



IMPACT OF STRESS MANAGEMENT TECHNIQUES ON THE PERFORMANCE OF FACULTIES IN GRANT IN AID UNDERGRADUATE COLLEGES IN AHMEDABAD CITY

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Abstract:

Reducing stress in your everyday life is vital for maintaining your overall health, as it can improve your mood, boost immune function, promote longevity and allow you to be more productive. There are plenty of good reasons to learn some stress management techniques. It'll save you more than it will cost you. Stress management is important because it can save your life and your relationships. Due to stress people attention on their goals in life is diverted to another directions. The consequences of stress can cause specific disorders in both mind and body. Many people commit suicide because of stress. Stress effect there health, family, relationships and work. Stress leads to marriage breakups, family fights, road rage, suicides and violence. So Stress management is the need of the hour. It's necessary for long happy lives with less trouble that will come about. In the research paper the researcher tries to examine the impact of the stress management techniques on the performance of faculties in grant in aid undergraduate colleges in Ahmedabad city.

Key Words: Stress, Stress Management Techniques, Performance, Grant-in-Aid Colleges, Ahmedabad City.

Introduction

Stress is a normal physical response to events that make you feel threatened or upset your balance in some way. When you sense danger – whether it's real or imagined – the body's defenses kick into high gear in a rapid, automatic process known as the —fight-or-flight reaction, or the stress response. The stress response is the body's way of protecting you. When working properly, it helps you stay focused, energetic, and alert. In emergency situations, stress can save your life – giving you extra strength to defend yourself, for example, or spurring you to slam on the brakes to avoid an accident. Stress can set you up for general poor health as well as specific physical or psychological illnesses like infection, heart disease, or depression. In fact, stress is more dangerous than one thinks. Health Psychology magazine reports that chronic stress can interfere with the normal function of the body's immune system. And studies have proven that stressed individuals have an increased vulnerability to

catching an illness and are more susceptible to allergic, autoimmune, or cardiovascular diseases. Doctors agree that during chronic stress, the functions of the body that are nonessential to survival, such as the digestive and immune systems, shut down. This is why people get sick. There are also many occurrences of psychosomatic illness, an illness with an emotional or psychological side to it. Furthermore, stress often prompts people to respond in unhealthy ways such as smoking, drinking alcohol, eating poorly, or becoming physically inactive. This damages the body in addition to the wear and tear of the stress itself. Therefore the strategies such as flex time, job sharing, work from home, longer lunch hours, healthcare advocacy, employee assistance programs, and stress management programs are some of the strategies will help to enhance the performance of any individual in an organization.

Literature Review

Observing the corporate culture and present lifestyles, various queries and arguments has been cropped up in the mind of researchers. The present study is aiming to represent the glimpse of the research work so far has been done in the field of stress, its techniques, factors related to it and the ways to manage it.

Pestonjee (1999) revealed that stress is a natural human response to its environment. Stress has become significant due to dynamic social factor and changing needs of life styles. Stress is man's adaptive reaction to an outward situation which would lead to physical, mental and behavioural changes. In fact, moderate levels of stress are considered essential motivators. However, high levels of stress have the capacity to greatly impact physical and emotional health, not all stresses are destructive in nature. Appropriate amount of stress can actually trigger passion for work, tap latent abilities and even ignite inspirations. Stress can make a person productive and constructive, when it is identified and well managed.

Keeley, K and Harcourt, M., (2001) stated that Work demands are the psychological stressors the job places on the worker and include: the volume of work, the speed of work, the lack of time, and the conflicts involved in having to do different types of work at the same time. Decision latitude encompasses decision authority, which refers to the worker's authority to make decisions involving how the work is done, and skill discretion, which refers to his or her opportunity to use a variety of skills on the job. Mental strain results from the combination of heavy work demands and low decision latitude or control.

Anne Marie Berg et al (2006) exclaimed about 'stress burnout'. It was revealed that Norwegians have high levels of musculoskeletal health problems mainly associated to the frequency of job pressure and lack of support. However, also frequent exposure to work injuries was associated to health problems. This may indicate that daily routine work as well as police operational duties must be taken into consideration in assessing job stress and health.

According to Bhole (2007), Relaxation is considered as the physiological opposite to stress, enabling regeneration and recuperation after stress. It is also an integral component of various yogic practices. It is widely known that the science of yoga is a powerful stream of knowledge, which enables the practitioners to achieve radiant

physical health with a serene mind, continues the spiritual upliftment of the individual and creates the ability for harmonious social living.

Udupa et al (2009) have concluded from their study that yoga has the potential to influence the stress disorder and it helps the sufferer to achieve physical and metabolic stability. Exposure to stress triggers hormonal and behavioral responses. It has been shown that the endogenous opioid system plays a role in some physiological reactions to stress.

Dr. K. Chandrasekar (2011), opined that Stress can make an individual productive and constructive when it is identified and well managed. In times of great stress or adversity, it's always best to keep busy, to plow anger and energy into something positive. Positive attitude and meditation will be helpful for coping the stress.

Praveen Tomar (2013) has done a study on evaluating stress in the Indian bank scenario and his objective was to follow a line of investigation about the existing knowledge of stress management strategies among the employees in Indian commercial banks with the help of chi square test methodology he identified that due to change in new technology, stress of the bankers is increasing day by day.

Stephen, E. b. (2014) has done a study on job satisfaction, job stress and propensity to quit the job of employees of commercial bank employees and his objective was to investigate the overall job satisfaction propensity to quit the job stress and dissatisfaction among the commercial bank employees with the help of t-test method, rank order, and simple percentage methodology. He identified due to lack of promotion and salary level stress level is enhancing day by day.

Lokesh (2015) has done a study on a comparative analysis of occupational stress among the employees in public and private sector bank in dakshinakannad district and the objective was to identify the causes of occupational stress among bank employees by the help of chi square test and regression analysis methodology he identified that performance pressure causes more stress in employees.

Research Objective

To examine the impact of the stress management techniques on the performance of faculties in grant in aid undergraduate colleges in Ahmedabad city.

Research Methodology

The sampling process has been used for the study. The samples of the population (lecturers have been selected). The convenience sampling method has been used in the research. The sample size is of 100. The samples include the Lecturers taking the lectures in the Commerce & Arts College across Ahmedabad City. For the research work the primary data have been used. The primary data have been collected from Lecturers of grant-in-aid commerce as well as art colleges involved in undergraduate programmes located in Ahmedabad area in Gujarat state. For research purpose relating to the topic for collection of data from respondents the instruments used includes telephone, internet, questionnaire, interview, and mail. Survey and observation methods have been used for data collection in this research work. The topic of the research work is a theoretical topic and there is no need to have experiments.

Research Analysis

It describes the impact of the stress management techniques on the performance of faculties in grant in aid undergraduate colleges in Ahmedabad city. Hence the regression technique is used to identify the impact. If the value of R^2 statistic is more than 0.7, then it is suggestive measure of significant impact.

Results and Interpretations

Table 1: Correlation & Regression Summary Statistics

Sr. No.	Dependent Variable	Independent Variable	R Statistic	R^2 Statistic	Inference
1	Performance	Flex Time Strategy for reducing Stress	0.89	0.79	Very Strong Positive Correlation & Significant Impact
2	Performance	Job Sharing Strategy for reducing Stress	0.60	0.37	Strong Positive Correlation & Insignificant Impact
3	Performance	Work from Home Strategy for reducing Stress	0.76	0.58	Strong Positive Correlation & Insignificant Impact
4	Performance	Healthcare advocacy Strategy for reducing Stress	0.81	0.66	Very Strong Positive Correlation & Insignificant Impact
5	Performance	Employee assistance programs Strategy for reducing Stress	0.83	0.71	Very Strong Positive Correlation & Significant Impact
6	Performance	Stress management programs Strategy for reducing Stress	0.95	0.90	Very Strong Positive Correlation & Significant Impact

Source: Spss output

Interpretation

1. The R-value: shows the direction and the strength of the correlation. The bigger the value the more significant it is. In this case, the Pearson correlation coefficient ($r = 0.89$) shows a very strong positive correlation between the variables under investigation. This means the null hypothesis is rejected. Thus there is significant relationship between performance of employees and Flex Time Strategy for reducing Stress. Further R^2 statistic helps in explaining variance in the dependent variable (Performance). Based on the results the (R square) value is 0.79. This means that the independent variable (Flex Time Strategy for reducing Stress) predicts the dependent variable (Performance) by 79%, thus, leaving out 21% (100% - 79%) unexplained. This means that null hypothesis is rejected. Thus there is significant impact of Flex Time Strategy for reducing Stress on performance of the faculties in in grant in aid undergraduate colleges in Ahmedabad city.
2. The R-value: shows the direction and the strength of the correlation. The bigger the value the more significant it is. In this case, the Pearson correlation

coefficient ($r = 0.60$) shows a positive correlation between the variables under investigation. This means the null hypothesis is rejected. Thus there is significant relationship between performance of employees and Job Sharing Strategy for reducing Stress. Further R^2 statistic helps in explaining variance in the dependent variable (Performance). Based on the results the (R square) value is 0.37. This means that the independent variable (Job Sharing Strategy for reducing Stress) predicts the dependent variable (Performance) by 37%, thus, leaving out 63% (100% - 37%) unexplained. This means that null hypothesis is accepted. Thus there is no significant impact of Job Sharing Strategy for reducing Stress on performance of the faculties in in grant in aid undergraduate colleges in Ahmedabad city.

3. The R-value: shows the direction and the strength of the correlation. The bigger the value the more significant it is. In this case, the Pearson correlation coefficient ($r = 0.76$) shows a positive correlation between the variables under investigation. This means the null hypothesis is rejected. Thus there is significant relationship between performance of employees and Work from Home Strategy for reducing Stress. Further R^2 statistic helps in explaining variance in the dependent variable (Performance). Based on the results the (R square) value is 0.58. This means that the independent variable (Work from Home Strategy for reducing Stress) predicts the dependent variable (Performance) by 58%, thus, leaving out 42% (100% - 58%) unexplained. This means that null hypothesis is accepted. Thus there is no significant impact of Work from Home Strategy for reducing Stress on performance of the faculties in in grant in aid undergraduate colleges in Ahmedabad city.
4. The R-value: shows the direction and the strength of the correlation. The bigger the value the more significant it is. In this case, the Pearson correlation coefficient ($r = 0.81$) shows a positive correlation between the variables under investigation. This means the null hypothesis is rejected. Thus there is significant relationship between performance of employees and Healthcare advocacy Strategy for reducing Stress. Further R^2 statistic helps in explaining variance in the dependent variable (Performance). Based on the results the (R square) value is 0.66. This means that the independent variable (Healthcare advocacy Strategy for reducing Stress) predicts the dependent variable (Performance) by 66%, thus, leaving out 34% (100% - 58%) unexplained. This means that null hypothesis is accepted. Thus there is no significant impact of Health Advocacy Strategy for reducing Stress on performance of the faculties in in grant in aid undergraduate colleges in Ahmedabad city.
5. The R-value: shows the direction and the strength of the correlation. The bigger the value the more significant it is. In this case, the Pearson correlation coefficient ($r = 0.83$) shows a very strong positive correlation between the variables under investigation. This means the null hypothesis is rejected. Thus there is significant relationship between performance of employees and Employee Assistance Program Strategy for reducing Stress. Further R^2

statistic helps in explaining variance in the dependent variable (Performance). Based on the results the (R square) value is 0.71. This means that the independent variable (Employee Assistance program Strategy for reducing Stress) predicts the dependent variable (Performance) by 71%, thus, leaving out 29% (100% - 71%) unexplained. This means that null hypothesis is rejected. Thus there is significant impact of Employee Assistance program Strategy for reducing Stress on performance of the faculties in in grant in aid undergraduate colleges in Ahmedabad city.

6. The R-value: shows the direction and the strength of the correlation. The bigger the value the more significant it is. In this case, the Pearson correlation coefficient ($r = 0.95$) shows a very strong positive correlation between the variables under investigation. This means the null hypothesis is rejected. Thus there is significant relationship between performance of employees and Stress Management Program Strategy for reducing Stress. Further R^2 statistic helps in explaining variance in the dependent variable (Performance). Based on the results the (R square) value is 0.90. This means that the independent variable (Stress Management Program Strategy for reducing Stress) predicts the dependent variable (Performance) by 90%, thus, leaving out 10% (100% - 90%) unexplained. This means that null hypothesis is rejected. Thus there is significant impact of Stress Management program Strategy for reducing Stress on performance of the faculties in in grant in aid undergraduate colleges in Ahmedabad city.

Conclusion

Thus we can conclude that allowing the employees to start or end the workday earlier or later can reduce work/life stress. Flex time can also reduce the stress of commuting in rush hour traffic. Job Sharing allows at least two people trained to perform each job, enabling each employee to have time off without losing productivity. Working from home results in higher morale and job satisfaction and lower employee stress and turnover, The prime reason is that working at home provides employees more control over how they do their work, Working at home also helps workers better manage work/family demands. Offering an expert who can personally address healthcare issues, such as helping to resolve medical bills and interacting with insurance and providers, can help employees reduce worry and stay focused on their job. EAPs are typically offered by the HR department as part of the employer's health insurance plan to assess and address personal issues that affect employee performance and productivity. Issues can range from substance abuse to family problems, and EAPs often include counseling benefits. EAPs for substance abuse can reduce compensation claims, employer healthcare costs, and absenteeism. Further Conducting stress management programs at organizational level, with the objective of creating awareness about stress and making employees to learn stress management techniques will enhance their performance in their respective work areas.

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