

“A STUDY ON STRESS MANAGEMENT OF WOMEN EMPLOYEES IN EDUCATIONAL INSTITUTION”

Thanushree. T and Divya S.M

Prof. Manojkumar.J

B.com final year Nagarjuna Degree College
Assistant Professor Nagarjuna Degree College

ABSTRACT:

Stress is the ‘wear and Tear’ our minds and bodies experience as we attempt to cope with our continually changing environment. Stress is not something bad, but it all depends on how we take it. Our study is conducted with the overall purpose of understanding the phenomenon of stress among WOMEN EMPLOYEES and to find out how they combat stress operatively and strategically in educational institution. The research method used purely based on primary and secondary data analysis by undergoing survey and also referring various research papers and journals. Finding and suggestions benefit the faculties to deal with work related stress.

Key words: Stress management, women employees, educational institutional

Introduction:

Educational institution is a service providing organization and like other organization it also became one of the competitive fields in India, which provides high quality education to students and at a same time sustain in the market. In this technological revolution world education institution face challenges to teach students with new techniques. As employees of educational institution become a part of various systems, process and techniques which is complicated with this advance technologies and employees find it difficult to cope up. Stress can be described as a feeling emotional, exhausted, demand for over work load, also a huge mental pressure, and physically overwhelmed. In this fast-changing world, it is bit difficult or impossible to live without a stress. We can easily find out the effects of stress on both management as well as faculties.

The life of people nowadays is multi dimensional and they have to face huge amount of challenges in their daily routine irrespective to study, work, family, peer pressure, daily target etc. It would be reaction for short time situation, such as work pressure in college and arguments with colleagues.

Stress management is a wide spectrum of techniques and psychotherapies aimed at controlling a person’s level of stress, especially chronic stress, usually for the purpose of improving everyday functioning.

As per the study of Dr. Lazarus and Dr. Selye work we came to know the positive and negative stress. Positive stress can be seen as an opportunity for employees in organization who believe to get a good outcome wherein negative stress can be seen as threat that would have a poor outcome. We have made an attempt to understand the level of stress faced by employees in educational institution with respect to teaching and work in the organization and how we can find a solution to reduce the stress.

OBJECTIVES:

- To study the impact of job stress on women employee’s performance and productivity.
- To discover the methods that institutions adopted to overcome the stress.
- The main aim of the study is to introduce a system of Human resources development aimed at supporting the balance between personal life and professional life of woman employees.

Review of literature:

- Sabherwal and others (2015) conducted a study to investigate reasons for occupational stress among teachers of higher education and to examine the correlation between stress and job satisfaction. It was found that demand related factors causing maximum stress were lack of regular breaks(85%) and long working hours (83%), 53% of respondents felt occasionally stressed out with frequent changes to timetable or courses, poor pay prospects (81%) added maximum stress followed by efforts not valued (69%) and lack career development opportunities(68%) were the greatest factors affecting stress.

National institute of occupational safety and health (NIOSH) estimates that more than 9000 staff members and other teaching professionals are injured or verbally or physically affected on the job every day, shirleycayton. Feelings of stress developed from various events such as work overload, criticisms, negligent co-workers, unco-operative peers, lack of support from their head. (Mottowuidlo, manning and Packard, 1996).

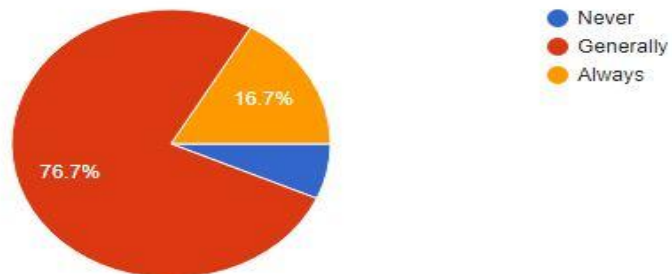
Research and Methodology:

The current study is based on both primary and secondary data. We have made questionnaire based on work stress which was distributed in Nagarjuna group of institution. Secondly some data is collected from the existing literature available on internet, reference books, journals etc. The data has been collected through the structured questionnaire. The sample size was 30 and all the respondents were from the education sector.

Interpretation and analysis:

Do you work more than agreed number of hours

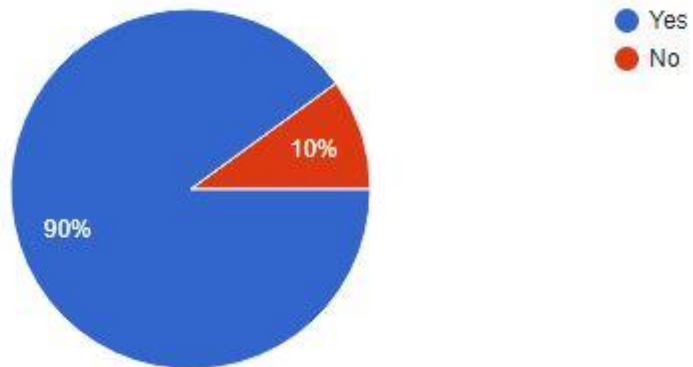
30 responses



From the above pie diagram it is clearly observed that 76.7% of respondents generally work more than agreed number of hours. 16.7% of respondents will always work more than agreed number of hours and 6.6% never works more than agreed number of hours.

Do you enjoy what you do at your job

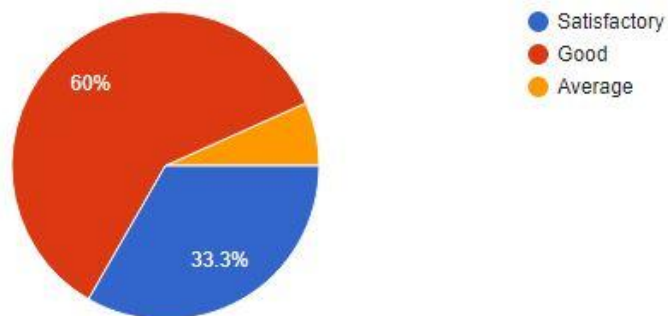
30 responses



From the above pie diagram it is observed that majority of respondents (90%) are enjoying their work .

What can you say about your working environment and condition

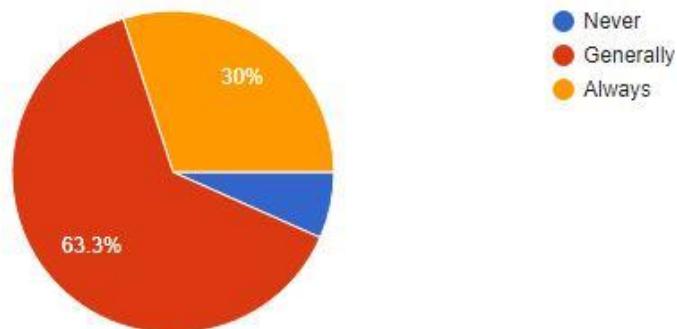
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Asour survey tells that 60% of respondents feel good working environment and condition, 33.3% of respondents are satisfied with their working environment and remaining 6.7% of respondents feel average about their environment and condition.

Can you spend the time you want on your own self-development

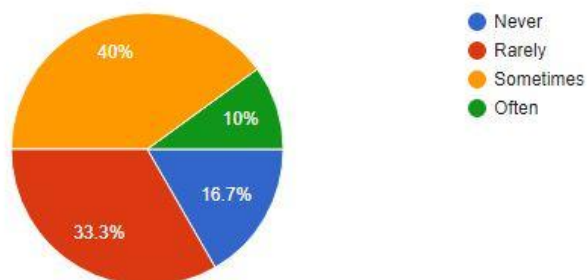
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From the above pie chart it is clearly observed that 63.3% of respondents generally spend their time on their own self development , 30% of respondents always and 6.7% of respondents never spend their time on their own self development.

Do you ever miss out any quality time with your family or your friends because of stress

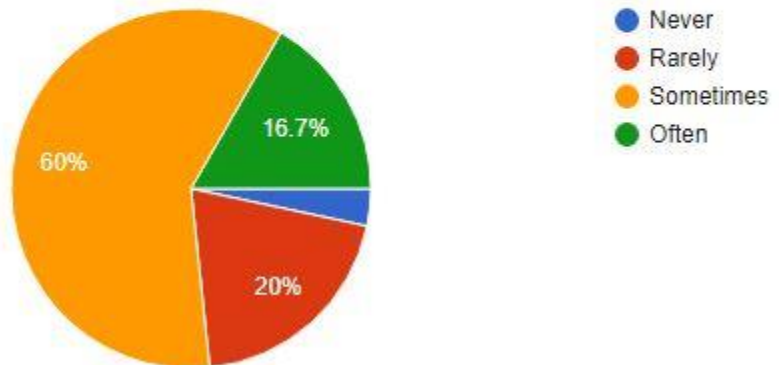
30 responses



From the above diagram, we came to know that 40% of respondents sometimes miss out their quality time with their family or friends, 33.3% of respondents are rarely, 16.7% respondents never and 10% of respondents often miss out their quality time with their friends or family due to stress.

Do you feel tired or depressed because of stress

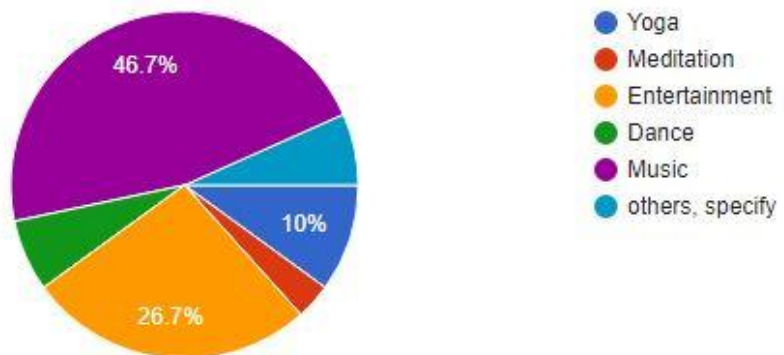
30 responses



The above pie chart says that 60% of respondents sometimes feel tired or depressed because of stress, 20% of respondents rarely, 16.7% of respondents often and 3.3% of respondents never feel tired or depressed due to stress.

How do you manage stress arising from your work

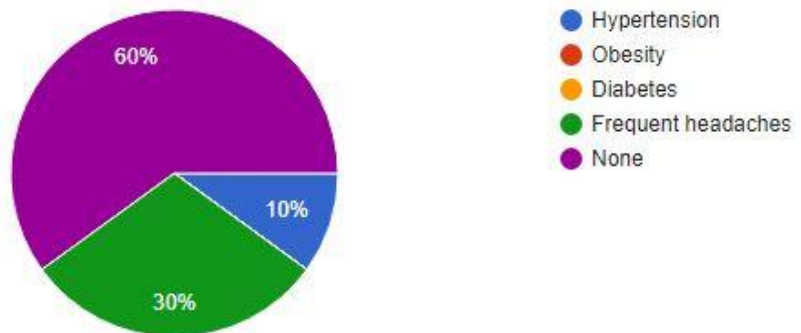
30 responses



From the above study we came to know that music is the best way to reduce the stress as 46.7% of respondents preferred music and remaining respondents preferred different ways [yoga, meditation, entertainment, dance] in order to reduce the stress.

Do you suffer from any stress-related disease

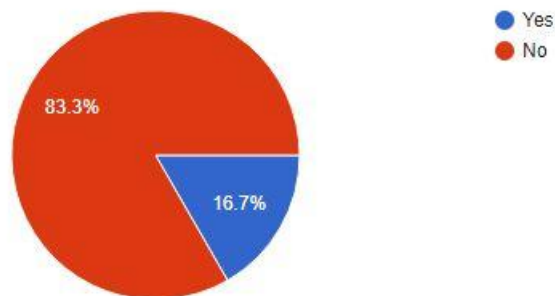
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In our daily life, one or the other will undergo some crucial disease but here our survey tells that 60% of respondents do not suffer from any stress-related disease, 30% of respondents will have frequent headache and 10% of respondents will undergo hypertension due to stress.

Do you tend to have frequent argument with supervisors or colleagues or co-workers due to stress

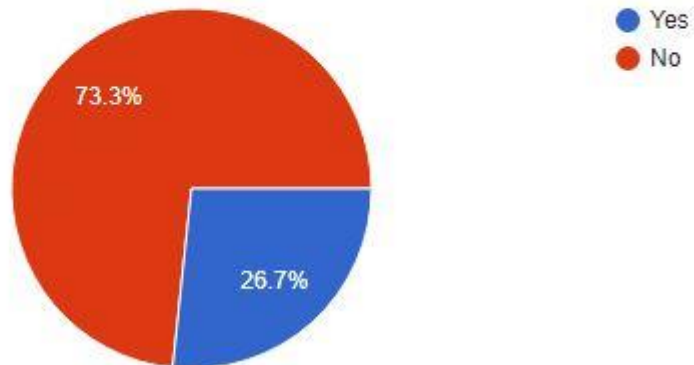
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The above pie chart shows that 83.3% of respondents will never have frequent arguments with supervisors or colleagues and 16.7% of respondents sometimes tend to have frequent argument with supervisors or colleagues due to stress.

Do you consider deadlines a source of stress

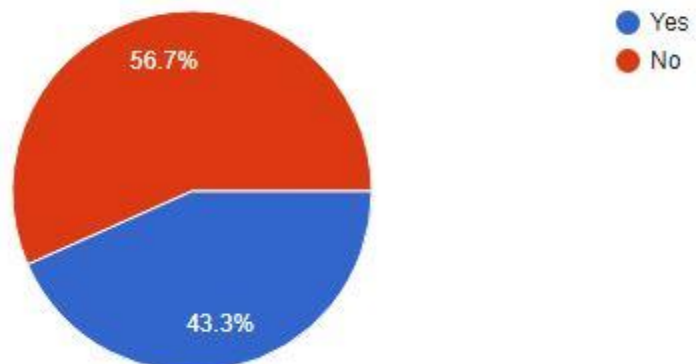
30 responses



Each and everyone have their own targets in order to meet their goals, in the same way our study tells that 73.3% of respondents do not consider deadlines as a source of stress and remaining 26.7% of respondents will consider deadlines as a source of stress.

Is your passion is different from your profession

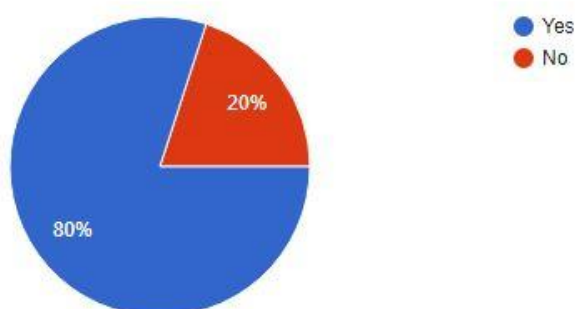
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From the above pie chart, our study tells that 56.7% of respondents has different passion than the profession and 43.3% of respondents are satisfied with their professional life as a passion.

Do you feel that teaching profession is the best profession for women after or before marriage

30 responses



From our study we came to know that 80% of respondents feel teaching profession is the best profession for women and 20% of respondents do not agree that teaching is the best profession for women after or before marriage.

Limitations:

- Due to time constraints it was not possible to visit all the organization thereby our study is limited to Nagarjuna group of institution.
- The data have been collected from teaching staff of NGI.

Causes of stress:

- ❖ Being in unhappy in their job
- ❖ Having a heavy workload or too much responsibility
- ❖ Working long hours
- ❖ Having to give speeches in front of colleagues
- ❖ Getting married

Overcome of stress:

1. Psychological stress:
 - a) Spiritual meditation
 - b) Do something you enjoy
 - c) Avoid things which is not in your control
2. Personal stress
 - a) Sleep and relax
 - b) Do some aerobics
 - c) Breathing techniques- effective method to reduce stress
3. Job stress
 - a) Plan and manage your time
 - b) Learn to be assertive and stand up for yourself

Conclusion:

There is a big challenge for the working women to manage both the professional life and the personal life. Working women are facing several types of problems not only at the work place but also at their homes. They are supposed to manage both the ends with full of efficiency and accuracy. They are playing dual role in their life but upon to what extent they were able to handle an manage their dual responsibilities become important. From our study we came to know that women employees are able to handle both professional as well as personal life. In our study majority of our respondents gave a positive feedback about their work environment and they can spend quality time on their own self-development.

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