

## Job stress and coping strategies among teacher's working at various constituent colleges of Sumandeep Vidyapeeth, Vadodara

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**Abstract: Aim:** The aim of this study is to evaluate job stress and coping strategies among teachers working at various constituent colleges of Sumandeep Vidyapeeth. **Methods :** The non-experimental descriptive design was used for research study. The study conducts on 110 samples. **Tool:** The tool used for data collection was occupational stress scale and coping strategies scale to assess the stress and coping among teachers working at various constituent colleges of Sumandeep Vidyapeeth. **Results & Conclusion:** The result show that the majority people (71.81%) are agreed with the role ambiguity factor, role overload factor (44.09%) , responsibility for persons factor (81.82%), majority people relation with subordinates factor (56.37%) powerlessness factor (46.36%) unprofitability factor (52.6%) as increasing job stress. And factor affecting of various coping strategies in 37.68% respondents were sometimes using behavioral avoidance, 35.45% respondents were never using cognitive avoidance, 31.49% respondents were sometimes using behavioral approach, 40% respondents were quite often using cognitive approach, 37.09% respondents were quite often using cognitive behavioral approach with this statement. There was significant association between qualification ( $X^2$  228.38%), No. of children ( $X^2$  55.78%), type of occupation ( $X^2$  8.27%), type of domicile ( $X^2$  4.13%). That is  $H_1$  is accepted.

**Key Words:** Assessment, Job stress, Coping strategies, Teachers.

### 1. INTRODUCTION:

Right from birth to death, each and every individual exposed to stress. Stress is an inevitable and unavoidable component of life due to increasing complexities and competitiveness in living standards. The speed at which change is taking place in the world today is certainly overwhelming and breathe taking. In the fast changing world of today, no individual is free from stress and no profession is stress free even teaching profession also. Everyone experiences stress, whether it is within the family, business, organization, study, work, or any other social or economic activity.

The study evaluates and compares the level of on stress between teachers and software professions. The result shows that it professionals experienced high level of stress with peer group and teacher experienced high level of stress due to work overload and working conditions. Stress at work needs careful monitoring and to eliminate stress with the help of an organizational change and effective stress management.<sup>1</sup>

### 2. LITERATURE REVIEW:

**Luken M1, Sammons A2(2016)** has conducted a study “systematic review of mindfulness practice for reducing job burnout”. Study showed that of the studies reviewed of the studies reviewed, participants included health care professionals and teachers; no studies included occupational therapy practitioners. Six of the 8 studies demonstrated statistically significant decreases in job burnout after mindfulness training. Seven of the studies were of fair to good quality. There is strong evidence for the use of mindfulness practice to reduce job burnout among health care professionals and teachers. Research is needed to fill the gap on whether mindfulness is effective for treating burnout in occupational therapy practitioners.<sup>2</sup>

**Pyzalski J1 (2016)** has conducted a study, “stressors in the teacher's workplace” study shows that Psychosocial stressors are common problem affecting social functioning and health in many social groups. A great variety of stressors affect people working in auxiliary professions. Those stressors may induce professional burnout. The article outlines differences and similarities between Maslach burnout construct and a few concepts of stress. It also gives the literature review concerning job stressors in teachers. A wider view on teaching profession from the perspective of social sciences aims at deepened diagnosis and therapy in the context of psychiatric disturbances and constitutes the basis for planning and implementing environmental programs of health promotion for this profession. Such perspective is consistent with the latest decisions of European Union.<sup>5</sup>

### 3. OBJECTIVES:

- To assess the factors affecting on stress at occupational area among teachers working at Sumandeep Vidyapeeth.
- To assess the various coping strategies among teachers.
- To find out association between job stress with selected demographic variables.

### 4. RESEARCH HYPOTHESIS

**H1:** There will be significant association between levels of job stress with selected demographic variable.

### 5. MATERIALS& METHODS:

**Research Approach:** experimental evaluative approach was considered appropriate for the present study.

**Research design:** It is a descriptive cross sectional research design.

**Target population:** all teachers of medical, dental, pharmacy, nursing, management department.

**Accessible population:** The population selected is teaching faculty working at various constituent colleges of Sumandeep Vidyapeeth, Vadodara.

**Sample size:** 110 teachers working at various constituent colleges of Sumandeep Vidyapeeth.

**Sample technique:** quota sampling technique.

#### CRITERIA FOR SELECTION OF THE SAMPLE

The sample selection was based on the following inclusion and exclusion criteria.

##### Inclusion criteria

- Teachers working at various constituent colleges of Sumandeep Vidyapeeth.
- Teachers who are willing participate in the research study.
- Those who have experience more than 6 months in this university.

##### Exclusion criteria

- Teachers who are not present at the time of data collection.

#### SELECTION AND DEVELOPMENT OF THE TOOLS (STEPS)

- Review of literature provided adequate content for the tool preparation.
- Consultation with experts.
- Discussion with the peer groups.
- Preparation of blue print.
- Reliability.

##### Description of the tool

The tool consisted of three sections.

##### ➤ Section A: Socio-demographic variable data

Section A consists of selected demographic variable such as Age, Sex, qualification, department, type of family, marital status, No. of children, year of experience, type of occupation, type of domicile, mode of transportation, mode of stress management.

##### ➤ Section B: occupational stress scale.

Section B consists of occupational stress scale to assess the job stress among teachers.

##### ➤ Section C: coping strategies scale

Section C consists of coping strategies scale to assess coping strategies among teachers.

#### SCORING PROCEDURE:

There are total of 59 questions.

29 question on occupational stress

30 question on coping strategies

30-150 score is coping strategies

29-145 score is occupational stress

The score range from minimum of “score 1” and maximum of “score 5”.

**6. RESULTS AND DISCUSSION:**

**SECTION I: Distribution of socio demographic variables of teachers working at various constituent colleges of Sumandeep Vidyapeeth.**

- According to their age groups 68 (61.82%) sample are between 21-35 years old, 33 (30%) sample are between 36-46 years old, 2 (1.82%) Sample are between 46-55 years old and 7 (6.36%) sample are between above 55 years old.
- According to gender 53 (48.18%) respondents were male and 57(51.82%) were female.
- According to Qualification 13(11.82%) sample were qualified for under graduate, 55(50.0%) were qualified for post graduate, 16 (14.54%) were qualified for P.H.D., And 26(23.64%) were qualified for specialist.
- According to their Department 43 (39.09%) respondents from Medical department, 24(21.81%) from dental department, 26(23.64%) from nursing department, 13(11.82%) from pharmacy department and 4 (3.64%) from management department.
- According to type of family 71(64.55%) teachers were from Nuclear family and 39(35.45%) teachers were from joint family.
- According to their marital status 95(86.36%) respondents were married and 15 (13.64%) respondents were Unmarried.
- According to No. of children 40 (36.36%) respondent were no children, 42 (38.18%) respondent were one children, 25 (22.73%) respondent were two children, 3(2.73%) respondent were three children.
- According to year of experience 45(40.91%) respondent having 1-5 year experience, 42(38.18%) respondent is having 6-10 years’ experience, 12(10.19%) respondent having 10-15 years’ experience, 11(10%) respondent having 15-25 years’ experience.
- According to type of occupation 36(32.72%) respondent having only teaching , 67(60.91%) respondent having clinical & classroom teaching , 7(6.36%) respondent having only clinical.
- According to type of domicile 96(87.27%) teachers were from Urban and 14(12.73%) teachers were from Rural.
- According to mode of transportation 70(63.64%) respondent was come by college bus, 38(34.54%) respondent was come bye own vehicle, 02(1.82) respondent was come by public transportation, 00(00%) respondent were none.
- According to mode of stress management 91(82.73%) respondent having common friends scanners, 18(16.36%) respondent having stress relief management teaching 01(0.91%) respondent having psycho-hypnosis, 00(00%) respondent were none.

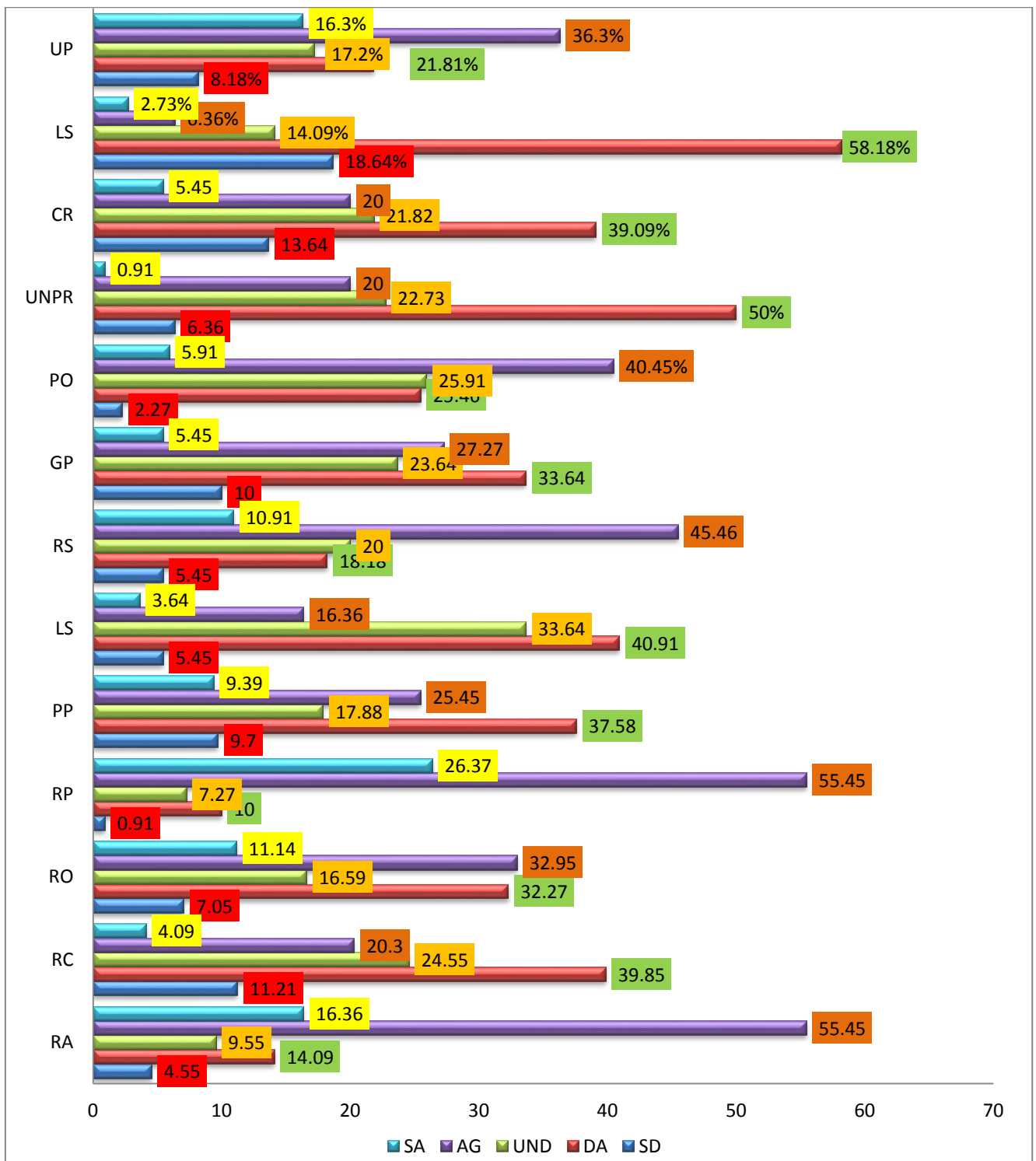
**SECTION II: Factors affecting on job stress among teachers working at various constituent colleges of Sumandeep Vidyapeeth.**

**TABLE 1: Overall percentage of factor affecting of job stress among teacher:**

Factors	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Role ambiguity	4.55%	14.09%	9.55%	55.45%	16.36%
Role conflict	11.21%	39.85%	24.55%	20.3%	4.09%
Role overload	7.05%	32.27%	16.59%	32.95%	11.14%
Responsibility for persons	0.91%	10%	7.27%	55.45%	26.37%
Poor peer relation	9.7%	37.58	17.88%	25.45%	9.39%
Lack of supervisory support	5.45%	40.91%	33.64%	16.36%	3.64%
Relationship with subordinates	5.45%	18.81%	20%	45.46%	10.91%

Group and political pressure	10%	33.64%	23.64%	27.27%	5.45%
Powerlessness	2.27%	25.46%	25.91%	40.45%	5.91%
Under participation	6.36%	50%	22.73%	20%	0.91%
Constraint of rules and regulation	13.64%	39.09%	21.82%	20%	5.45%
Low status	18.64%	58.18%	14.09%	6.36%	2.73%
Unprofitability	8.18%	21.81%	17.2%	36.3%	16.3%

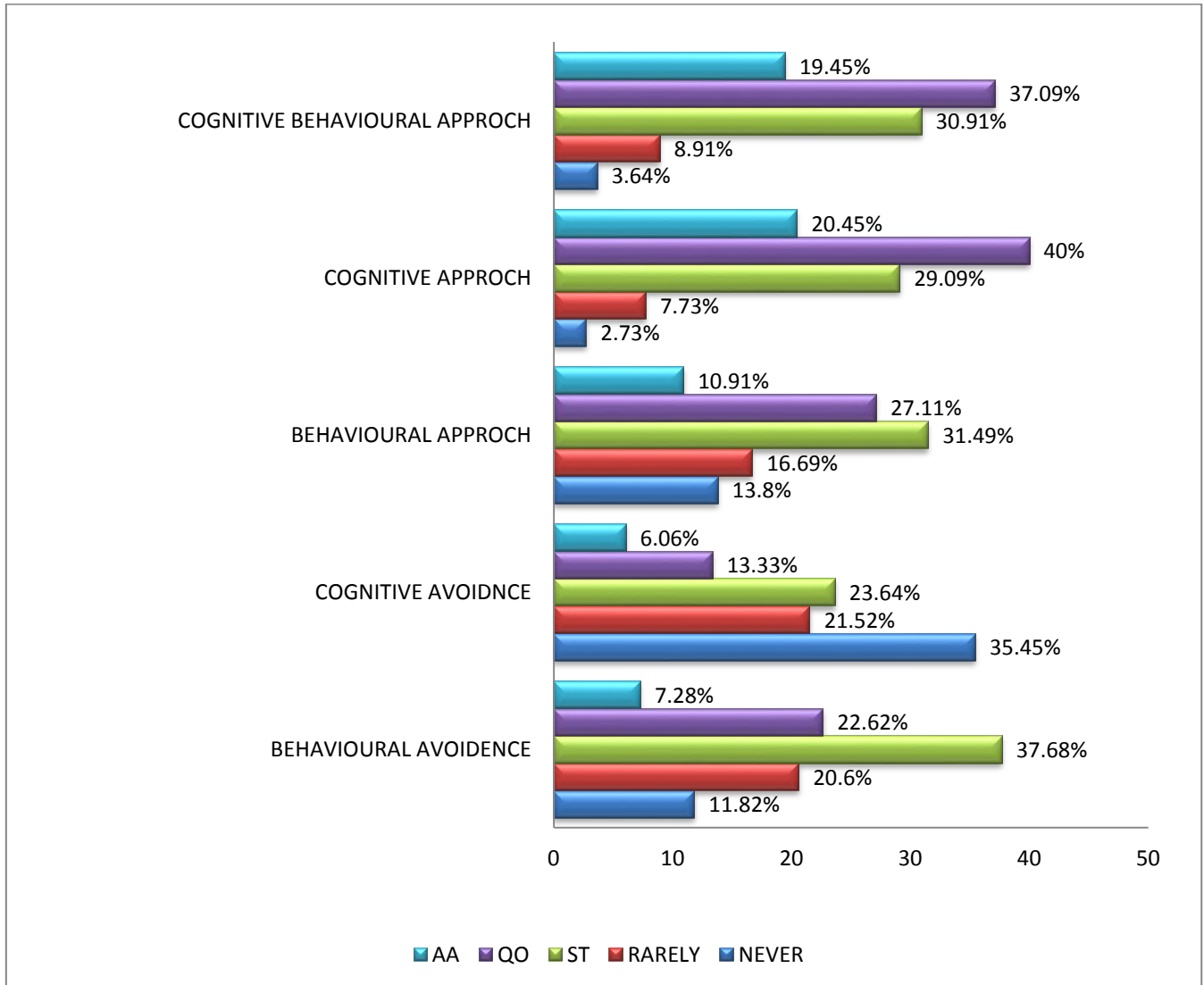
- According to Role ambiguity factor majority people (71.81%) are agreed with the role ambiguity factor as increasing job stress, followed by 18.84% people are disagreed and minority of group (9.55%) undecided about the same.
- According to Role conflict factor majority people (51.06%) are disagreed with the role conflict factor as increasing job stress, followed by 24.55% people are undecided and minority of group (24.39%) agreed about the same.
- According to role overload factor majority people (44.09%) are agreed with the role overload factor as increasing job stress, followed by 39.32% people are disagreed and minority of group (16.59%) undecided about the same.
- According to responsibility of person factor majority people (81.82%) are agreed with the responsibility for person factor as increasing job stress, followed by 10.91% people are disagreed and minority of group (7.27%) undecided about the same.
- According to Poor peer relation factor majority people (47.28%) are disagreed with the poor peer relation factor as increasing job stress, followed by 34.54% people are agreed and minority of group (17.88%) undecided about the same.
- According to Lack of supervisory support factor majority people (46.36%) are disagreed with the lack of supervisory support factor as increasing job stress, followed by 33.64% people are undecided and minority of group (20%) agreed about the same.
- According to relation with subordinates' factor majority people (56.37%) are agreed with the relation with subordinates factor as increasing job stress, followed by 23.64% people are disagreed and minority of group (20%) undecided about the same.
- According to group and political pressure factor majority people (43.64%) are disagreed with the group and political pressure factor as increasing job stress, followed by 32.72% people are agreed and minority of group (23.64%) undecided about the same.
- According to powerlessness factor majority people (46.36%) are agreed with the powerlessness factor as increasing job stress, followed by 27.73% people are disagreed and minority of group (25.91%) undecided about the same.
- According to Under participation factor majority people (56.36%) are agreed with the under participation factor as increasing job stress, followed by 22.73% people are undecided and minority of group (20.91%) agreed about the same.
- According to constraint rules and regulation factor majority people (52.73%) are disagreed with the constraint of rules and regulation factor as increasing job stress, followed by 25.45% people are agreed and minority of group (21.82%) undecided about the same.



**SECTION III: Various coping strategies among teachers working at various constituent colleges of Sumandeep Vidyapeeth.**

- According to Behavioral avoidance factor majority (37.68%) respondents were sometimes using behavioural avoidance as a coping method. Then, 20.6% & 22.62% respondents are using this same coping method rarely & quite often respectively, minimum (19.1%) respondents are never & almost always using behavioural avoidance.
- According to cognitive avoidance factor majority (35.45%) respondents were never using cognitive avoidance as a coping method. Then, 21.52% & 13.33% respondents are using this same coping method rarely & quite often respectively, minimum (29.7%) respondents are sometimes & almost always using behavioural avoidance.
- According to behavioural approach majority (31.49%) respondents were sometimes using behavioural approach as a coping method. Then, 16.69% & 27.11% respondents are using this same coping method rarely & quite often respectively, minimum (24.71%) respondents are never & almost always using behavioural avoidance.

- According to cognitive approach majority (40%) respondents were quite often using cognitive approach as a coping method. Then, 7.73% & 2.73% respondents are using this same coping method rarely & never respectively, minimum (49.54%) respondents are sometimes & almost always using behavioural avoidance.
- According to cognitive behavioural approach majority (37.09%) respondents were quite often using cognitive behavioural approach as a coping method. Then, 8.91% & 3.64% respondents are using this same coping method rarely & never respectively, minimum (50.36%) respondents are sometimes & almost always using behavioural avoidance.



**SECTION IV: Association of occupational stress among teachers with selected socio demographic variables.**

- It obtained chi square value in the variables such as age( $X^2= 5.28$ ), gender( $X^2=2.13$ ), qualification( $X^2= 228.38$ ), department ( $X^2=4.523$ ), type of family ( $X^2=0.0049$ ), marital status  $X^2= 2.04$ , no. of children  $X^2= 55.78$ , years of experience ( $X^2= 6.22$ ), type of occupation ( $X^2= 8.27$ ), type of domicile ( $X^2= 4.13$ ), mode of transportation ( $X^2= 0.0518$ ), mode of stress management ( $X^2 = 0.16$ ). That is a  $H_1$  is rejected.

**7. MAJOR FINDINGS OF THE STUDY:**

The findings of the study were based on its objectives and are discussed under the following headings:

**7.1 To assess the factor affecting on stress at occupational area among teacher working at Sumandeep Vidyapeeth.**

In this study, we found that the majority people (71.81%) are agreed with the role ambiguity factor, majority people (51.06%) are disagreed with the role conflict factor, majority people (44.09%) are agreed with the role overload factor, majority people (81.82%) are agreed with the responsibility for persons factor, majority people (47.28%) are disagreed with the poor peer relation factor, majority people (46.36%) are disagreed with the lack of supervisory support factor, majority people (56.37%) are agreed with the relation with subordinates factor, majority people (43.64%) are disagreed with the group & political pressure factor, majority people (46.36%) are agreed with the powerlessness factor, majority people (56.36%) are disagreed with the under participation factor, majority people

(52.73%) are disagreed with the constraint rules & regulation factor, majority people (76.82%) are disagreed with the low status factor, majority people (52.6%) are agreed with the unprofitability factor as increasing job stress..

### **7.2 To assess the various coping strategies among teachers working at various constituent colleges of Sumandeep Vidyapeeth.**

In this study then overall result factor affecting of various coping strategies in 37.68% respondents were sometimes using behavioral avoidance, 35.45% respondents were never using cognitive avoidance, 31.49% respondents were sometimes using behavioral approach, 40% respondents were quite often using cognitive approach, and 37.09% respondents were quite often using cognitive behavioral approach with this statement.

### **7.3 To find out association between job stress with selected demographic variables.**

The association between job stress and selected socio demographic variables was done chi square formula. For stress there is a significant association between stress regarding qualification, No. of children, type of occupation, type of domicile. Hence research Hypothesis  $H_1$  is rejected.

## **8. CONCLUSION:**

We visited various colleges of Sumandeep Vidyapeeth to assess the job stress and coping strategies among teachers working at various constituent colleges of Sumandeep Vidyapeeth. Here we found that the majority people (71.81%) are agreed with the role ambiguity factor, majority people (51.06%) are disagreed with the role conflict factor, majority people (44.09%) are agreed with the role overload factor, majority people (81.82%) are agreed with the responsibility for persons factor ,majority people (47.28%) are disagreed with the poor peer relation factor , majority people (46.36%) are disagreed with the lack of supervisory support factor, majority people (56.37%) are agreed with the relation with subordinates factor, majority people (43.64%) are disagreed with the group & political pressure factor, majority people (46.36%) are agreed with the powerlessness factor, majority people (56.36%) are disagreed with the under participation factor, majority people (52.73%) are disagreed with the constraint rules & regulation factor, majority people (76.82%) are disagreed with the low status factor, majority people (52.6%) are agreed with the unprofitability factor as increasing job stress.

And factor affecting of various coping strategies in 37.68% respondents were sometimes using behavioral avoidance, 35.45% respondents were never using cognitive avoidance, 31.49% respondents were sometimes using behavioral approach, 40% respondents were quite often using cognitive approach, 37.09% respondents were quite often using cognitive behavioral approach with this statement.

In conclusion there was significant association between qualification ( $X^2$ 228.38%), No. of children ( $X^2$  55.78%), type of occupation( $X^2$  8.27%), type of domicile ( $X^2$  4.13%).That is  $H_1$  is accepted.

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