



**Managing stress among Management Teachers in Colleges  
for better teaching-learning in class rooms**

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**Abstract**

The present study attempts to investigate the various sources of stress experienced by management teachers. A sample of 200 management teachers was randomly selected. Survey method and unstructured interview was used for the present study. The collected data was analyzed using simple percentage method. The study indicated that the variables: lack of job security, remuneration, educational levels, years of teaching experience, work pressure and deadlines, age, gender, attitude of the boss', play a significant role in the perception of various sources of stress related to the teaching profession.

**Keywords:** stress, management teachers

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**Introduction**

**“Teachers affect eternity; no one can tell where their influence stops”**, rightly said but in the current scenario due to the technological advancements, a teacher’s life is drastically influenced by stress. Stress has become an inevitable element of their lives. Managing stress is vital for ensuring better results and success in their professional life. Stress Management is one of the most important agendas for the management colleges. Stress is the physical and mental response of the body to demands made upon it. It is the result of our reaction to outside events, not necessarily the events themselves. The term

“stress”, as it is currently used was coined by Hans Selye in 1936, who defined it as “the non-specific response of the body to any demand for change”. Stress management can take different forms like dealing with the cause of stress to burning off its effect. It can be managed at organizational as well as individual level. When a person lets stress get the best of him, he puts himself at risk of developing a range of illnesses – from the common cold to severe heart disease. Other symptoms of stress include absenteeism, escaping from work responsibilities, arriving late, leaving early, deterioration in work performance, memory loss, over-reacting, arguing, getting irritated, anxiety etc.

### **Objectives**

- To study and analyze the causes of stress in Management teacher’s life.
- To study the difficulties about stress faced by Management teachers.
- To give suggestions to reduce the amount of stress in Management teacher’s life.

### **Need of the study**

Managing stress is the need of the hour. However hard we try to go beyond a stress situation, life seems to find new ways of stressing us out and plaguing us with anxiety attacks. Moreover, be it our anxiety, mind-body exhaustion or our erring attitudes, we tend to overlook causes of stress and the conditions triggered by those. In such unsettling moments we often forget that stressors, if not escapable, are fairly manageable and treatable. There have been many studies on stress, yet there is a need to do research on the topic as stress prevails continuously in our lives and it can’t be minimized completely. There is always a wide scope of research on it.

### **Literature Review**

Dayo Akintayo (2012) found that working environment is significantly related to workers’ morale and also working environment is significantly correlated with perceived workers’ productivity.

Dr. K. Chandrasekar (2011) found that environmental factors are conducive to work and he also found that factors that affect attitude of employees to work are- interpersonal relationships control over environment, shift, emotional factors, job assignment, overtime duty, extended work.

L.S. Kang and R.S. Sandhu (2011) in their article said that Stress is an individual’s state of mind in an encounter of a demanding situation or any constraint in the organization

which s/he feels harmful or threatening for her/himself. Stress emerges from various energy seeping conditions in the working environment.

Pratibha Garg(2010) Job or occupational stress is mismatch between the individual capabilities and organizational demands. Employees often experience stress because of work overload, an expected work pace, difficult work schedules, role conflict, uncertainty regarding job security, poor interpersonal relationships and unpleasant working conditions. This stress manifests in conflict, depression, headaches, hypertension, alcoholism and other conditions. The organizations do not only lose money by paying medical bills but there is a loss of productivity.

R Neelamegam and S Asrafi (2010) in their article said that Stress is a general term applied to the pressures felt in life. Stress at work is almost inevitable in many jobs. It has become a major buzzword and a legitimate concern of the time.

N Kathirvel (2009) Stress is the reaction that people take due to excessive pressure or other types of demand placed on them. It arises when they worry that they cannot cope. Stress is a demand made upon the adaptive capacities of the mind and body.

Kulkarni (2006) in an article Burnout said that rapid change of the modern working life is associated with increasing demands of learning new skills, need to adopt to new types of work, pressure of higher productivity and quality of work, time pressure and hectic jobs are increasing stress among the workforce. Further he added that privatization and globalization have ignited mergers, acquisitions and precarious employment.

Anne Marie Berg et al<sup>\*\*</sup> in a study in 2006 of Norwegian police said that the prevalence of subjective health complaints was relatively high and was mainly associated to job pressure and lack of support. Males showed more depressive symptoms than females. All stress factors on frequency were positively associated to the burnout dimensions depersonalization and emotional exhaustion except work injuries.

Sharma, Khera and Khandekar (2006) Computer Related Health Problems among Information Technology Professionals in Delhi – A publication in Indian Journal of Community Medicine in January 2006 found more on visual stress and musculoskeletal symptoms, initially being mild and temporary and later with increasing years assuming

more intense and permanent nature. It also found that computer related morbidity had become an important occupational health problem and of great concern. It suggested an immediate need for the concerned authorities to collaborate and enforce suitable preventive measures.

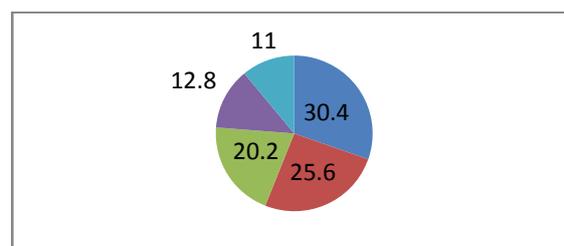
Barhem et al (2004) define stress as an extraordinary state affecting individual human functions as an outcome of internal and external factors which differ qualitatively (having different types of stressors) and quantitatively (having different numbers of stressors) from individual performance, due to individual differences.

Cobb (1975) has the opinion that, “The responsibility load creates severe stress among workers and managers.” If the individual manager cannot cope with the increased responsibilities it may lead to several physical and psychological disorders among them. Brook (1973) reported that qualitative changes in the job create adjust mental problem among employees. The interpersonal relationships within the department and between the departments create qualitative difficulties within the organization to a great extent.

### Research Methodology

Survey method and unstructured interview have been used for collecting primary data for the present study. A sample of 160 management teachers was randomly selected. The collected data was analyzed using simple percentage method. The study is to test the hypothesis that includes the variables: lack of job security, remuneration, pressure and deadlines, long work duration and attitude of the boss’. Books, internet web sites, journals etc were used as a source of secondary data. Percentage Analysis method was used to analyze and interpret results and achieve the research objectives.

### Findings



- 30.4% of the management teachers fear with the fact that insecurity of job stresses them and it is found that maximum number of management teachers remain in stress.
- 25.6% management teachers feel that they are overloaded with work and are stressed to meet the deadlines.
- 20.2% management teachers feel tensed due to dissatisfaction in remuneration-salary as well as promotion.
- 12.8% management teachers accepted that the attitude of boss is not that much cordial and also there is lack of communication. It indicates fear and stress among management teachers.
- 11% management teachers feel stress due to long duration of work in the institutions.

### **Suggestions**

- 48% management teachers feel that strategies should be used to manage stress which is effective. It is a try to find solution to relieve them from stress.
- 50% employees use yoga and meditation to relieve them from stress.

### **Organizational stress managing strategies:**

- Guidance and counseling, refresher courses, psychological support can be provided to management teachers.
- Friendly environment from colleagues and especially boss.
- Encourage employees' participation in decision-making.
- Provide immediate feedback.
- Have a fair distribution of incentives and salary according to performance.
- Promote job rotation and job enrichment.

- Management colleges should arrange yoga camp, meditation camp, entertaining programs etc.
- Play mind games for refreshing their minds.

### **Individual stress managing strategies:**

- Take time to relax during working hours.
- Management teachers must exercise properly and have a good and nutritious diet.
- Learn to say no. Never agree for something which you can't manage.
- Be optimistic and enjoy your work with full zeal.
- Make a "to-do" list daily, prioritize the acts in the list and plan the acts accordingly.

### **Conclusion**

We conclude that the sooner the management teachers find the stress management sources the better it is. Success requires a lot of vigor and enthusiasm in them and it can only happen if they enjoy their work. To infuse that zeal in their work and help them manage the stress, management colleges must introduce stress management programs for them. "A healthy mind dwells in a healthy body" is an old saying and stress can really prevent them from staying in good health. The overall results of the present study suggest the need for periodical stress management programs for reducing the levels of stress among the teachers which in turn will improve their functional skills and lead to effective teaching/learning in the class room.

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