

Stress Management of employees: A study in Dakshina Kannada District

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Abstract— Today job stress is becoming a major issues and a matter of a concern for employees and organization. It has become a part of life for the employees, as life today has become so complex at home as well as outside that it is impossible to avoid stress. Stress arises due to lack of person environment fit. When the organizational stress is mismanaged, it affects the human potential in the organization. It further leads to reduced quality, productivity, health as well as wellbeing and morale.

Job stress at higher education is now becoming a crucial issue for the faculty members and administrators alike. Immense amount of work regarding occupational stress is done in corporate world issue concerning to low productivity, job satisfaction, high absenteeism, high turnover rate and physical and pschycological disorders. Yet, very fewer studies were conducted regarding stress in academe. The main important reason for this difference is teaching is considered a low stress job compared to corporate world. But it was revealed that teaching is considered as one of the most stressful occupation out of 26 other occupations according to Johnson, Cooper, Cartwright and Donalt Taylor of USA. The Objectives of the study is 1) to identify the factors causing stress among the college teachers.2) to identify various ways of managing stress by the college teachers in the study area.

Index Terms— stress, conflicts, stress management

INTRODUCTION

The concept of stress first introduced in the life sciences in 1936 by Hans selye. Stress can be explained basically as pressure up on a person's psychological system. Though stress is basically upon psychological setup, it affects his or her physical and behavioral system.

The word stress is derived from the Latin word "stringers", meaning to draw tight. Stress has become buzzword in 21st century. Every material like steel, rock or wood has its own limit to withstand stress

without being damaged. Similarly human being can tolerate certain level of stress. It is highly individualistic in nature. For every individual there is optimum level of stress under which they perform very well. If the stress is below optimum level then the individual feels bored, motivational level becomes low, may do careless mistakes and result in absenteeism. On the other hand stress is above the optimum level, it results in too many conflicts, increase in errors, bad decisions and many experience physical illness.

GOOD STRESS AND BAD STRESS

The stress response is critical during emergency situations, such as when a driver has to slam on the brakes to avoid an accident. It can also be activated in a milder form at a time when the pressure's on but there's no actual danger — like stepping up to take the foul shot that could win the game, getting ready to go to a big dance, or sitting down for a final exam. A little of this stress can help keep you on your toes, ready to rise to a challenge. And the nervous system quickly returns to its normal state, standing by to respond again when needed.

But stress doesn't always happen in response to things that are immediate or that are over quickly. Ongoing or long-term events, like coping with a divorce or moving to a new neighborhood or school, can cause stress, too.

Long-term stressful situations can produce a lasting, low-level stress that's hard on people. The nervous system senses continued pressure and may remain slightly activated and continue to pump out extra stress hormones over an extended period. This can wear out the body's reserves, leave a person feeling depleted or overwhelmed, weaken the body's immune system, and cause other problems.

STRESS MANAGEMENT

Stress management refers to a wide spectrum of techniques and psychotherapies aimed at controlling a person's levels of stress, especially chronic stress, usually for the purpose of improving everyday functioning. Stress produces numerous symptoms which vary according to persons, situations, and severity. These can include physical health decline as well as depression. The process of stress management is one of the keys to a happy and successful life in modern society. Although life provides numerous demands that can prove difficult to handle, stress management provides a number of ways to manage anxiety and maintain overall well-being.

SIGNIFICANCE OF THE STRESS MANAGEMENT

When we are practicing stress management, we will learn how to control our emotions so that people won't think of us as an over-reactor, but we will also be able to control our mind to stay positive. Since the first step to stress management is to identify stress factors, the second step is to recognize the steps to help change the situation. Sometimes we are able to eliminate the problem, but most of the time, we must find ways to grin and bear it. However, we can reduce the time spend on the other causes. We can also find ways to reduce our stress by stretching the task out over time or delegating. When it comes to stress, we need to be aware of the causes of stress and how we emotionally and physically react. If we find that our stress causes serious side effects on us like depression or if we become so nervous that makes literally sick. Some times when confronting our stress with the help of a physician, we are able to find a more effective stress management programmes. When we felt that if we lack control on ourselves, we should seek advice on stress management.

Stress management is used all over the world in many cultures to help control one's self. Stress is hard on everyone and it affects everyone at some point in his or her life. However, stress management can help relieve the side effects of stress that prevents a person from efficient living. Stress management is not only about helping you develop ways to handle the stress, but it also will put you on a path. For stress management we need to set and pursue goals that are

meaningful. However, we might found that we will become frustrated or upset when the goals aren't met. That's the way, with stress management we will be able to set new goals and be successful.

Mind over mind is what stress management is all about. We not only have to think that we can handle everything within the deadlines, but we also have to be able to find self-discipline. Stress management begins with discipline because we have to find ways to calm ourselves down as well as find techniques to tackle everything that is handed to you. We all have our breaking points. The hard part is learning how to control our emotions and thoughts so that we don't reach our breaking point. That is why everyone needs to learn about stress management. Stress management is different for everyone, but the idea is still the same. To practice stress management successfully we need to find something that allows us to let go of all our worries. Stress management is as simple as taking a walk. It has been proven that physical activities would improve a person's mental health, help with depression, and relieve the side effects of stress. You should try to exercise at least three or four times a week. In addition, we should try to avoid stimulants like nicotine or caffeine. This makes a person's heart rate increase and will be more likely to be affected by stress.

LITERATURE REVIEW

Ryhal and Singh (1996) studied the correlates of job stress among university faculty. A sample of 100 faculty members 30 professors, 31 associate and 39 assistant professors. Results revealed that assistant professors experienced higher job stress than associate professors and professors.

Khan et al. (2005) conducted a study on coping strategies among male and female teachers with high and low job strain. The results of the present study indicate that both male and female teachers used the same strategies to cope with job strain. Significant difference was not found to exist between the male and female teachers on different types of coping strategies except use of humor. Teachers have adopted a range of coping strategies most tend to be functional or active and some are dysfunctional or passive (i.e. self-distraction and use of humor).

Chand and Monga (2007) examined the correlates of job stress and burn out among 100 faculty members from two universities. Respondents with internal

locus of control, high social support and high job involvement experience less stress. Results also revealed that, maximum stress is reported by professors and minimum by assistant professors.

OBJECTIVES

- To identify the factors causing stress among the college teachers.
- To identify various ways of managing stress by the college teachers in the study area.

METHODOLOGY

The present study has been conducted in the BantwalTaluk of Dakshina kannada District of Karnataka State. To achieve the research objective a cross section survey was conducted among the 60 college teachers in the study area A questionnaire was designed to understand the demographic factors, the methods to manage the stress individually and with the support of the organization. Secondary data were collected from various articles and journals.

Table 1. Profile of respondents

1. Age	No. of Respondents	Percentage
25-35	27	45
36-45	18	30
46 & Above	15	25
Total	60	100
2. Status	No. of Respondents	Percentage
Single	21	35
Married	39	65
Total	60	100
3.Monthly Income (Rs)	No. of Respondents	Percentage
10000-20000	10	16.67
20000-30000	30	50
30000-40000	12	20
40000 & Above	8	13.33
Total	60	100

The above Table 1 states that, 45% of the responders belong to the age group below 25-35 years, 30% of the respondents belong to the age group between 36-45 years and 25% of the respondents belong to the age group of 46 and above years.

As per Table 1, 65% of the responders are married, and 35% of them are single. The above table 1 shows that 16.67% of the respondents earn monthly income between Rs 10000-20000, 50% of the respondents earn between Rs20000-30000, 20% of the respondents earn between Rs30000-40000 and

13.33% of the respondents earn Rs 40000 and above as monthly income.

Factors Causing Stress

Table 2 .Factors Causing Stress

Factors causing stress	Percentage of first preference
Long Working Hours	12 %
Problems with Superiors & Peers	16 %
Inadequate Resource & Facilities	28 %
Lack of Chance	10 %
Inadequate Salary	34 %
Total	100 %

It is clear from the analysis table 2 that 34 % has opined that inadequate salary is the primary factor causing stress followed by problems with superiors & peers and inadequate resource & facilities.

Way of Managing Stress – Self

Table 3. Way of Managing Stress – Self

Managing stress	Percentage of first preference
Exercise/Physical Work	30 %
Outdoor /Indoor Hobby	25 %
Meditation/Breathing/Percentage	18 %
TV/Music	27 %
Total	100 %

Regardless of the source of stress, most respondents use variety of sensory pursuits to manage stress. Sensory pursuits are described as an activity that produces physical stimulation. As per table 3 the positive sensory pursuits followed by the respondents are exercise/physical work followed by watching TV & hearing music and outdoor /indoor hobby.

WAYS OF MANAGING STRESS- ORGANIZATION

While individuals take responsibility for managing their own stress, they also expect support from their organizations. When the respondents asked to rank the ways how their organization help them to combat Stress. 68% responded that ‘Vacation and holidays’ provided to them by the organization is the most important way to manage stress.

CONCLUSION

Work occupies a major portion of one's life, in terms of both time spent and importance. It contains the potential for many forms of gratification and challenge and harm. It is not surprising that many people find work life stressful. Indeed, stress at work is so common place that one tends to accept it as part of the necessary frustration of daily living. Since the stress management techniques are positively related to employee satisfaction towards the job, it can be understood that every management should put efforts to design and implement any type of methods to keep employees relaxed and instill a sense of belongingness towards the organization which is lacking in today's work environment in most of the BPOs.

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