Chapter 11

Stress Management in Educational Institutions: A Questionnaire-Based Study

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ABSTRACT

In the modern state of affairs, people are stressed due to insignificant effects in life, whether it is at work or at home. Many studies have been conducted on stress over hundreds of years. Stress can be alleviated by engaging in different activities, which are of one’s interest. This chapter, therefore, tries to address many questions related to stress in the workplace (in educational institutions in Jabalpur District). It also analyzes the stress levels with the help of percentage among the teaching faculty in professional and degree colleges through data collection and feedback. This chapter shows the reason behind the conception of stress amongst the teaching faculties of technical and non-technical teaching institutes in Jabalpur district, along with the remedies in dealing with stress and managing it to be successful. It enhances the confidence level by recommending the stress relieving activities. This chapter explores the meaning, causes, and a literature review of stress and techniques to handle it. This chapter also includes primary data collected from 6 different colleges (3 technical and 3 non-technical) of 150 teachers, which is further analyzed and discussed along with the recommendations to relieve stress.

1. INTRODUCTION

Peoples’ lives today have become so concentrated and stressful. If observed closely, as compared to earlier times, there are more things to do, more people to please, more complexities, competition, misunderstandings, anxieties in an individual’s life whereas there is less tolerance, time, endurance, understanding and acceptance. To make things worse even though we are surrounded by so many people, it’s hard to find someone who will not judge, prosecute or label us and who is willing to

DOI: 10.4018/978-1-4666-5154-8.ch011
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hold our hand and navigate us through the stormy seas of our daily lives and our inner conflicts.

The present study, therefore, tries to address to certain questions while studying human behavior at work. What is stress? Where does stress come from? What are the causes of stress? And how can stress be managed?

The highlights included in this research paper are the main areas of stress when it comes to educational institutions. Teachers and educators endure a specific type of stress and anxiety in job; being responsible for the education of students, which can be difficult at times. While many educators teach with passion and love their jobs, they are not immune to stress. As teachers, we know how profoundly our mood can affect our classroom teaching. By taking time to manage our stress during and after class, we can be a calmer, more effective educator. This research study is being done with the intention to introduce the teaching staff in various colleges to some methods of stress reduction aimed at helping the educators to calm themselves in times of crisis, and remain peaceful in predictably stressful situations.

The main idea is to understand the actual causes which are causing stress to the teaching staff in colleges and to analyze the same. The motive of the study is also to suggest the remedial measures in order to reduce the level of stress and help in improving the work efficiency of the affected class.

Connotation of Stress

Stress is a physiological retort of the body to life situations, including both happy and unhappy events. Any time a demand is made to a person to make some sort of adjustment; it can lead to increased stress. Typical stress issues may include relationships, positive or negative job changes, children, fears and illness. Individuals with autism tend to have unusually high levels of stress. The source of this stress can be associated with social situations, changes in routine, fear, interruption of a preservative routines or an inability to effectively communicate. Stress and anxiety may take the form of screaming, throwing things, hitting, and swearing or oppositional behavior. Such high levels of stress should be addressed as a part of behavior intervention plans designed to reduce such unwanted behaviors. Prolonged or intense stress can be detrimental physically as well as psychologically and behaviorally.

A lot of research studies have been conducted on stress over the last hundred years. Some of the theories behind it are now settled and accepted; others are still being researched and debated on. During this time, there seems to have been something approaching open warfare between competing theories and definitions. Views have been passionately held and aggressively defended. People can alleviate stress by engaging in an activity they find calming such as reading, physical exercise, painting, counseling or some other assertive action or relaxation routine.

Causes of Stress

Management of Stress is difficult unless the individual experiencing stress is not aware of the specific causes or sources of stress. As we can see, many things/conditions can cause stress. Conditions that cause stress are called ‘stressors’ or ‘loads’.

Stressors can be defined as the causes of stress, including any environmental conditions that place a physical or emotional demand on the individual. Stress originates from a misfit between environmental demands and personal adequacies to meet these demands. Different researchers have tried to classify the various causes of stress into different categories. But in this chapter three types of factors are discussed below:

- **Organizational Factors**: Stressor does not occur only outside the organization, but within it also. Organizational stressors may come in many forms, such as organizational policies, procedures and structure. Most
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