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## A STUDY ON COPING STRATEGIES FOR RELIEVING STRESS AMONG TEACHERS WORKING IN PRIVATE SCHOOLS WITH SPECIAL REFERENCE TO TIRUPUR CITY

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### ABSTRACT

*Stress is inseparable part of human life. We may all experience stress at one time in our life time. Sometimes it can be difficult for us to recognize it in them. The extent to which an individual is affected may depend on how forcefully it affects the individual and duration of time limit i.e. for a short or long period of time. If the stress is perceived by the individual for a long period of time, it may create several physiological and psychological problems such as changes our behavior pattern, irritability, Worrying and feeling nervous. Stress may be created as a result of external environment or it may be created by the internal factors. A certain degree of stress is essential in order to achieve the desired results, but beyond certain limit is destructive. Stress affects our physical and mental well-being. Hence it is essential to know the physical and mental coping strategies adapted to handle the physical and mental well-being of individuals.*

### KEYWORDS

Tirupur City, relieving stress, private schools.

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### 1. INTRODUCTION

**S**tress simply means the strain or unpleasant feeling and worries that an individual perceives when facing with contradicting demands or tasks beyond his capabilities. It's a psychological and physiological response to events that disturbs person's equilibrium when facing a threat. In general stress has negative connotation, but in reality stress has both positive and negative effects. In the modern work environment, stress is unavoidable. In a work environment it is essential to have a reasonable degree of pressure in order to complete the work within the prescribed time limit. If the individual perceives moderate level of stress in the work environment that stress is served as a motivator in accomplishing the task assigned to him, that moderate level of stress will help the organization to fulfill its goals and it improves the performance of employees and productivity of the organization. On the contrary if the level of stress perceived by the employee is high it has an adverse effect on the individual and on his family and in the organization as well.

### 2. OBJECTIVES OF THE STUDY

The following are the main objectives of the study:

1. To identify the Demographic profile of the teachers working in private schools.
2. To analyze the coping strategies practiced by the private school teachers to reduce the level of stress.
3. To analyze the findings and offer valuable suggestions to manage and prevent the stress.

### 3. SAMPLING DESIGN

For the study purpose schools were categorized into two categories such as CBSE and Matriculation schools situated in the Tirupur city. Totally more than fifty schools are functioning in Tirupur City. The total size of population is more than 2000. Finally the researcher took the sample size of 850 respondents. The information is collected from the sample respondents through structured interview schedule. Stratified random sampling method is used to select the sample.

To establish the highest degree of reliability on the impact of stress experienced by private school teacher in Tirupur City. A pilot study was conducted to ensure the content validity and reliability of research which included 45 statements having the five-point likert scale ranging from strongly agree to strongly Disagree, distributed to the 10 schools Tirupur. This result suggests that the instruments are reliable to be used for this study.

### 4. REVIEW OF LITERATURE

Review of literature is an important aspect of any research work and this helps the researcher to obtain information about previous studies. Review of previous studies widens the knowledge of the researcher and in the light of the literature review the researcher can analyse and identify the gaps that exist between the past and present study. The Review of literature relating to different fields are given below.

**Deepti Pathak (2012)<sup>1</sup>** has found that negative correlation exists between organizational stress and job satisfaction level among employees; perceived organizational support as a powerful moderator lessens amount of stress experienced leading to higher job satisfaction.

**Chin, Y.F. et al., (2012)<sup>2</sup>** examines the relationship of role ambiguity, role conflict and role overload with work family conflict and employee health, role of supervisor's support on employee's health, work home conflict. The result explains that job stress characteristics have direct impact on work family conflict and employee's health in the organisation. Role ambiguity is found to be a significant predictor of work family conflict, role conflict and role overload is not found to be a significant predictor of work family.conflict. Interaction between role conflict and supervisor social support positively and significantly correlates with work family conflict. While relationship between role conflict and co-workers social support negatively correlates with work family conflict, interaction between role conflict, role overload and supervisor social support moderate work family conflict; but interaction between job stress characteristics and co-workers social support did not moderate the effects of work family conflict. The study confirms that organisational social support moderates the effect of job with social support from supervisor and co-workers can help them to cope with stress.

**Maheswari, S.U and N.R.V. Prabha (2012)<sup>3</sup>** have studied the level of stress among the employees for class I, class II and class III of VST motors, Katpadi. The study analyses the role related variables namely inter role distance, role stagnation, role expectation conflict, role overload, role isolation, role erosion, personal inadequacy, self role distance, role ambiguity, role inadequacy. The study finds that inter role distance is the major role stressors for class I employees and role ambiguity

is the lowest stressors. Role erosion arises from the feeling of being under employed, which is the stressor for class II employees and personal inadequacy and role isolation are the least stressors. For class III employees, role erosion arises out due to the feeling of being under employed and it is the major stressor. Personal inadequacy and role ambiguity are the least stressors. The study proves that majority of the employees have moderate level of stress followed by higher stress. Moreover, they are vulnerable to various individual factors of stress.

**Mazumadr. H, et al., (2012)<sup>4</sup>** has examined the students stress during their college life. This shows that post graduate students are more susceptible to stress due to the increase in the responsibility than the graduate students. Experience of stress is more prevalent among females than males. Most of stress comes from future orientation. Post graduate students feel much more stress in physical or mental factor than the graduate students. College students feel relatively more stressors in the career aspect due to different reasons. Physical and mental effect is much higher in females than males due to over stress. One factor shows more dominant in male than female i.e., Job, while other stress factors such as family, relationship and social are more found in females than males. Violent behaviour, disturbed relationship, drug use, alcohol use, smoking and the like are the behavioural changes occurring during stress. Relationship disturbances are mainly affected by stress. Regarding physiological factors, anger and low satisfaction levels contribute highest and lowest percentages for the affected people. Depression, anger, anxiety and low self esteem 'are the: other factors which contribute stress among the students. There are different symptoms regarding psychosomatic factors and head ache is found in m re percentage which lead to major stress among the students. High blood pressure, head ache, ulcer, sleep problem have been observed during exam days. Students are scared about the study during exam days which result in serious stresses among them.

**Rajesh C Jampala (2012)<sup>5</sup>** has studied stress levels among the public and private sector employees using the variables such as demand, control, management, support, peer support relations, role and change. The analysis shows that employees of the private sector are facing more stress than employees of the public sector. There is a significant change in the stress level observed in the demand, control, relation, and role factors between the public and private sector employees. The employees of the finance sector are facing high stress than those of banking and insurance sector. They face more stress in demand and relation factors and banking employees face more stress in the change factor. Employees working in urban areas face little more stress than those in rural areas. Significant difference is observed in demand factor among them. Men face little more stress than women and they face stress with the demand factor where as women with control factor. Employees with less experience faced high stress than the experienced one. Demand, relation and role factor are the most common factors among them. Marketing staff face higher stress than administrative staff. Marketing staff have stress with demand and role factor than administrative staff. Employees having professional degree face more stress than employees with graduate and post graduate qualification. Graduates experience more stress than post graduate. Role and relation factors are found among the employees having different qualifications.

**Mangayarkarasi.K and Sellakumar. G.K (2012)<sup>6</sup>** has assessed the level of occupational stress and its impact on general health. The result of the study shows that there is a significant difference between high and low occupational stress groups on their general health. In the study employees scored higher in occupational scale and scored lesser in general health score. These two variables are negatively correlated. Both high and low occupational groups significantly differ in the level of general health. Female employees reported higher job stress in various dimensions. Job environment, work shift, time shortage in completing their work, management style, role ambiguity : and organizational climate influenced in increasing the level of stress. Study also reveals that employees have acquired mental and physical complaints such. as burnout syndrome, job dissatisfaction, depression, suicidal ideation, coronary heart disease, ulcer, musculoskeletal pain and other physical problems. Concentration, sitting in the same posture, listening, reasoning and continuous monitoring of the computers were the reasons for the increased score in the occupational scale. Work load and time pressure has the influence in stimulating the level of stress and consequently the health condition of the employee diminishes.

**Syed Hussain Shah, et al., (2012)<sup>7</sup>** in their research titled "Impact of Stress on Employees's Performance: A Study on Teachers of Private Colleges of Rawalpindi" find that a positive relation exists between the monetary reward and employee efficiency and the author has further investigated that there is a negative relationship between the organizational structure and employee efficiency and further it is found that there is no significant relationship between administrative support and employee efficiency.

**Harish Kumar Tyagi and Mudasir Manzor Kirmani(2012)<sup>8</sup>** in their research titled "Effect of Type of School, Gender, Age, Qualification and Experience on role stress: An Empirical Study on Educational Administrators of Eritrea" have found that Five out of five variables such as type of school, gender, age qualification and experiences have significance differences on job stress. Government and private school principals/directors differ significantly in their stress level. Study indicates that there is significant difference in stress level between male and female. In terms of age, younger groups are more prone to experience Job stress than the older ones. The study further reveals that school principals vary in their stress level as their educational qualification varies, less qualified Principals are more stressed than their counter parts.

**Arvind Hans, et al., (2014)<sup>9</sup>** in their research titled " A Study on Work Stress and Job Satisfaction among Headmasters: A Case Study of Bilingual Schools in Sultanate of Oman - Muscat" reveal that Headmasters feel stress due to heavy workload, time pressure, poor working environment etc. It is found from the study that the Headmasters of Bilingual schools in Oman are highly satisfied with their Jobs and also more likely to experience stress related to ill health both physical and psychological. As the performance of the school depends upon the active performance of the headmasters, proper training has to be given to the headmasters to prepare them for managing or dealing with stress and achieve high job satisfaction. The phenomena related to Job satisfaction and work stress among head masters in bilingual schools is found similar to others studies in the past. However, the study may bring clear understanding of these phenomena in this sector and add little more value in the literature for better generalization across culture.

**Olatunji. S. O & Mokuolu, Bolade. O (2014)<sup>10</sup>** have conducted a study on "The Influence of Sex, Marital Status, and Tenure of Service on Job Stress, and Job Satisfaction of Health Workers in a Nigerian Federal Health Institution" and found that sex, marital status and tenure of service have significant influence on the job satisfaction and the level of stress reported by nurses and doctors. Singles report a higher level of job stress than the married and invariably a lower level of job satisfaction than their married counterparts. Further the research finding reveals that job satisfaction increases with tenure of service. It can then be deduced that experience on a job reduces the level stress, and then enhances the satisfaction that is derived from the job.

## 5. DEMOGRAPHIC PROFILE OF THE RESPONDENTS

In this section, an attempt has been made to discuss the profile of the sample respondents of school teachers working in Tirupur city. The demo-graphic variables of the respondents such as Age, Gender, Marital status, Educational Qualification, Nature of Institution, Designation, Nature of Post, Total service, Number of Years of Service in Present Institution, Salary are analyzed.

### 5.1. AGE

The perception level of stress varies at different age groups; hence an attempt has been made to analyze the age group of the respondents. For the purpose of study, the respondents are grouped according to the age such as Below 30 years, between 31-40 years, between 41-50 years, and Above 50 years. When age increases, experienced stress also increases due to the increase in the responsibility (Beena and Poduval 1992)<sup>11</sup>. Age Wise Classification of Respondents is presented in Table 1.

Table 1 indicates that 34 per cent of the respondents fall in the age group of between 40-50 years followed by the age group between 30-40 years (28 per cent) and 24 per cent of the respondents fall above 50 years age group. Only 14 per cent of the respondents fall below 30 years age group.

It is observed from the analysis that a majority of the respondents fall in the age group of between 40-50 years.

### 5.2. GENDER

It is the general belief that stress tolerance level differs between male and female. In general females are more vulnerable to stress than male counterparts. Female teachers have perceived maximum level of job stress than the male teachers (Abirami 2012)<sup>12</sup>. The classification of the respondents on the basis of gender is shown in the Table 1

It is evident from the above Table 1 that 58 per cent of the respondents are male teachers and the rest of the respondents are female teachers (42 per cent).

It is inferred from the analysis that a majority of the respondents are male members.

**5.3. MARITAL STATUS**

One of the most important and memorable events in the life of either man or woman is marriage. There is no doubt that the selection of marital partner is one of the most important decisions one makes in his/her lifetime. Marriage is a legal commitment by giving assurance that the couple take care of each other in their life time. Hence, marital status of the respondents has great influence on level of stress. Marital status of the respondents is classified as Unmarried, Married, Widow and Divorcee for the purpose of study and are presented in the Table 1.

Marital status in Table 1 depicts that maximum % of the teachers are married (70 per cent) followed by unmarried (26 per cent), widows and divorcees are (2 per cent).

From the analysis it is observed that the majority of the respondents are married.

**5.4. EDUCATIONAL QUALIFICATION**

The educational qualification of the respondents is one of the important influencing factors in determining the level of stress. Since the knowledge is wisdom, highly educated individual has awareness and more knowledge about stress and its coping techniques when they face stress. It is clear that higher education can combat stress and burn out related problems among the members (Chand & Monga 2007)<sup>13</sup>. The respondents are categorized into Post Graduates, Master of Philosophy and Doctor of Philosophy and are presented in the Table 1.

It is inferred from the above Table 1 that a majority of the respondents are B.Ed or M.Ed degree holders (52 per cent) followed by under graduate and post graduate degree holder (44 per cent) and only four per cent of the teachers are M.Phil / Ph.D holders.

It is observed from the analysis that a majority of the respondents are B.Ed or M.Ed holders.

**5.5. NATURE OF INSTITUTION**

The nature of institution is an important variable which causes stress to an individual. There are a number of factors which influences stress such as Discrimination in pay or salary structure, Strict rules and regulations, Ineffective communication, Peer pressure, Less promotional opportunities, Lack of participation in decision-making, Excessive control over the employees by the management, Less promotional opportunities. For the purpose of the study the school teachers have been classified as teachers working in CBSE and Matriculation schools and the same has been presented in the Table 1.

It could be observed from the Table 4.5 that a majority of the teachers (51 per cent) are working in Matriculation schools followed by CBSE (49 per cent). From the analysis it is clear that a majority of the respondents are working in Matriculation schools.

**5.6. DESIGNATION**

Designation of the employee is one of the essential variables that have to be analyzed as it directly describes various aspects of job analysis such as authority and responsibility and duties of the employees in different cadres. Employees in the higher cadre perceive higher level of stress than the employees at lower cadre. The reason is quite obvious that though the higher cadre employees enjoy considerable amount of privileges, they have to discharge the responsibilities vested with the cadre. The respondents for the study purpose are classified as B.T Assistant and PG Assistant and presented in the Table 1.

Designation wise classification of the teachers represents that a majority of the teachers i.e., 62 per cent are working in the B.T Assistant Cadre and rest of them (38%) are in PG Assistant Cadre.

It is observed from the analysis that a majority of the respondents are in B.T Assistant Cadre.

**5.7. TOTAL SERVICE**

Total service of the respondents is the crucial factor in determining the level of stress. The perception of the respondents towards stress or stressors and the ability to cope with it may vary based on the total service. The total service of the respondents may be classified as the respondents having Less than 5 years, 5-10 years, 11-20 years, 21-30 years and Above 30 years and presented in the Table 1.

Table 1 reveals that 32 per cent of the school teachers have put in 5-10 years of service followed by 11-20 years of total service (30 per cent) and 14 per cent of the school teachers have less than 5 years and above 30 years of total service. Only 10 per cent of the school teachers have 21-30 years of total service. From the analysis it is clear that a majority of the respondents have 5-10 years of total service.

**5.8. NUMBER OF YEARS OF SERVICE IN PRESENT INSTITUTION**

Number of years of service in present institution is a prime variable that has to be studied as it reveals various aspects of job such as job retention and job turnover. On one hand if the respondents feel less stress or stressor on the job and finds job security, they prefer to work in the present institution for a long duration. On the other hand, if they perceive high stress or stressors on the job and have less job security, they may quit the job as and when they find job opportunity elsewhere. Normally under these conditions the institution may have high job turnovers. Hence the teachers are categorized as the respondents working in the present institution for less than 5 years, 5-10 years, 11-20 years, 21-30 years and Above 30 years and the same is presented in the Table 1.

It could be observed from the Table 1 that 30 per cent of the school teachers are working in the present institution for the past 5-10 years. 26 per cent of the teachers are working in the present institution for the past 11-20 years followed by less than 5 years (20 per cent) and 14 per cent of the school teachers are working in the present institution for more than 30 years. Only 10 per cent of the school teachers are working in the present institution for the past 20-30 years. It is inferred from the analysis that a majority of the respondents are working in the present institution for the past 5-10 years.

**5.9. SALARY**

Salary of the respondents is the prominent factor which has direct influence on motivation, job satisfaction, job performance and organizational commitment. Apart from this, salary serves as a symbol of social status. Increase in the standard of living gives pride and psychological satisfaction and at the same time providing low salary has an adverse effect such as low job satisfaction, reduces job performance, and leads to a high rate of absenteeism. Salary of the respondents is classified into different categories and is presented in the Table 1.

It could be observed from the Table 1 that 42 per cent of the private school teachers fall in below 10,000 salary group followed by 28 per cent of the teachers fall in 10000-20000, 12 per cent of the teachers fall in 20001-30000 salary groups, 10 per cent of the school teachers' fall in 30001-40000 salary groups. Only 8 per cent of the school teachers are in getting above 40,000 salary group.

It is observed from the analysis that majority of the respondents are in below 10,000 salary group.

**6. PHYSICAL STRESS MANAGEMENT STRATEGIES**

Physical stress management strategies are helpful to relieve us from physical stress. There are a number of ways through which we can relieve our stress, some of the physical stress strategies adapted are Reducing physical stress, Relaxation, Correct posture, Diet, Physical exercise, Medicinal therapy and Natural care.

**6.1 REDUCING PHYSICAL STRESS**

The simplest form of relieving stress and its associated problems is reducing the physical stress. We may practice different methods for relieving our physical stress. The methods adapted for stress relieving may vary from one person to another, because there are a number of factors such as education and experience influence in selection of appropriate method. Some of the physical reducing strategies practiced by the respondent are given below in Table 2.

From the Table 2 it is clear that 36 per cent of the respondents are adopting a coping strategy of "set priorities" for reducing their physical stress followed by "Alternating of heavy work with light work" (32%) and very few respondents i.e., 4 per cent adopting the strategy of "Take hired help" in order to reduce their physical stress.

**6.2 RELAXATION**

In the present situation one has to accomplish different tasks and has to perform numerous responsibilities and contradicting job demands. Under these circumstances it's needless to say that individual faces high level of stress. The relaxation technique plays a crucial role in stress management. Relaxation not only brings peace of mind and calm, it reduces the symptoms or effects of stress on our mind and body. Relaxation techniques help us to relieve stress and other health problems associated with stress. The common relaxation techniques adopted by the respondents are presented in the Table 2.

Table 2 indicates that 36 per cent of the respondents have opted to take "Drinking water" as a relaxation technique to manage stress followed by "Take out time for leisure" (30 per cent) and 28 per cent of the respondents responds "Take rest" as a relaxation strategy for coping stress. Only 6 per cent of the respondents are practicing "Deep Breathing" as a relaxation technique in physical stress management strategy.

### 6.3. CORRECT POSTURE

The concept of correct posture helps to understand the concept of good sitting positions, since one third of our life time is spent in our offices. Correct posture reduces stress and strain on the muscles, tendons, and skeletal system and reduces your risk of developing a musculoskeletal disorder (MSD). Good sitting posture reduces the stress and strain on ligaments. Proper posture also reduces muscle fatigue. We may practice different approaches to reduce stress such as Using of ergonomically designed furniture, Avoid strenuous posture, Change of posture and convenient placement of things to reduce physical work and the details are listed in Table 2.

It is inferred from Table 2 that 42 per cent of the respondents are in favor of "change of posture" in correct posture strategy followed by "Convenient placement of things to reduce physical work" i.e., 28 percent and 24 per cent of the respondents are practicing "Avoid strenuous posture" as their physical stress management strategy. Only 04 percent of the respondents favor "Use ergonomically designed furniture" in correct posture strategy for reducing stress.

### 6.4. DIET

One of the most important factors in reducing stress is to have a well-balanced diet. Every person is different in taste and food pattern varies from one person to another. Some persons prefer to consume less food and others may prefer to consume more food. A healthy diet improves the immune system and helps to reduce the impact of stress. When under stress, it is important to consume high fibre food such as fruits, vegetables, grains, cereals and all important nutrients in order to cope with stress effectively. The common diet practices adopted by the respondents are presented in Table 2.

It is observed from Table 6.4 that 42 per cent of the respondents practicing "Take balanced diet" and 12 per cent of the respondents adopt "Consume food many times in small quantities" as a stress coping strategy in physical stress management strategy. None of the respondents have perceived "Consume more food" as a coping strategy for reducing physical stress.

### 6.5. PHYSICAL EXERCISE

Physical exercise serves as a one of the most effective source of stress reduction. Exercise increases stamina and strengthen our immune system which in turn increases our overall health. Generally any form of exercise, from walking to yoga, can act as a stress reliever. Regular exercise increases the self-confidence of an individual and helps to cope with the symptoms associated with mild depression and anxiety. When we are involved in regular Physical exercise we feel healthy, it means exercise helps to boost up the production of our brain's neurotransmitters, called endorphins which in turn help to have sound sleep and evade the problems associated with stress. The list of common physical exercises practiced by the respondents is presented in Table 2

Table 2 indicates that a majority of the respondents (60 per cent) are practicing physical exercise of "Walking" followed by "Playing games" (16 per cent) and only 6 per cent of the respondents are practicing "jogging" as a stress coping strategy. None of the respondents are practicing "Swimming" as a coping strategy for reducing their physical stress in physical stress management strategy.

### 6.6. MEDICINAL THERAPY

The most effective way for relieving stress is taking counseling from the psychologist or from the psychiatrist. Simply the term therapy denotes treatment. Medical therapy refers medical treatment undertaken by the respondents to relive from stress. The common form of medical treatment adopted by the respondents for relieving stress is given below in the Table 2.

It is inferred from Table 2 that a majority of the respondents i.e., 96 per cent do not practice any medical therapy for reducing their physical stress and only 4 percent of the respondents adopt the practice of taking "Sleeping pill" as their coping strategy in physical stress management strategy. None of the respondents use "Mood altering drugs" and "Tranquilizers" for reducing their stress.

### 6.7. NATURAL CARE

Natural care indicates natural treatment to the respondents with the help of things available in nature. Natural care is the best source for relieving stress and several diseases without any negative side effect. Medicinal herbs are mainly used for their therapeutic value. The therapies adopted in nature care are given in Table 2.

It is observed from Table 2 that 70 per cent of the respondents do not practice any therapy in natural care. 14 per cent of the respondents are practicing "Water therapy" as their coping strategy for relieving stress. Only 08 per cent of the respondents are practicing "Herbal therapy" and "Hot water therapy" as their coping strategy for relieving stress under natural care. None of the respondents are practicing "Colour therapy" and "Aroma therapy" as their coping strategy for reducing physical stress in natural care.

## 7. MENTAL STRESS MANAGEMENT STRATEGIES

Mental stress refers the psychological problems faced by the respondents due to stress. We may adopt different stress coping strategies to get relief from mental stress. Some of the stress management strategies adopted by the respondents for reliving psychological stress are categorized as Religious / Meditation, Psychotherapy, Social Support, Altering Situation, Reducing Responsibilities and Performing most liked activities.

### 7.1 RELIGIOUS/ MEDITATION

Involving in religious activities or meditation is one of the effective ways for reducing mental or physical stress of the respondents. Meditation provides relaxation to mind and soul. Meditation can be done in two ways; meditation that requires focusing and that does not require focusing. In the first one the meditation that requires focusing means, where individual has to focus on any object, image or sound and involves in deep breathing for certain duration of time limit. In the second one there is no need for concentration of any object, sound or image; simply sit in a calm place and close our eyes and chanting of mantras.

Apart from meditation, yoga, involvement in religious activities, offering prayers, chanting of mantras and going on Pilgrimage serve as effective sources for relieving psychological stress of the respondents. The common religious or meditational strategies adopted by the respondents are given in Table 2.

It is clear from the Table 2 that 40 per cent of the respondents adopt the practice of "Offering prayer" followed by "Meditation" and 22 per cent of the respondents are involved in "Religious activity" as their coping strategy for reducing their mental stress. 6 per cent of the respondents use the practice of "Chanting of mantras" and "Yoga" when they perceive stress. Very few respondents adopt the practice of going on "Pilgrimage" as a coping strategy in order to reduce their mental stress.

### 7.2 PSYCHOTHERAPY

Psychotherapy usually involves talking with the psychologist or psychiatrist about our mental health problems. In psychotherapy, the respondents realize the psychological condition of health, moods, feeling, thoughts and behaviour and psychotherapy helps us to learn how to take control of life and to respond to the life challenging situations with the help of healthy coping strategy. The list of psychotherapy adopted by the respondents is given in Table 2.

It is inferred from Table 2 that more than half of the respondents (52 per cent) are practicing the "positive thinking" followed by "Change in routine" (20 per cent) and "Recreation with family" (20%) as their coping strategy for reducing their mental stress. Only 08 per cent of the respondents adopt the habit of "Cry to relieve the stress" as their coping strategy in psychotherapy to relive from mental stress.

### 7.3 SOCIAL SUPPORT

Social support plays a crucial role when we are facing stressful events or pass over tough times in our walk of life. The social support group comprises of our family members, relatives, friends circle and specially our colleagues with whom we are spending most of our time apart from our family members, where we share our cheerful and sad moments of our life. Social support provides the psychological feeling of comfort for our relatives and friends are there to help us when we are facing conflicting situations. The general social support activities adopted by the respondents are given in Table 2.

Table 2 indicates that 34 per cent of the respondents adopt the practice of "Attend social gathering" followed by "Talk to someone" i.e., 22 per cent as their coping strategy to reduce mental stress. Only 10 per cent of the respondents choose the practice of "Take counseling" as their coping strategy, when they perceive mental stress.

**7.4 ALTERING SITUATION**

One of the effective ways for reducing mental stress is to alter the situation. An individual may adopt different coping strategies to relieve stress based on their experience and their ability to cope with stress. The common practices adopted in relieving stress are change of place, avoiding painful reminders, maintaining well organized home and adapt to the de-stressing events. By practicing these techniques we can reduce our stress to the possible extent. The common altering situation adopted by the respondents to relieve stress is presented in Table 2.

It is observed from Table 2 that 34 per cent of the respondents adopt "Avoiding painful reminders" followed by "Change of place" i.e., 26 per cent as coping strategy in altering situations for relieving mental stress 20 per cent of the respondents are practicing "Maintaining well organized home" and "Adapting to the de-stressing events" as their coping strategy to reduce their mental stress.

**7.5 REDUCING RESPONSIBILITIES**

Reducing the responsibilities is the easiest way for Stress reduction. The simplest stress reduction techniques practiced by the respondents are postponing certain tasks (it may help the respondents to overcome the problem of stress for the time being), legitimately avoid disliked tasks, by delegating the work assigned to them to their subordinates and changes in Preference of Job. The stress reduction activities practiced by the respondents are presented in Table 2 under the title reducing responsibilities.

It is inferred from Table 2 that 30 per cent of the respondents respond in favor of "Postponing certain tasks" as their coping strategy for relieving their mental stress. 26 per cent of the respondents respond in favor of "Legitimately avoid disliked tasks" and "Changes in Preference of Job". Only 18 per cent of the respondents have responded in favor of "Delegating the Work" as coping strategy for relieving mental stress.

**7.6 PERFORMING MOST LIKED ACTIVITIES**

Performing most liked activity is the effective way for stress reduction. Involvement of oneself in most liked activities gives some sort of psychological fulfillment and satisfaction to the respondents. Performing most liked activities such as painting, listening to songs, singing, cooking and gardening which distract ones thoughts from whatever is causing your stressing or anxiety. These activities help the individual to relieve stress. As it enables to achieve a positive state of mind which occurs when an individual involved in an activity is totally immersed with strong feelings of involvement and focus. The other most liked activities performed by the respondents are given in Table 2.

It is observed from Table 2 that 34 per cent of the respondents reporting "Watching T. V." as the most liked activity followed by "Listening to songs" (22 per cent) and 14 per cent of the respondents report "Going for movie/shopping" is the most liked activity for relieving their mental stress. 8 per cent of the respondents report "Singing", "Spending time in park/with nature" and "Cooking" as their most liked activity performed by them. 6 per cent of the respondents opt "Gardening" as their most liked activity. None of the respondents have opted "Painting" as their most liked activity.

**8. FINDINGS****8.1 BASED ON DEMOGRAPHIC VARIABLES**

1. A majority of the respondents are in the age group of between 40-50 years.
2. A majority of the respondents (58 per cent) are male teachers.
3. Maximum percentage of the teachers is married (70 per cent) and only 1.5 per cent of the teachers are divorcees.
4. A majority of the respondents (54 per cent) are B.Ed / M.Ed holders.
5. A majority of the teachers (51 per cent) are working in Matriculation Schools.
6. A majority of the teachers (62 per cent) are working in the BT Assistant Cadre.
7. 32 per cent of the school teachers have 5-10 years of total service.
8. 30 per cent of the school teachers are working in the present institution for the past 5-10 years.
9. 42 per cent of the school teachers are in below Rs.10,000 salary group.

**8.2 COPING STRATEGIES FOR RELIEVING STRESS****(A) Physical Stress Management Strategies**

1. 36 per cent of the respondents are adopting a coping strategy of "set priorities" for reducing their physical stress.
2. 36 per cent of the respondents opt to take "Drinking water" as a relaxation technique to manage stress.
3. 42 per cent of the respondents are in favor of "change of posture" in correct posture Strategy.
4. 42 per cent of the respondents perceive "Take balanced diet" for reducing physical stress.
5. A majority of the respondents (60 per cent) are practicing physical exercise of "Walking" as a coping strategy for reducing physical stress.
6. A majority of the respondents i.e., 96 per cent do not take any medical therapy for reducing physical stress.
7. A majority of the respondents i.e., 70 per cent are not practicing natural care as a coping strategy for reducing physical stress.

**(B) Mental Stress Management Strategies**

1. 40 per cent of the respondents report to the practice of "Offering prayer".
2. More than half of the respondents (52 per cent) adopt the "positive thinking" as their coping strategy in psychotherapy to relive from mental stress.
3. 34 per cent of the respondents report to the practice of "Attend social gathering" as their coping strategy, when they perceive mental stress.
4. 34 per cent of the respondents practice "Avoiding painful reminders" as their coping strategy to reduce their stress.
5. 30 per cent of the respondents are in favor of "Postponing certain tasks" as their coping strategy for relieving their mental stress.
6. 34 per cent of the respondents report "Watching T. V." as the most liked activity.

**9. SUGGESTIONS**

1. Develop a positive attitude realizing the truth everybody has his / her own strength and weakness and try to find solutions to the problems.
2. Develop the habit of doing exercises such as walking, cycling and the like regularly for 20- 30 minutes every day and that can reduce stress.
3. Have enough sleep and have a healthy balanced diet which will help us to relive from stress Problems.
4. Try to avoid people causing stress in our life by limiting the amount of time we spend with them or end the relationship completely.
5. Develop the habit of doing meditation for 15- 20 minutes every day twice a day.

**10. CONCLUSION**

An attempt has been made to identify the coping strategies adopted by the school teachers when they are stressed under two categories - physical stress management strategies and mental stress management strategies. It is concluded from the analysis that a majority of the teachers practiced Set priorities, Drinking water, Change of posture, Take balanced diet, Walking and None of the respondents practiced medical therapy and natural care when they are physically stressed. Further, Offer prayer, Positive thinking, Attend social gathering, Avoiding painful reminders, Postponing certain tasks and Watching T.V. are practiced by maximum per cent of the teachers when they are mentally stressed.

The present study will create the awareness among the school teachers and institutions regarding stress and its coping strategies for minimizing their stress in their personal life and in the work environment. Stress not only affects the efficiency of the individual, to a great extent it affects the work performance. Hence, it is necessary to provide an appropriate environment and support to relieve from stress related problems.



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APPENDIX

TABLE 1: AGE, GENDER, MARITAL STATUS, EDUCATIONAL QUALIFICATION, NATURE OF THE INTUITIONS, DESIGNATION, YEARS OF SERVICE, YEARS OF EXPERIENCE IN PRESENT INSTITUTIONS AND SALARY WISE CLASSIFICATIONS

S.No	Age	Number of the Respondents	%	Gender	Number of the Respondents	%	Marital Status	Number of the Respondents	%	Educational Qualification	Number of the Respondents	%	Nature of the Institutions	Number of the Respondents	%
1	Below 30 years	119	14	Male	493	58	Unmarried	221	26	UG / PG	378	44	CBSE	413	49
2	30-40 years	238	28	Female	357	42	Married	595	70	B.Ed / M.Ed	440	52	Matric	437	51
3	40-50 years	289	34				Widow	21	02	M.Phil / Ph.D	32	04			
4	Above 50 years	204	24				Divorcee	13	02						
	<b>Total</b>	<b>850</b>	<b>100</b>	<b>Total</b>	<b>850</b>	<b>100</b>	<b>Total</b>	<b>850</b>	<b>100</b>	<b>Total</b>	<b>850</b>	<b>100</b>	<b>Total</b>	<b>850</b>	<b>100</b>

S.No	Designation	Number of the Respondents	%	Years of Service	Number of the Respondents	%	Years of experience in Present Institutions	Number of the Respondents	%	Salary	Number of the Respondents	%
1	B.T Assistant	527	62	Less than 5 years	119	14	Less than 5 years	170	20	Below 10000	356	42
2	PG Assistant	323	38	5-10 years	272	32	5-10 years	255	30	10000-20000	236	28
3				10-20 years	255	30	10-20 years	221	26	20000-30000	107	12
4				20-30 years	85	10	20-30 years	85	10	30000-40000	85	10
5				Above 30 years	119	14	Above 30 years	119	14	40000 & Above	66	08
	<b>Total</b>	<b>850</b>	<b>100</b>	<b>Total</b>	<b>850</b>	<b>100</b>	<b>Total</b>	<b>850</b>	<b>100</b>	<b>Total</b>	<b>850</b>	<b>100</b>

Sources: Primary Data

TABLE 2: COPING STRATEGIES FOR RELIEVING STRESS

S.No	Reducing physical stress	No. of Respondents	Percentage	Relaxation	No. of Respondents	Percentage	Correct posture	No. of Respondents	Percentage	Diet	No. of Respondents	Percentage
1	Set priorities	306	36	Deep breathing	51	06	Change of posture	357	42	Eat less	238	28
2	Keeping ready well ahead	187	22	Drinking water	306	36	Avoid strenuous posture	221	26	Take balanced diet	357	42
3	Alternating of heavy work with light work	272	32	Take out time for leisure	255	30	Convenient placement of things to reduce physical work	238	28	High fibre diet	153	18
4	Use of time and labour saving devices	51	06	Take rest	238	28	Use ergonomically designed furniture	34	04	Consume more food	0	0
5	Take hired help	34	04							Consume food many times in small quantities	102	12
<b>Total</b>		<b>850</b>	<b>100</b>	<b>Total</b>	<b>850</b>	<b>100</b>	<b>Total</b>	<b>850</b>	<b>100</b>	<b>Total</b>	<b>850</b>	<b>100</b>

S.No	Physical Exercise	No. of Respondents	%	Medicinal therapy	No. of Respondents	%	Natural care	No. of Respondents	%	Religious/Meditation	No. of Respondents	%	Psychotherapy	No. of Respondents	%
1	Swimming	0	0	Sleeping pill	34	04	Colour therapy	0	0	Meditation	204	24	Change in routine	170	20
2	Walking	510	60	Mood altering drugs	0	0	Aroma therapy	0	0	Offer prayer	340	40	Positive thinking	442	52
3	Playing games	136	16	Tranquilizers	0	0	Herbal therapy	68	08	Chanting of mantras	51	06	Recreation with family	170	20
4	Going to gym	68	08	None of the above	816	96	Water therapy	119	14	Religious activity	187	22	Cry to relieve the stress	68	08
5	Jogging	51	06				Hot water therapy	68	08	Yoga	51	06			
6	Yoga	85	10				None of the above	595	70	Pilgrimage	17	02			
<b>Total</b>		<b>850</b>	<b>100</b>	<b>Total</b>	<b>850</b>	<b>100</b>	<b>Total</b>	<b>850</b>	<b>100</b>	<b>Total</b>	<b>850</b>	<b>100</b>	<b>Total</b>	<b>850</b>	<b>100</b>

S.No	Social Support	No. of Respondents	Percentage	Altering Situation	No. of Respondents	Percentage	Reducing Responsibilities	No. of Respondents	Percentage	Performing most liked activities	No. of Respondents	Percentage
1	Work in group	153	18	Change of place	221	26	Postponing certain tasks	255	30	Painting	0	0
2	Attend social gathering	289	34	Avoiding painful reminders	289	34	Legitimately avoid disliked tasks	221	26	Listening songs	187	22
3	Talk to someone	187	22	Maintaining well organized home	170	20	Delegating the Work	153	18	Singing	68	08
4	Attending parties	136	16	Adapt to the de-stressing events.	170	20	Changes in Preference of Job	221	26	Watching T. V.	289	34
5	Take counseling	85	10							Going for movie/shopping	119	14
										Spending time in park/with nature	68	08
										Cooking	68	08
										Gardening	51	06
<b>Total</b>		<b>850</b>	<b>100</b>	<b>Total</b>	<b>850</b>	<b>100</b>	<b>Total</b>	<b>850</b>	<b>100</b>	<b>Total</b>	<b>850</b>	<b>100</b>

Sources: Primary Data



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