

A Study on Stress Management among School Teachers in Chennai

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ABSTRACT

Teaching is a highly noble profession and teachers are always a boon to the society. The ultimate process of education could be simplified as a meaningful interaction between the teacher and the taught. The teacher thus plays a direct and crucial role in molding a pupil towards education. The teachers' performance is negatively influenced by different stress contributing factors which either exists within or outside the educational institution, that impede the performance of teachers resulting in lower individual as well as institutional productivity. The present study has carried out to identify stress situations and also to assess the outcomes of stress in the school teachers. The study is confirmed to study the stress level and causes of stress among school teachers. The educational institutions should focus on teachers' problems through understanding teachers' problems and also providing proper support to the teachers for dealing problems. On other side the teachers by themselves should learn to adjust to the demands of teaching profession. Together teachers, educational institutions and society as whole can ensure the success and growth of educational institutions of the socio-economic development of a country.

Keywords: Teachers', jobs stress, performance of teachers

1. INTRODUCTION

Modern life is full of stress. Stress on individuals ranges from personal day-to-day life of their organizational activities. Urbanization, industrialization and increase in scale of operations in the society are causing increasing stresses. In this changing environment, participation, interaction, transaction, planning and regulation become key issues, each with its own frustrations attracted. People feel stress as they can no longer have complete control over what happens in life. There is no escape from stress in modern life. In today's context, "stress is a costly business expense that affects both employee health and company profits." Stress is not an illness-it is a state. However, if stress becomes too excessive and prolonged, mental and physical illness may develop. Well-designed, organized and managed work is generally good for us but when insufficient attention to job design, work organization and management has taken place, it can result in work related stress. A stress management can be caused by too much or too little work, time pressure and deadlines, fatigue from physical strains or work environment, excessive travelling, long hours, having to cope with changes in work.

CONCEPT OF STRESS

Stress is basically the impact of one object on another. There are three terms which are used synonymously to denote this phenomenon:

Stress, strain, and pressure, however, there are thin differences in these terms, Stress is a term basically used in physical sciences which means pressure of one object on another. From physical sciences, the term stress came to medical sciences finally to social science. As per the medical explanation, the term stress is the body's general response to environmental situations. Selye, who has done considerable research on stress, has viewed stress as the "non-specifically induced changes within a biological system." It is non-specific because any adaptation to a problem faced by the body, irrespective of the nature of the problem, is included in stress. High level stress affects the individual directly and through them, their families and organizations are also affected. Therefore, efforts should be made to overcome the negative consequences of high stress. The situation in which individuals need support to overcome stress.

2. CAUSES OF STRESS

There may be numerous conditions in which people may feel stress. Conditions that tend to cause stress are called stressors. Although even a single stressor may cause major stress, like death of near one, usually stressors combine to press an individual in a variety of ways until stress develops.

PHYSICAL PROBLEMS

- The heart pumps faster, making the heart pound and blood pressure rise. Breathing is faster and less efficient which can lead to over breathing and breathlessness. Changes in the flow of blood to the skin can cause sweating, blushing.

MENTAL PROBLEMS

- A certain amount of stress can be mentally stimulating but too much can affect our thinking ability. It becomes much harder to make decisions or find solutions to problems. Thinking negatively and fearing the worst increases worry and stress.

HEALTH PROBLEMS

- If have a chronic illness such as heart disease, diabetes.

EMOTIONAL PROBLEMS

- People respond to stress in many different ways. Common emotional effects are anger, fear, and self-doubt, panic feelings of inadequacy, insecurity, hopelessness, unhappiness, emotional withdrawal and depression.

BEHAVIOURAL PROBLEMS

- Stress can change people's behavior towards one another. We may become less sociable, less caring and insensitive towards others. When stress is accompanied by anger we may become less tolerant, fly off the handle easily and provoke rows.

RELATIONSHIP PROBLEMS

- If do not have someone to share our feelings with, are having difficulty in a relationship, or feel that have few friends.

SURROUNDINGS PROBLEMS

- Poor working conditions, crowded work area, noise pollution and work overload.

SOCIAL PROBLEMS

- Poverty, loneliness, or discrimination based on race, gender, age are considered as social problems.

3. SOURCES OF STRESS

INDIVIDUAL STRESSORS

- There are many stressors at the level of individual which may be generated in the content of organizational life or his personal life. There are several such events which may work as stressors. These are life and career changes, personality type, and role characteristics.

LIFE AND CAREER CHANGES

- Stress is produced by several changes in life and career. People in newer places experience such state of transition of stress. Like life changes, there may be changes in career, in the form of promotion, demotion, transfer, separation. With each change, some kind of stress is experienced.

PERSONALITY TYPE

- Personality characteristics such as rigidity, masculinity, femininity, spontaneity, emotionality, tolerance for ambiguity, locus of control, anxiety, and need for achievement are particularly relevant to individual stress.

ROLE CHARACTERISTICS

- Role conflict arises because of incompatibility of two or more roles. When people become members of several systems like family, club, obligations to each system and to fit into defined places in that system. Role stress is the role ambiguity in which people are not clear about the actual expectations from a role. This may be because of inadequate knowledge or information to do a job.

GROUP STRESSORS

- Group interaction affects human behavior. Therefore, there may be some factors in group processes which act as stressors.

LACK OF SOCIAL SUPPORT

- When individuals get social support from members of the group, they are able to satisfy their social needs and they are better off.

CONFLICT

- Any conflict arising out of group interaction may become stressing for the individuals.

STRATEGIES FOR REDUCING AND PREVENT STRESS

SELF-CONTROL

- The majority of stress we experience in our lives is self-imposed stress caused by having too high expectations, the ambition to get much more done than possible and the inability to avoid unnecessary and stressful situations.

AVOID STRESSFUL SITUATIONS

- We are facing a lot of stressful situations on our everyday lives and many of those could avoid easily. These situations vary from work overload to traffic jams and stressful television news.

EXPECTATIONS AND AMBITIONS

- It's great to have some ambitious goal, but sometimes you will have to drop not absolutely necessary tasks that are mainly responsible for stress.

REFRAMING

- A very effective method to deal with stress is to reframe stressful situations. Reframing is a technique of changing the meaning of a situation or an event with the purpose to relief tension, which helps you to avoid stress.

UNBIASED POINT OF VIEW

- Stress emerges in situations whenever it stirs negative emotions within us, In order to reframe a stressful situation we need to treat the situation as unbiased and emotionless as possible.

CHANGE YOUR ATTITUDE

- As soon as you realized how unnecessary it would be to behave stressed in a certain situation one should try to change your attitude towards this situation into a more positive one.

TIME MANAGEMENT

- Stress and time management are related topics as proper time management allows to reduce the stress level drastically.

4. CONCLUSION

Stress management in the workplace is becoming a major concern for all teachers owing to the occupational health and safety legislations requiring employers to practice 'duty of care' by providing teachers with safe working environment which also cover the psychological well-being of their staff. The reduction of stress management will induce the teachers to provide efficient and effective service to the society. The most important benefit in reducing stress is that it will promote a pleasurable work environment for all. The study throws light on the fact that stress is quite a personal matter and that the perception of the situation enables one to cope with it effectively being aware of the causes of stress and monitoring properly.

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