

# STRESS MANAGEMENT AMONG THE FACULTY MEMBERS OF EDUCATIONAL INSTITUTIONS IN KASHMIR PROVINCE

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## ABSTRACT

*For the organization, stress work may be a significant issue. The greatest approaches to avoid stress are excellent management and job organization. The routine duties of being a parent and going to college becoming more and more taxing as they gradually change into new ones. It is determined that there is "an excess of demand for the adaptive capacities of the mind which body" and that this demand might be either physical, mental, or both. Good job management and organization are the greatest methods to prevent stress. The response to work and demands that don't match your talents and abilities and ability to handle them is stress connected to the job. Although stress can occur in a number of work environments, it can occasionally worsen when employees think that bosses and superiors are unmotivated and that their expectations and demands can be satisfied. Both at work and at home, stress and other problems are frequently prevalent. Employees may have major issues due to constant change and unworkable scheduling, such as job insecurity and lengthy hours. The purpose of this essay is to comprehend the many elements that exacerbate conflict amongst college instructors. When the demands, stressors, and individual abilities to manage them are out of balance, workplace tension results. A person's work experience is significantly influenced by how much control they have over their working conditions, how much support they receive from coworkers, and how they respond to obstacles at work. India is in a critical situation and facing several issues. College autonomy has fostered academic excellence. However, professor' engagement, which is based on their choice and autonomy, is essential to the ultimate attainment of autonomy. Therefore, the goal of this study is to regulate the stress of college professor. According to the study's findings, it is quite effective to manage the stress levels of personnel with less experience.*

*Keywords: Stress, Stress management, Workplace stress, College professor*

## INTRODUCTION

Unlike in the past, modern human life is marked by complex and varied practices. People used to live in accordance with nature, which was revered, and human intervention was beneficial to it. Today's environment is exploited, and many attempts to combat nature rather than live in harmony with it. This unhealthy approach is the root cause of all human illnesses, discomforts, and diseases. Today's world is full of stresses, strains, and stress. Obviously, stress is the product of one's greed, expectations, and goals. Life is multidimensional rather than one dimensional. The quality of one's life is measured by how well one instils quality in all facets of one's life. Life in the modern era has become much too complex and

complicated. There is a constant scramble for more. A jumbled sense of affairs and lopsided ideals are causing a great deal of tension and anxiety. A positive personality is free of negative characteristics such as anxiety, tension, greed, envy, and jealousy. Stress, in its numerous negative elements, can influence the person in a variety of ways. The natural state of the human being is full fitness, not illness. The majority of us were born in great health. Disease is something that we develop – without even understanding it – at different points in our lives. Stress continues to be the leading cause of death. Families are disintegrating as a result of stress, and the majority of deaths are the result of stress. Stress is all caused by anxiety attacks, phobia and depression. Heart, diabetes, chronic fatigue, asthma, high blood pressure and headaches are only a few of the common stress complaints. Stress in our bodies works like a fire alarm. Stress is called the inability to cope with a real or perceived threat to one's mental, physical, emotional and spiritual wellbeing that leads to a number of physiological responses and adaptations. It can be triggered by both positive and negative experiences. Each person's level of stress varies. It is an important, if not critical, component of the body's normal functioning and therefore inevitable. It leads to our long-term survival. Stress cannot be prevented; however, it can be handled so that it does not become a cause of conflict. However, these college professor face a number of challenges, one of which is stress, which is a risk factor for coronary heart disease. Stress is a natural occurrence in the workplace. Nowadays, the percentage of college professor who have coronary heart disease is growing. The key factors are work-related stress, value dispute, style of work, quality of living, diet, and a lack of physical activity.

### **STRESS MANAGEMENT**

The terms "stress management" and "coping" have been used interchangeably to describe how to cope with stress or the attempt to "master" stress-induced damage, danger, or challenge. Stress management, in its broadest sense, refers to any effort to deal with stressful circumstances that individuals or organizations believe must be addressed. Stress management is a technique for improving one's ability to cope with external stressors and their internal effects. Stress can be managed in three ways: to avoid or regulate it, to recover from it, or to learn to adapt to it. Successful stress management can be achieved in a number of ways at both the individual and organizational levels. The first phase of stress management is dealing with stress, and the second phase is counteracting stress with the aid of the calming response.

### **PROFESSOR STRESS**

Professors are particularly important in the growth of children. They teach reading, writing, expanding vocabulary, creative arts, science, and social studies to children. To teach concepts and skills, they use games, music, artwork, films, books, computers, and other materials. Professor use a range of instructional techniques to provide treatment and instruction to their students. By developing and implementing a curriculum, that addresses a variety of aspects of child development, including language development. Professor interact with students from a variety of cultural, racial, and religious backgrounds on a regular basis. An instructor is the

king of the educational system. Professor have long been held in high regard in almost all civilized cultures. They are often given titles such as "Master," "Mentor," and "Guru." Professor have fulfilled the standards of the world around them to gain this status in the history of humanity. The standard of a nation's professor has a significant impact on its growth and educational programs. Professor must be stress-free in order to carry out such a broad duty. Stress is described as "the body's non-specific response to any demand imposed upon it." A hazard, a challenge, or any other type of change that needs the body to adapt is considered a "call." The answer is automatic and instantaneous. In several ways, a professor's tension is close to that of someone else. Professor become overwhelmed when they think they are unable to cope with their workload or other job demands. Professor stress is described as any adjusting demand that necessitates coping behaviour on the part of the professor. According to a study, excessive working hours, excessive workload, the class sizes, pressures due to changes in curriculum and courses, changes in assessment and testing requirements, poor management, workplace bullying, crumbling college, pupil misbehaviour, risk of violence from pupils, parents, and intruders, lack of support with bureaucracy, and form filling are the leading causes of professor stress. Professor stress is characterized as an unpleasant, negative emotion experienced by a professor as a result of some aspect of their work as a professor, such as rage, anxiety, tension, frustration, or depression.

### **SIGNIFICANCE OF THE STUDY**

Stress is an inevitable part of people's lives in recent years. Life becomes more enjoyable and challenging. The stress level of an individual exceeds their ability to cope, but causes disturbances in their lives. Organizational and personal life requirements are the source of stress. Thus, it is clear that stress is a natural event, which depends on how well it is treated, can have either positive or negative consequences. The objective of this study is to examine the stress levels and coping mechanisms among college professor.

### **OBJECTIVES OF THE STUDY**

1. To identify the various causes for stresses that affects the professor in the college atmosphere.
2. To find out the stress management level of college professor.

### **RESEARCH METHODOLOGY**

Methodology is the most important aspect of any study's construction in terms of quality enrichment, scientific drawing, and conclusion. There are various techniques and procedures that must be modified in order to perform study. The essence of the issue under investigation, on the other hand, decides which approach is most suitable for adaptation. The research focuses on determining stress management level by college professor in various educational institutions of Kashmir province. The analysis will be performed using descriptive research techniques, and it is expected to produce substantial results. The technique used is ideal for a descriptive design. It has developed a suitable sampling methodology for data collection, study, and interpretation in order to ensure the scientific validity and credibility of the results.

This research is fundamental or basic since it is focused on primary data. Since the population for the survey is very high, and due to time constraints, a sample size of 450 is used for the survey using questionnaires. A total of 450 respondents were selected from the institutions using a basic a convenience sampling method.

## ANALYSIS AND INTERPRETATION OF DATA

The first objective of the study is to find various causes for the stress among the college professor. Based on the previous studies, nine causes are identified and asked to rank by the respondents. The professor in the higher education institutions are asked to some administration work of the college, face poor work life balance, poor team work, inefficient leadership, less job security in the self-financing colleges, additional workload other than academic work, misbehaviour of some students, lack of motivation from the employers and lack of time for professional career development. The respondents rank the causes and the result is given below.

## QUESTIONIARE

1. Workload on the faculty members
2. Changes in the curriculum
3. Personal/Family problems
4. Poor administrative management
5. Student's misbehavior
6. Negative attitude of colleagues
7. Inefficient leadership
8. Additional duty
9. Lack of time for career development
10. Lack of motivation

Finding different reasons for the stress experienced by college professors is the study's primary goal. The respondents are asked to rank 10 reasons that have been discovered based on prior research. Higher education institutions' professor face a variety of challenges, including helping with college administration, maintaining a healthy work-life balance, fostering poor teamwork, ineffective leadership, providing less job security in self-financing colleges, dealing with extra workload in addition to academic work, dealing with misbehaviour from some students, and finding time for professional career development. The outcome is shown below, with the respondents ranking the factors.

**Table1: Causes for stress**

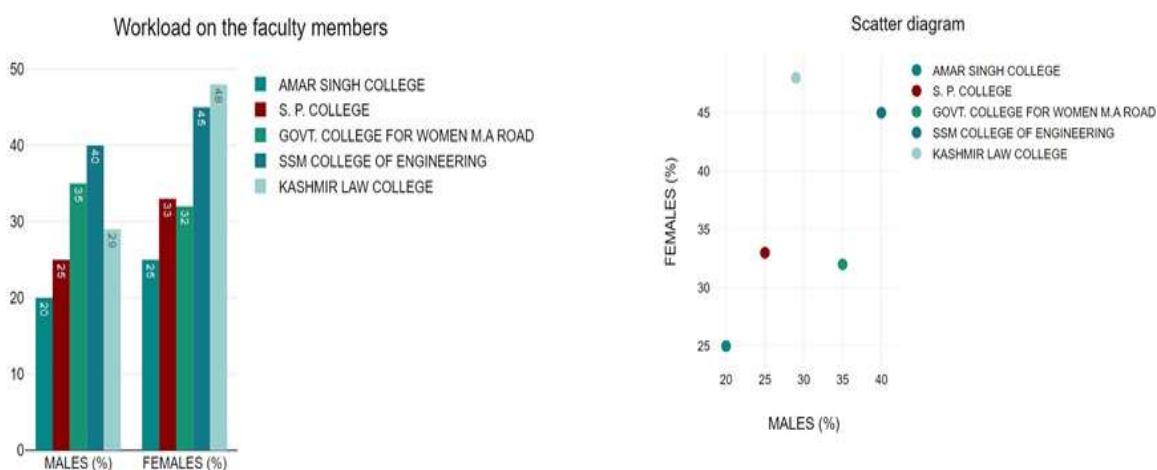
Causes of stress	Mean	Std. Deviation	Mean rank	Result
Workload on the faculty members	2.500	1.512	6.9	N
Changes in the curriculum	2.700	1.705	6.5	250
Personal/Family problems	1.8560	1.556	5.1	Chi-square
Poor administrative management	1.9260	1.226	3.9	772.18
Student's misbehavior	2.9680	1.967	7.2	df

Negative attitude of colleagues	2.1640	1.264	3.4	8
Inefficient leadership	2.0040	1.234	2.8	Sig.
Additional duty	3.9650	2.979	5.9	0.0001
Lack of time for career development	4.8890	3.987	6.5	
Lack of motivation	1.9850	1.785	2.3	

The Friedman Ranking technique's outcome is displayed in Table 1. Every reason has a mean rank that varies from 4.8890 to 1.8560. The mean rank for the causes is displayed by the Friedman rank. Self-financing college instructors have stated that student misbehaviour is a major contributing factor (7.2) to stress. Thirdly, the administrative job assigned to college instructors is contributing to their increased stress levels (3.9). Using the Friedman ranking approach, it is determined that there is a considerable variation in the mean rank among the different sources of stress. For the eighth degree of freedom, the Chi-square value is 772.18. It is noteworthy at the 1% level.

## I. RESULTS

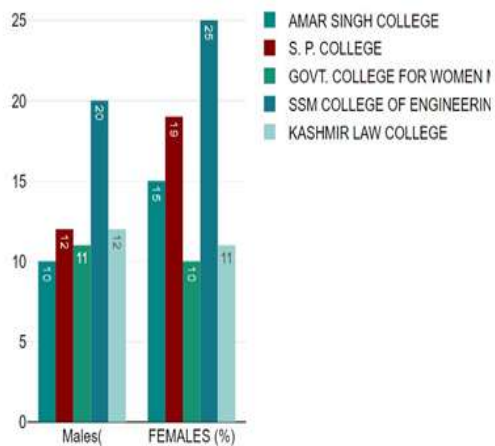
### 1. Workload on the faculty members



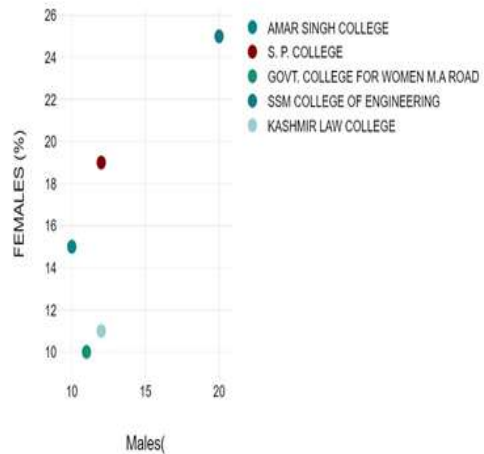
### 2. Changes in the curriculum



Changes in the curriculum

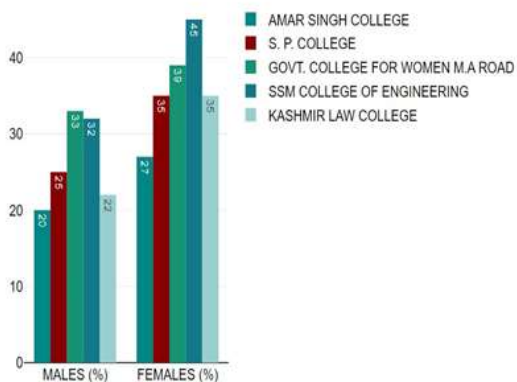


Scatter diagram

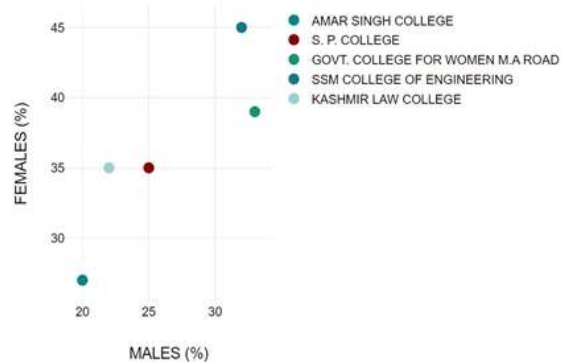


3. Personal/Family problems

Personal/Family problems

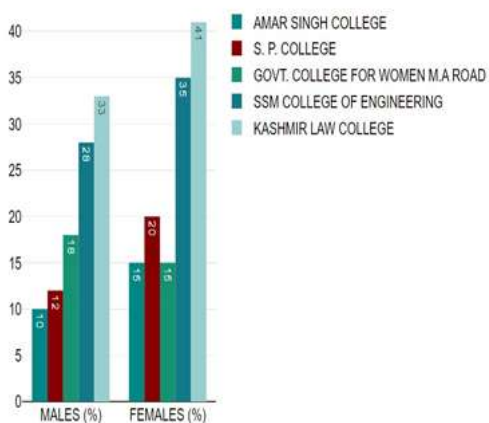


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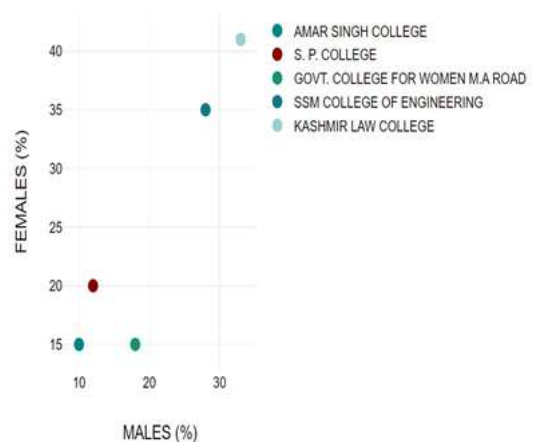


4. Poor administrative management

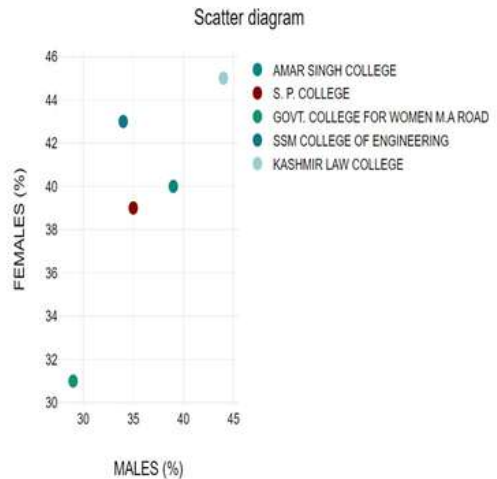
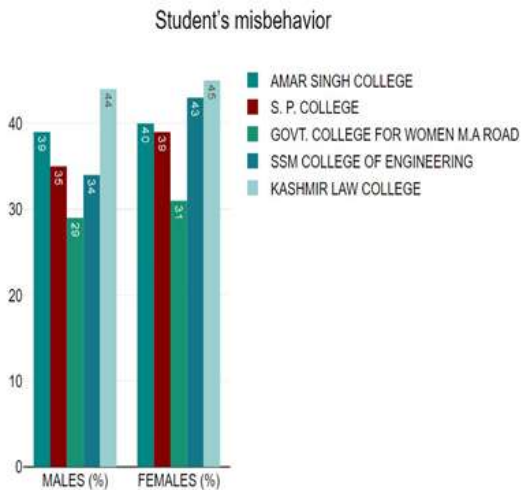
Poor administrative management



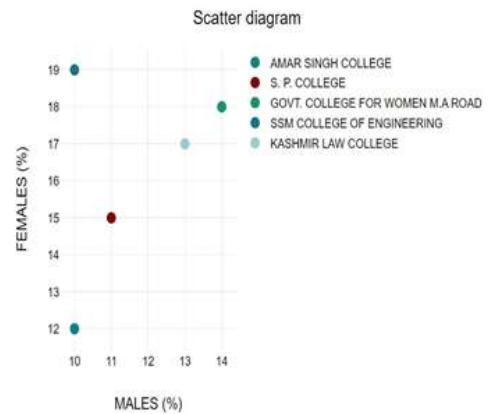
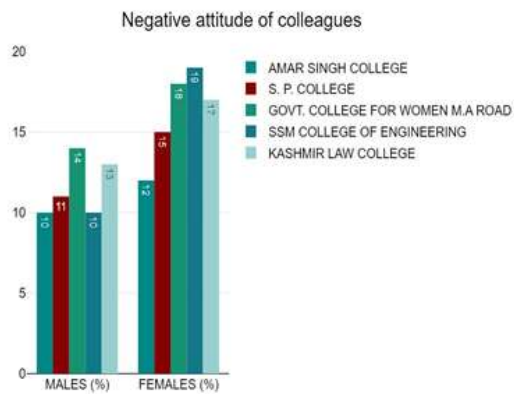
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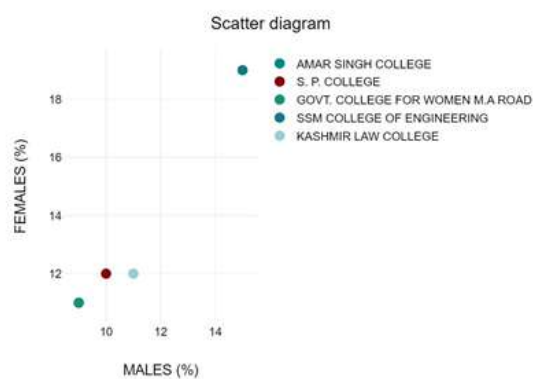
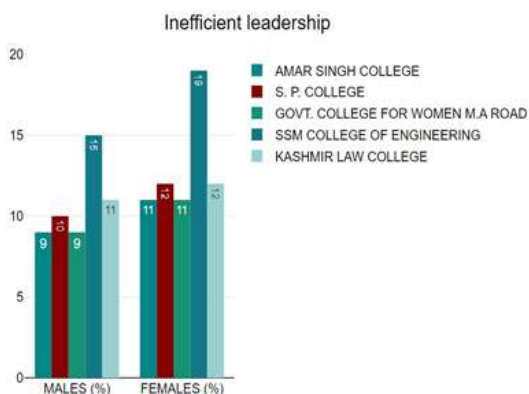
5. Student's misbehavior



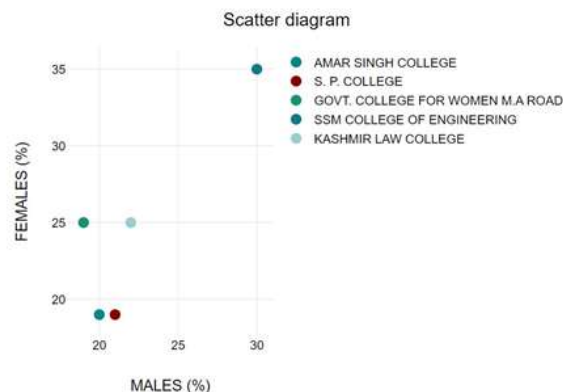
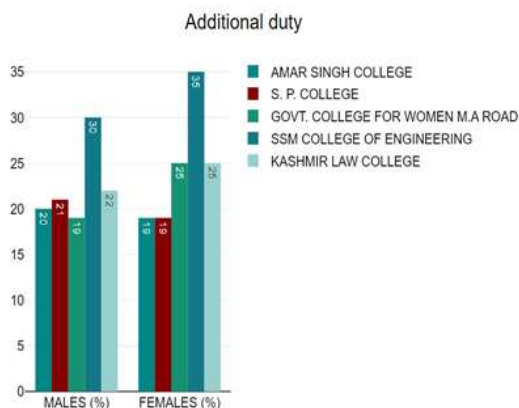
**6. Negative attitude of colleagues**



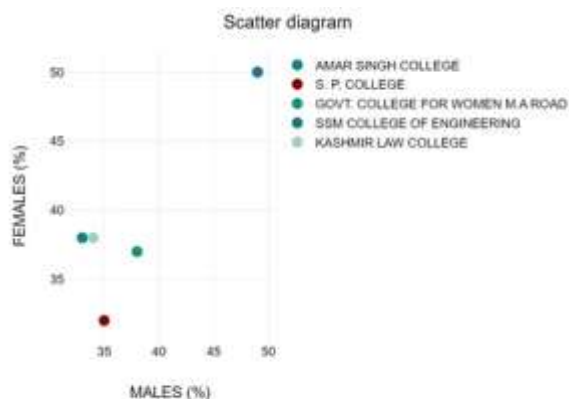
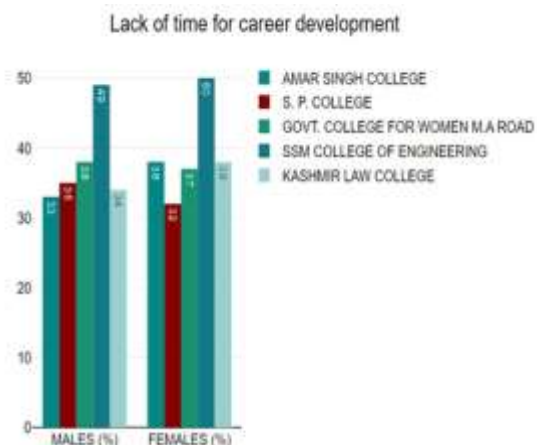
**7. Inefficient leadership**



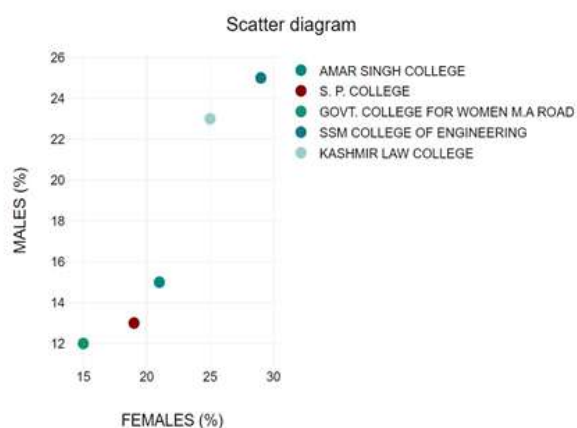
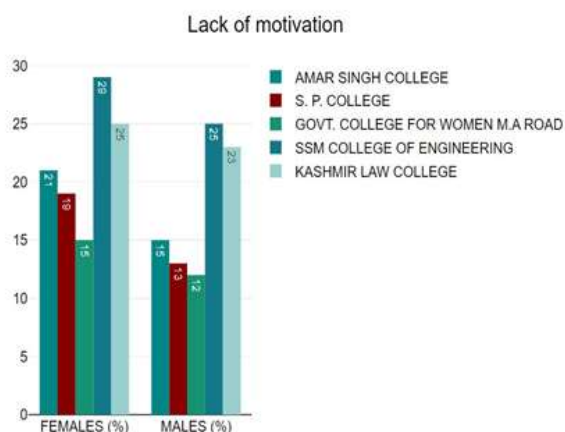
**8. Additional duty**



**9. Lack of time for career development**



**10. Lack of motivation**



**CONCLUSION**

Workers face various types of stress issues as the organization and working environment change. It is important to monitor stress levels in the workplace. Furthermore, it is critical that not only are stress issues recognized and discussed, but that healthy work and the negative aspects of work are promoted. Work can be considered an autonomous activity if it is carried out in a safe and healthy environment. According to the results of this report,



college professor encountered tension in the workplace as a result of job pressure and interpersonal conflicts. According to the findings of the report, arts and science professor in general have a low stress management degree. The next finding of this study revealed that there is a substantial difference in the level of stress management among the different areas of living of college professor. Furthermore, the findings indicate that there is a strong association between the respondents' age and stress management. Furthermore, the results show that there is no important association between the respondents' years of work experience and their overall level of stress management. Furthermore, the results show that there is no important association between the respondent's monthly income and level of stress management. It explains that the respondents' monthly income has no impact on the stress management level of college professor.

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