEMENT





RESEARCH METHODOLOGY

Research Type	Descriptive Research
Data source	Primary and secondary data
Research instrument	Questionnaire, Personal interview
Type of questionnaire	5 Point Likert Scale
Sampling unit	50 Employees of School Teachers, Ballari
Sampling method	Random sampling
Contact method	Personal interview
Location of survey	Ballari
Data Analysis	Percentage method

OBJECTIVES OF THE STUDY

- To identify factors leading to Stress.
- To know the Physiological and psychological impact of Stress.
- To provide suggestions based on the study.

DATA ANALYSIS AND INTERPRETATION

Table.1 Demographic analysis

Factors		Frequency	Percentage
Gender	Male	21	42%
	Female	29	58%
Total		50	100
Age	18-24	3	6%
	25-30	32	64%
	31-35	8	16%
	36-40	6	12%
	>41	1	2%
Total		50	100
Marital status	Married	22	56%
	Single	28	44%
Total		50	100



Table.2 Stress Analysis

Factor	Frequency	Percentage	
Student -Teacher Relationship			
I have difficulty controlling my class.	Never	10	20%
	Rarely	12	24%
	Sometimes	20	40%
	Often	7	14%
	Very often	1	2%
Total	50	100	
I become impatient/angry when my students do not do what I ask to do.	Never	6	12%
	Rarely	20	40%
	Sometimes	18	36%
	Often	5	10%
	Very often	1	2%
Total	50	100	
My students make my job stress full	Never	9	18%
	Rarely	18	36%
	Sometimes	13	26%
	Often	8	16%
	very often	2	4%
Total	50	100	
Work Relationships			
I feel difficulty in my work relationship with my administrator	Never	8	16%
	Rarely	13	26%
	Sometimes	14	28%
	Often	13	26%
	Very often	2	4%
Total	50	100	
I feel my administrator does not approve my the job	Never	10	20%
	Rarely	14	28%
	Sometimes	16	32%
	Often	9	18%
	Very often	1	2%
Total	50	100	
I feel isolated in my job	Never	17	34%
	Rarely	11	22%
	Sometimes	12	24%
	Often	9	18%
	Very often	1	2%
Total	50	100	
I feel my fellow teachers thinking I'm not doing a good job	Never	16	32%
	Rarely	13	26%
	Sometimes	12	24%
	Often	6	12%
	Very often	3	6%
Total	50	100	
Disagreement with my fellow teacher is a problem for me	Never	16	32%
	Rarely	11	22%
	Sometimes	11	22%
	Often	10	20%
	Very often	2	4%
Total	50	100	
I get too little support from teachers with whom I work	Never	10	20%
	Rarely	11	22%



	Sometimes	14	28%
	Often	14	28%
	Very often	1	2%
Total		50	100
Employee Time Management			
I have too much to do and not enough time to do it	Never	10	20%
	Rarely	7	14%
	Sometimes	14	28%
	Often	16	32%
	Very often	3	6%
Total		50	100
I have to take work home to complete it	Never	8	16 %
	Rarely	10	20%
	Sometimes	14	28%
	Often	11	22%
	Very often	7	14%
Total		50	100
I have difficulty organizing my time in order to complete tasks	Never	4	8%
	Rarely	16	32%
	Sometimes	19	36%
	Often	9	18%
	Very often	2	4%
Total		50	100
I think badly of myself for not meeting demands of my job	Never	6	12%
	Rarely	12	24%
	Sometimes	18	36%
	Often	9	18%
	Very often	5	10%
Total		50	100
I'm unable to express my stress to those who place demands on me	Never	12	24%
	Rarely	18	36%
	Sometimes	7	14%
	Often	12	24%
	Very often	1	2%
Total		50	100
I feel Teaching is stress full for me	Never	10	20%
	Rarely	10	20%
	Sometimes	16	32%
	Often	12	24%
	Very often	2	4%
Total		50	100
Physiological Impact of Stress			
The frequency I experience one or more of these symptoms is stomach aches, backaches, elevated BP, stiff neck and shoulder	Never	11	22%
	Rarely	12	24%
	Sometimes	14	28%
	Often	12	24%
	Very often	1	2%
Total		50	100
Psychological Impact Stress			
I find my job tires me out	Never	9	18%
	Rarely	18	36%
	Sometimes	11	22%
	Often	11	22%
	Very often	1	2%
Total		50	100



I will be tensed by the end of the day	Never	17	34 %
	Rarely	13	26 %
	Sometimes	10	20%
	Often	9	18%
	Very often	1	2%
Total		50	100
I find myself complaining to others	Never	20	40%
	Rarely	8	16%
	Sometimes	13	26%
	Often	9	18%
	Very often	0	0%
Total		50	100
I am frustrated and feel angry	Never	11	22%
	Rarely	18	36%
	Sometimes	12	24%
	Often	7	14%
	Very often	2	4%
Total		50	100
I worry about my job	Never	14	28%
	Rarely	9	18%
	Sometimes	17	34%
	Often	10	20%
	Very often	0	0
Total		50	100
I feel depressed about my job	Never	10	20%
	Rarely	21	42%
	Sometimes	11	22%
	Often	7	14%
	Very often	1	2%
Total		50	100

FINDINGS

- Student Teacher relationship is good and this actor cause little stress to teacher.
- The work relationships are cordial but still it needs to be strengthen though employee engagement.
- About 50 percent of employees experience the symptoms like stomachaches, backaches, elevated BP, stiff neck and shoulder etc.
- 1/3rd of the teachers feels tired, tensed, frustrated and feel complaining themselves to others.

SUGGESTIONS

- Introduction of Student Mentoring.
- Introduction of Employee Engagement programmes.
- Conduction of Stress Management Workshops and including of Yoga and Meditation hours for both students and teachers.



CONCLUSION

From the study it can be concluded that there exists a good teacher student relationship. Work relationships are found normal. Psychological and physiological impact is seen among the teachers and that calls for introduction of effective stress management techniques. Further a day out with students, excursions and fun games in classes may provide a good result in improving and strengthening student teacher relationships and work relationships among teachers

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