

# A STUDY ON MEASURING STRESS MANAGEMENT STRATEGIES ADOPTED BY FACULTY MEMBERS DURING PANDEMIC IN VASAI-VIRAR REGION.

Ms. Prapti Anand Naik, Research Scholar, Banasthali Vidyapith

Dr. Shabnam Siddiqui, Supervisor, Banasthali Vidyapith.

## Abstract

“It’s not the load that breaks you down, it’s the way you carry it”. The purpose of the study is to evaluate various stress management strategies adopted by the faculty members during pandemic in Vasai-Virar. Parametric one sample t-test is used to find out the stress coping mechanisms as faculty members were under tremendous stress during Pandemic. It is seen that **Practicing yoga and meditation, prayers, music and entertainment, sharing feelings and emotion with others, Exercises and being positive and optimistic techniques** are adopted more to cope up with stress & **counselling from experts, medication (anxiety), Holidays and sleeping pills** are adopted less to cope up with stress. Further studies can be conducted to analyze impact of stress management on life satisfaction & wellbeing of the faculty members.

**Keywords-** *Stress Management, Pandemic, Covid.*

## Introduction

**Stress** refers to a feeling of physical or an emotional tension which is being experienced by an individual which impacts their health and may cause several kinds of health problems. Stress is experienced and can be resulted from any particular event or feeling or a thought that may result in an individual becoming angry, nervous or frustrated. Stress can also be referred to as the reaction of the body to any demand or a challenge.

Stress also can be positive or negative depending upon the given situation the individual is in. In short terms, the stress can be positive and impacts body positively. It can be experienced at times when it aids in avoiding any kind of danger or else meeting a deadline. But if the implications of stress are lasting for a longer period of time, then such stress may impact harmfully on one’s health. Stress can be defined as a normal individual feeling about certain aspects. It has also been classified into two types which are Acute Stress and Chronic Stress.

**Stress management** refers to a wider spectrum which includes technique and psychotherapy which is aimed for to control the level of stress among individuals, specifically in chronic stress case, most probably for the aim of or for to improve in the daily functioning. Stress produces various mental as well as physical symptom that varies as per every situational factor of an individual. It could also involve declining of physical health and mounting of depression. The stress management process is being referred to as an important indicator for a successful as well as for a happy life in this changing society. Life delivers various demand which could be complex for handling, but with stress management it helps in providing of numerous ways for managing anxieties and in maintaining total well-being.

The fact that stress is being always referred to as a subjective experience, the level of stress could be measured by use of numerous physiological test that is in similarity with the used polygraphs.

There are various methods through which stress could be managed and the overall stress related to the day-to-day activities could be reduced. The stress in individuals is because of the fast pace of working life, constantly surrounded and indulged in technologies, lack of time for connecting with the people and places around oneself, this increases stress among the individuals.

The COVID-19 pandemic disrupted the working culture all over the globe. At the time of declaration of the pandemic, the teachers appointed at all the levels of education and modalities needed to subsequently make changes in their working manner. This had led to mounting of stress among them and to strike a work-life balance while working from home. Through this paper, we are trying to understand the methods of stress management being adopted by the teachers and faculty members. Because of the non-face-to-face teaching, it became very difficult for them to properly conduct their lectures in a smooth manner which added to be stress.

The Job of teaching is indeed very stressful and the conditions of closure of educational institutions during pandemic resulted in intense accumulation of stress. The pandemic forced them to adopt and adapt quickly on to the digital platform for continuing the academics of the students, which was indeed difficult for them. This situation of distance education and limited accessibility to support socially would hamper their functions. Also because of pandemic they had to conduct lectures from their home and most

probably the teachers are female, which made it difficult for them to strike a balance between their work and home. These disruptions moreover added to stress among them. The teachers had experienced mild levels of anxiety and stress which sometimes resulted in depression at both waves of the COVID-19 pandemic.

Stress management skills when applied properly would help an individual for taking control of one's life. If stress is handled in a proper manner, it helps in building a positive outlook. It helps in to overcome problems as well to live a better life. If an individual is continuously in stress, it would impact one's health. It would make them prone to a number of diseases, excessive stress would result in heart attacks, it accelerates the aging of an individual. It is being found out that, because of stress a person age faster in comparison to a person who is stress-free. Due to stress, it also results in obesity and gaining of weight. Stress at workplace would lead to lower level of self-esteem, feelings of isolation and worthlessness and high emotional burnout. This could affect the growth of one's career. So, it is very important to focus on and take necessary steps to reduce stress. Therefore, stress management plays an effective role so as to curb out stress.

## Review Of Literature

**1. Ladegård G. (2011)** examined in the research paper about investigating the impact of the learning experience which is attained by workplace coaching which could impact stress. The researchers have identified two important learning experience in this process of coaching, which is planning skill and insights, and thus proposes that these factors impact stress directly as well as indirectly by mediators' job control, social support and job demand. For the study, a in the subject longitudinal design was being applied on 56 respondents who received coaching through external and professional coaches. The information was collected from 3 points which was before, during and after the coaching period. Conclusions derived from the study shows that the planning skill obtained by coaching reduces stress for a shorter term and the impact is mediated by decrease in the job demand.

**2. Kinnunen-Amoroso M. et al (2016)** described in the research paper about examining of the experience of Finnish occupational physicians related to stress management. For the study, 207 physicians were taken for self-administered anonymous questionnaire. Further, the information was analyzed through SPSS 17.0. The results show that close contact as well as professional experiences with the management helps in successful implementation of stress management among companies and occupational health.

**3. Limm H. et al (2011)** pointed out in the research paper about examining the longer term impacts of Stress Management Intervention which is relied upon the model of Effort–Reward Imbalance, on the basis of biological and psychological reaction towards work stress. For the study, 174 lower or middle management employees were taken on random basis. The assessments was repeated a year later on 154 participants. The results indicate that Stress Management Intervention is an impactful work stress theory which helps to reduce the sympathetic activation and perceived stress reactivity in the middle as well as in lower management employees.

**4. Tetrick L. et al (2015)** conducted in the research paper about discussions on Stress Management Intervention in firms and promotion of wellness programs in the organization. The SMI tends to focus on to restore resource which have been in depletion in the working environment. Workplace wellness programs tends for being more preventive, which enhances the resources both personal and job to all the personnel. The results reviews the literature by providing some suggestion for future research and for designing and evaluating of future intervention.

**5. Saxena A. et al (2020)** surveyed in the research paper about that the main objective is in exploring the relations among work stress and workplace spirituality in onshore as well as offshore employees in the Indian Oil and Gas Industry. It tend to focus on the differentiation among the level of stress in both the onshore and offshore employees of this industry. For the study, 202 respondents were taken which included 74 offshore and 128 onshore employees who were mostly supervisors and managers. The study was analyzed through t-test, mean, multi-regression and correlation. The conclusion derived from the study shows that the working environment is more suitable for the onshore employees rather than the offshore employees which resulted in stress and implementation of stress management activities for them.

**6. Shoaib M. et al (2022)** identified in the research paper about examining the effect of e-training, employment security and leadership behavior on the process related to stress management which helps in to improve the performance of the employee during and after the period of pandemic. The study uses the Input–Process–Output model for examination of the impact of e-training, employment security and leadership behavior on the teaching staff and their performance which is mediated through stress management. The result shows valuable information indicating employment security and e-training as input for the process of stress management for obtaining performance as output.

**7. Walton M. et al (2020)** mentioned in the research paper about providing detail with reaoect to analyzing the impact of stress management activities on the staff during the pandemic and thus addressing the individual, team and organisational consideration to support the staff in the pandemic times.

**8. Zeeshan M. et al (2020)** highlighted in the research paper about examining the problems faces by the faculty members of university with respect to techno-stress because of absence of preparedness for the pandemic. For the study, the information is collected through FGDs and In-depth interviews. It is being clearly visible that the faculty members are overburdened because of additional responsibilities which have come up in the form of online teaching. The research shows the gaps among the policymaking and on-ground situations of the universities with respect to online readiness.

**9. Shrivastava A. et al (2017)** analyzed in the research paper about presenting of an important review relating to occupational stress among the teaching faculties from various streams of higher education institutions in India and therefore exploring the research for identifying stressors and in developing of newer insight for future research if needed. For the study, almost 30 sources which

included thesis, books and research paper was reviewed and finding was shown in comparative tabular form. The conclusion drawn from the research indicates that teaching could not be regarded as an occupation with low stress and implementation of fruitful stress management activities needs to be done. As it is seen that implementing of stress management activities enhances the performance of teachers and increases job satisfaction.

**10. Kasperdeen D. (2012)** examined in the research paper about the importance of implementing the Relaxation Therapy which would impact positively to help the high school teaching faculties and staff members for reducing stress. For the study, the researcher analyzed the impact of Relaxation Therapy on total stress, perceived workplace stress, and in satisfaction of life. The study was conducted on 54 teachers and staff members from a selected high school for the experimental research of control group and intervention relaxation group. The Relaxation Therapy was conducted once in a week for a regular 30–45 minutes every session for a period of 4 weeks for Intervention Group. The two groups were analyzed pre and post intervention. The results showed that the activity had positive impact. There was a decrease in the total stress and perceived workplace stress and the satisfaction of life increased among the Intervention Group.

**Objective of the study**

To analyze significant stress management techniques adopted by faculty members during pandemic in vasai–virar region.

**Hypothesis of the study**

**Null** – There is no significant adoption of stress management techniques adopted by faculty members of vasai virar during pandemic. (**Mean score  $\leq 3$** )

**Alternative** - There is a significant adoption of stress management techniques adopted by faculty members of vasai virar during pandemic. (**Mean score  $>3$** )

**Material And Method**

The current study is based on descriptive research design. The deductive approach is used for the current study. Both primary and secondary data collection sources have been used. 180 faculty members of vasai virar region have been selected using non probability purposive technique (faculty members conducted at least 20 E-lectures in a week have been selected). As per faul(2007) at effect size of 0.5 ,  $\alpha =5\%$  and statistical power = 95% the minimum sample size required is 45 however 180 respondent is been selected for the reliable result. The tool used for current study is R-STUDIO and the technique applied is One sample t-test (Right one tailed) .

**Results**

Stress Management Strategy	Mean Score	T (Value)	P(Value)
Practice yoga and meditation	3.31	20.19	0.000
Counselling from expert	1.96	-21.32	1
Medication (anxiety)	2.04	-20.22	1
Prayers	3.45	21.24	0.000
Music and entertainment	3.68	23.58	0.000
sharing feelings and emotion with others	4.02	24.55	0.000
Holidays	1.75	-27.45	1
Sleeping pills	1.84	-21.65	1
Exercises	3.87	24.01	0.000
Positive attitude	3.62	23.55	0.000
Social media	1.80	-23.12	1

Parametric one sample t-test is applied to examine significant adoption of various stress management techniques adopted by faculty members in vasai virar during pandemic. It is seen that p value=0.000 which is less than level of significance 0.05 in case of **Practicing yoga and meditation, prayers, music and entertainment sharing feelings and emotion with others, exercises and being positive and optimistic** indicating significant/more adoption of these techniques to cope up with stress during pandemic & p value = 1 in case of **counselling from experts, medication (anxiety),Holidays and sleeping pills** indicating less adoption of these techniques by the faculty members to cope up with stress during pandemic.

**CONCLUSIONS:**

Stress has become a part and parcel of the modern lifestyle. There are two types of stress - positive (eustress) and negative stress. Stress when taken in the right spirit helps to achieve goals whereas negative stress leads to lower performance and in extreme cases

heavy burnout. Pandemic, the unwelcomed demon created many problems for one and all. The education suddenly shifted online which became a challenge in itself. To keep oneself sane, faculty members had to adopt various stress coping mechanisms which has been highlighted in the study. The significant stress relieving techniques identified by the study are practicing yoga and meditation, prayers, music and entertainment sharing feelings and emotion with others, exercises and being positive and optimistic and the less adopted techniques are counselling from experts, medication (anxiety), Holidays and sleeping pills.

The researcher concludes that institutions can help faculty members by organising stress reducing sessions in association with yoga and meditation centres, encouraging staff to practise spirituality and offer prayers, soft and light music can be played during the break time which can help lighten their stress, and arrange sessions which brings together people together so that they can share their feelings and encourage members to keep themselves in high spirits. Stress if not handled well can even become a reason for someone's death. Thus, it is a moral obligation of the employer to take efforts for creating a happy and stress free environment for its employees.

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