
A STUDY ON STRESS MANAGEMENT OF WOMEN LECTURERS IN SELF-FINANCING ARTS AND SCIENCE COLLEGES IN MADURAI CITY

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Abstract: 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. Work-related stress affects employers as well as employees. It can cause illness and absenteeism and can be the cause of bad decision making, poor workplace relations and loss of productivity. Workplace stress occurs when there is an imbalance in the demands and perceived pressures of the work environment and an individual ability to cope. Stress underlies such diverse conditions as psychosomatic, heart diseases and can be a major contributor to disturbances in one's emotional, social, official and family life. There is great impact of stress in women college lecturers. Women suffer from mental and physical harassment at workplaces, apart from the common job stress. Sexual harassment in workplace has been a major source of worry for women, since long. Women suffer from tremendous stress such as 'hostile work environment harassment' which consists of unwelcome verbal or physical conduct. These can be a constant source of tension for women in job sectors. Also, subtle discriminations at workplaces, family pressure and societal demands add to these stress factors. Uncertainty in workplace can cause high levels of stress. Lack of information or the actions of other people can negatively affect ones' ability to perform. The present study is meaningfully appropriate and relevant as it is concerned with women lecturers who are an important part of the society. This study highlighted the level of job stress and work stress faced by the women lecturers in self-financing arts and science colleges and the way of reducing those stress. The findings of the study and a few constructive suggestions made there in will be of immense use to the women lecturers to manage their family and work and to reduce their stress.

Keywords: Job Stress, Stress, Stress Management, Work Stress, Women Lecturers.

Introduction: 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. Work-related stress affects employers as well as employees. It can cause illness and absenteeism and can be the cause of bad decision making, poor workplace relations and loss of productivity. Managing it effectively can bring many benefits.

Workplace stress occurs when there is an imbalance in the demands and perceived pressures of the work environment and an individual ability to cope. An individual experience of stress at work is to a large extent affected by the level of control they have over their working condition or pressures, the degree of support they receive from others in the workplace and the strategies they use to respond to work pressures. The employment of women becomes very common in the modern world. Employment frees women from the isolation and drudgery of the home. An employed mother could do real 'mothering' as she has got greater access to the world where their children were going to live in. She has lot of experience, personal maturity and ability to take

detached view and less time and temptation to be over protective and dominant. This is a psychological gain for older children and ultimately for the nation. Employment outside the home boosts women's self-respect and gives them a sense of achievement coupled with financial independence. Studies on women at work look women as workers for fulfilling financial need or as workers for personal fulfillment. Workingwomen often do consider income the primary reason for having a job. But they also have needs for getting satisfaction from work. Having a well -paid job provides material goods for one's family and can also be a source of satisfaction. There is great impact of stress in women college lecturers. Women suffer from mental and physical harassment at workplaces, apart from the common job stress. Sexual harassment in workplace has been a major source of worry for women, since long. Women suffer from tremendous stress such as 'hostile work environment harassment', which is defined in legal terms as 'offensive or intimidating behaviour in the workplace'. This can consist of unwelcome verbal or physical conduct. These can be a constant source of tension for women in job sectors. Also, subtle discriminations at workplaces, family pressure and societal demands add to these stress factors. Uncertainty in workplace can cause high levels of stress. Lack of information or the actions of other

people can negatively affect ones' ability to perform. Causes of uncertainty can be: Not having a clear idea of what the future holds; Not knowing where the organization will be going; Not having any career development plans; Not knowing what will be wanted from an individual in the future; Not knowing what the boss or colleagues think of ones' abilities; Receiving vague or inconsistent instructions. All sorts of things cause stress are ones' commute, daily concerns like relationships and money matters, and occasional events such as bereavement and moving house. Stressful aspects of the workplace include: A poor physical working environment; Excessive working time and workload; internal politics; Lack of Role Clarity.

Teachers and lecturers are subject to additional pressures such as Socialization and Family related stress. It is true that husbands and children of working women spend relatively more time in household work compared to husbands and children of unpaid workingwomen. Family related work is called homework. Balancing paid work looms as a large source of stress for women. But there are activities reported by women in homework as not sources of stress. They are sources of satisfaction and happiness and / or means of coping with stress. Because women feel responsible for and enjoy many family duties, they do not necessarily report that these responsibilities are stressful. Women do not report their families as a source of stress, although factors such as the number and ages of children, supportiveness of husband, amount of discretionary income to buy support services and the like may have an effect.

Statement of the problem:In Indian economy inflation is high. So, people want to overcome their economic position by earning income to run their family. So there is necessity for female to go for work. In the present situation, their earning and contribution is also important to tackle their financial problems. Working women have to manage both working environment and their home, so naturally they are bound to stress that they are not able to concentrate on their family and job. They are affected physically and mentally by stress. Working women is under stress because they have to perform various roles. Expectations are high from women if they working as college teachers. They have the pressure of balancing work and family. All these factors suggest about the health problem of career women. Generally people under stress express their frustration through some common ways like excessive criticism of management and displaying to get along with others. Once it erupts, it not only affects the individual concerned and also the co-worker through strained interpersonal relationship and ultimately affects the student education which

forms the very core for the success of development of education.

The study is about women lecturers in self-financing colleges. In self-financing colleges they earn very low salary and the job is also not secured and they have to show progressive result of the student. They are dependent on their management and the workload is high and in case of any absenteeism of other lecturers the remaining staffs have to manage the classes. So in that case the women lecturers have to spend more time in house for the preparation of class which affect their family life and thus the balance between the family life and work life is troubled which leads to stress. Hence, this research has been undertaken to find out the level of job and work stress among women lecturers and ways to manage such stress.

Objectives:

The following are the objectives of the study.

1. To identify the level of job stress among the women lecturers
2. To identify and assess the level of work stress among the women lecturers
3. To ascertain the methods adopted by women lecturers to manage stress

Scope:This study covers only the women lecturers in Arts and Science Colleges in Madurai City only.

Methodology

Sample Design:

This study is based on primary data and the necessary data required for the study were collected through the interview schedule. Simple random sampling has been adopted for the present study in Madurai City. The data were collected from the 100 selected respondents.

Limitations: This study has certain limitations. The sample size was relatively small and drawn from a specific geographical region (only Madurai city). The data was collected only from the Self-financing Arts and Science colleges only.

Framework of Analysis: To make the raw data fit for analysis, the filled-in interview schedule was scrutinized and the data processing was done with the help of SPSS 14.0 student's version. Percentile analysis, Cross tabulation, Simple scaling technique, Likert's method and Chi-square test were used for analysis.

Analysis and interpretation Method of Reducing Stress:

The 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 removing everyday functioning. Various methods are followed by the respondents to reduce stress. The respondents are asked to express their opinion on the effective techniques for managing stress. These methods are analysed with simple scaling technique and is presented in Table 1

Table 1 Method of reducing stress

Methods	Rank	I	II	III	IV	V	VI	VII	VIII	Total	Rank
	Score	8	7	6	5	4	3	2	1		
Hearing music		(40)	(14)	(12)	(20)	(268)	(6)	(2)	(17)	(379)	V
		5	2	2	4	67	2	1	17	100	
Walking		(16)	(28)	(48)	(345)	(20)	(9)	(4)	(7)	(477)	IV
		2	4	8	69	5	3	2	7	100	
Spending time with family members		(120)	(525)	(18)	(10)	-	-	-	(5)	(678)	II
		15	75	3	2	-	-	-	5	100	
Praying God		(616)	(70)	(18)	(10)	(8)	(3)	(6)	(2)	(733)	I
		77	10	3	2	2	1	3	2	100	
Doing exercise regularly		-	(28)	(42)	(45)	(32)	(9)	(112)	(13)	(281)	VII
		-	4	7	9	8	3	56	13	100	
Practicing yoga		-	(21)	(18)	(10)	(40)	(45)	(26)	(54)	(214)	VIII
		-	3	3	2	10	15	13	54	100	
Going to park and restaurant		(8)	(14)	(18)	(60)	(8)	(189)	(30)	(2)	(329)	VI
		1	2	3	12	2	63	15	2	100	
Doing meditation		-	-	(426)	-	(24)	(39)	(20)	-	(509)	III
		-	-	71	-	6	13	10	-	100	

Source: Primary Data

It is evident from Table 1 Praying God is considered the best way of relieving from stress which secured first rank. Spending quality time with family members is considered a second effective way of managing stress. Doing meditation scored third rank to reduce stress. Thus, it is clear from the analysis that Praying God is considered as an important technique of reducing stress.

Summary of findings Personal Profile :

The analysis of the personal data of the women lecturers reveals that 55 per cent of the respondents were in the age group between 25 to 35 years and 79 per cent of them were M.Phil degree holders. 54 per cent of the respondents were married and 60 per cent were from nuclear family. 71 per cent had 2 to 4 dependents in their family. 44 per cent of the respondents travelled 1 to 4 kms from their residence to college and 42 per cent are using public transport for going to college. 48 per cent earned a monthly income of below Rs.10000 and 48 per cent had Rs.20000 to Rs.30000 as their family income. 41 per cent had below 5 years of experience and 43 per cent of the respondents handled 2 to 3 subjects per semester. 34 per cent didn't have male colleagues in their department. 66 per cent had a view that the faculty strength was adequate in their department and 61 per cent were not assigned with additional responsibilities in the college. 46 per cent of the respondents had regular studying habit.

Job Stress:The analysis further reveals that, 78.9 per cent of the respondents who were unmarried, 72.5 per cent of the respondents in joint family system, 100 per cent of the respondents earning above Rs. 20,000

income, 75.4 per cent of the respondents who had other responsibility in the college and 83.3 per cent of the respondents who prepared for classes before their classes had a medium level of attitude towards job stress.

Work Stress:75 per cent of the respondents in joint family system, 75 per cent of the respondents earned income above Rs. 20,000, 69.6 per cent of the respondents handled classes for 18 to 20 hours, and 70.7 per cent of the respondents handled more than 4 subjects had a medium level of attitude towards work stress.

Assessment of Stress:It is found that there was no significant relationship between age and level of stress, educational qualification and level of stress, type of family and level of stress, experience and level of stress, class hours and level of stress, and the other responsibility possessed and level of stress and there was a significant relationship between individual income and level of stress and the marital status and level of stress.

Method of Reducing Stress:Praying God is considered as an important technique of reducing stress.

Suggestions:Based on the findings of the study, the researcher has made the following suggestions.

1. The level of higher income will be supplemented with higher confidence which reduces stress. A performance based competitive pay scale can be implemented to encourage the lecturers.
2. The harsh supervision by the management and department can be avoided to reduce the job stress.

The relationship of the lecturers with the management should be cordial to make life better.

3. Better communication with colleagues should be encouraged and it can reduce conflict among colleagues.
4. Student ratio is another cause of stress. So the statutory bodies have to do constant surprise checks to keep things in control.
5. Lecturers themselves need regular, scientific counseling for a healthy state of mind and should behave as professionals and avoid gossiping as it adds to stress of the involved lecturers.
6. The management should have a humanitarian approach in giving leave.

7. A separate club for recreation can be provided to the faculty members.

Conclusion: The present study is meaningfully appropriate and relevant as it is concerned with women lecturers who are an important part of the society. This study highlighted the level of job stress and work stress faced by the women lecturers in self-financing arts and science colleges and the way of reducing those stress. The findings of the study and a few constructive suggestions made there in will be of immense use to the women lecturers to manage their family and work and to reduce their stress.

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