

# Exploration of Reviews in Dealing with Academics' Stress

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**Abstract:-** Existence of difference between actual and expected ones amounts to individuals' stress besides the excessive work load. Indeed, it is a psychological reaction for any threats relating to loss of job or even a life. Stress is unavoidable due to increased workload and complexities in daily life. Now-a-days the world is said to be world of achievement is a world of stress. Everyone is sailing with stress whether it is in family, friends, business, institute or society. In short, it presents at every stages of life cycle. Again all the professions invariably bear some sort of stress. Teaching is one of the stressful professions where one to balance trio students, management and family. Educational institutions attract more number of female teachers which they feel easy to manage them and their committed responsibility. For the teachers, stress occurs in a wide range of work circumstances but it often made worse when employees feel they have little support from their superiors and colleagues and where they can cope with its demands and pressure. A major reason behind their stress is heavy workload, much pressure to achieve target, job insecurity, poor and negative attitude of the students, and dealing with difficult ones. This paper aims to identify the factors responsible for female academics' stress and extent to which they can successfully manage it by adopting various strategies and methods.

**Keywords:-** Exploration, Reviews, Academics' stress.

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## OVERVIEW

Stress refers to physiological, behavioral and cognitive responses to events appraised as threatening or exceeding one's coping responses and options. "Cooper and Marshall (1979) says, "Stress is a stimulus or situation to which man reacts with learned coping mechanism activated by homeostasis Principle and fuelled by energies which are infinite supply. Stress is a part of everyone's life. It makes one feel frustrated angry or anxious. Everyone experiences it differently and has different coping skills. Sometime stress occurs when people unable to respond to others demand. This may be an excessive workload, role conflict and uncertainty regarding job in security, poor interpersonal relationship and unpleasant working condition. Stress at work can be a real problem to the organization as well as for its employees. It affects of physical, mental and emotional well being of the individuals. However stress can be healthy and valuable, if it can focus people on critical needs and can motivate learning. The presence of stress at work is almost inevitable in many jobs. How individual differences account for a wide range of reactions to stress a task viewed as challenging by one person may produce high level of anxiety in another. When pressure begins to build up it can cause adverse strain on a person, emotion, though processes and physical condition. Good management and

good working condition are the best forms of stress prevention.

The focus of management of Teachers stress on students and on teachers themselves holds a key role. The teachers' stress is not adequately addressed in the institutions. In the workplace, stress occurs when there are an imbalance the demands and perceived pressures at the working environment and an individual ability to cope with it. An individual experiences the stress at work to a large extent affected by the level of control they have over their working condition pressures the degree of support they receive from others in the workplace and strategies they use to respond to work pressure. Now days when India is progressing by leaps and bounds and is on the verge of becoming a developed nation, one cannot afford to neglect talents of the teachers, because the teacher is one of the pillars of the society and the country without good teachers no country can progress.

Stress is recognized as inherent features of the work life of most professionals and growing evidences show that it may be increasing in severing. Teaching is becoming more challenging profession, a more paper work, more bureaucracy and more unruly classes. Worldwide surveys reveal widespread concern about the effects of stress on teachers' sense of wellbeing and their willingness to stay in the profession. Compared to the general population, teachers

are in a risk for higher levels of psychological distress and lower levels of job satisfaction. It reported that the main sources of teachers perceive their occupation as highly stressful. Teachers are stressful in teaching and handling discipline problems among students which have created a lot of social problems and ferocity. Since the academics shape the younger generation, their role is paramount important in a knowledge era. Though some of the studies documented in analyzing stress of teachers in general, no study is available in the female academics in particular. Hence an attempt is made to reviews the reasons behind the academics' stress and how they are purposed themselves to deal with it. In order to full fill the requirement for said objectives, these are sixteen relevant reviews' identified and analyzed in a systematic manner.

**Teachers Stress**

Considering to the profession of teaching, teachers are increasingly perceived as facilitators or managers of knowledge. They work in a constant socially isolated environments surrounded by hostile views and sometimes threat of physical abuse, and a threat of accountability for each and every action of both themselves and that of the pupil. This causes a stress for them. Teaching has been identified as one of the most stressful professions today. The reasons for that are quite similar to other stressful occupations in the world.

The teachers have multifaceted activities in the present day school system. It extends to the higher students too. With the change in the teaching environment they must inole in managerial responsibilities with planning and executing instructional lessons, assessing students based on specific objectives derived from a set curriculum, and communicating with parents. Besides a teacher has to take on his responsibilities in accountability for student performance, classroom management and discipline, supervisory role, and also took extracurricular activity.

From the literature reviews' ,it is observed that excessive workload places the individuals in a stressful condition as fund by 1,4,5,6,7,11,12,13,15,16,17. More specifically this a dominant proportion over form fifth in case of and five. The next factor is financial, which shoes the individuals with the state of stress. Researches of 3,4,5,6,10,11,12 observed the lack of finance are insufficient finance either as a salary income or financial rises in family as a while .In any form of shortage so called issues keeps everyone under pressure .Besides another stressor is a job insecurity. It threatens those who are in private originations the work forces. If they depend only on the income of the present job, they are in more stress about such in secured job situation. Studies of, 2, 4, 8 &14 identified the presence of job insecurity. The existence of this situation amounts to reduce their involvement in job. This is utterly vulnerable stressor sine it makes them hopeless in association with stress or of finance 6,9,12,13,14. In a hitch era, everyone uses the advancement especially the younger ones applications becomes a remarkable. It leaves the individuals being isolated. Ofcourse a few can take advantage of using it. It majority of the cases, however, antipositive outcomes are reaped. This trend brings the youth in dark sides of their life resulting to presence indeiplore even in the class room. This trend to make the teachers in distress. Dealing with difficult students is a challenging task before the teachers. This stressors is documented by the studies of 6, 9, 12,13and14.

There are some measures to deal with stress depending upon their age and time factors, they can undertake at least anyone of them. A wide range of choices are Meditation, Exercise and Yoga ,Believe in actions rather than fruits, playing with children, Interactiion with positive colleagues, Reading Motivational Book, Socialiating with friends and relatives ,creating leisure activities, Going to church, Absenting oneself from duty.

**MAJOR RESEONS BESIDES THE STRESS**

S N	Author	Year	Workload	Finance	Job in security	Difficulty students
1	Vijayaduraim& venkatesh	Aug 2012	✓ 82%	x	x	X
2	Partap Singh	April 2015	x	x	✓ 94%	
3	Kavita Dual & Veena	March2017	x	✓ 3 <sup>rd</sup> rank	x	X

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4	FleuraShkëmbi& Melona	2015	✓ 37%	✓ 31%	✓ 17%	X
5	Susan and Calhoun	Jan 1991	✓ 80%	✓ 53%	x	X
6	John&Chireshe	2012	✓ 25%	✓ 25%	x	✓ 24%
7	AlanHSChan,et.al		✓	x	x	X
8	Shakeel,et.al		x	x	✓ 7rank	X
9	Florence ,et.al	Oct 2015	x	x	x	✓ 37%
10	Usman,&Muhammedra mzan	Oct 2013	x	✓	x	x
11	Gayatri& Venkata	2016	✓ 53%	✓ 51%	x	x
12	Raymond & Hassan	2012	✓	✓	x	✓
13	Alexander,et,al.	March 2013	✓	x	x	✓
14	Swathikishore&Baby		x	x	✓ 94%	✓ 90%
15	Dhrubkmar& Deo		✓	x	x	x
16	Asonaba kofi & George	2015	✓	x	x	x
17	Jeyaraj	2016	✓	x	x	x

**CONCLUSION**

Stress is an individually experienced phenomenon and to individuals react to the same set of stressors in exactly the same way because of different perception and experience among the people. One cannot totally keep away from stress. Again low level of Stress is beneficial to human being to improve their functioning. Individuals and organizations need to explore ways of reducing the potential for stressful condition and to find ways of helping people to cope with stress. People can either equip themselves with a number of coping techniques that enable them to withstand

the effects of stressful conditions or they can attempt to change the characteristics of the situation in which they find themselves. Moreover teaching is now a day's found to be

profession. Stress at some extend is desirable for their development but easier stress in undesirable in any aspect. It is need of an hour to address by providing a periodical training meant for this purpose

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