

A descriptive study to analyze the coping strategies used by educators

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Abstract: This study has been undertaken to investigate the stress coping strategies adopted by educators. The study identifies the coping strategies adopted by employees of educational institutions. The researcher tries to find out the difference in coping strategies due to gender and marital status.

Key words; stress coping, educators, coping strategies, marital status.

I. INTRODUCTION

In modern days time no profession is free from stress. Stress is affecting individual in all walks of life , it is irrespective to age, gender, marital status, religious belief, social status and occupation. Stress is has its presence everywhere. Initially some thinker has given their opinion that education is the field where there is less stress but many studies proven that's educators are also affected by stress due to the changing demands and growing competition is today's era. The causes and symptoms of stress can vary from person to person.

To understand one's stress, Blona (2005) stated that if you wants to cope up well from stress then you need to understand the causes of stress well. He defined stress as any event or circumstance that strains or exceeds an individual ability to cope. Ellison (1990) defined stress as a biochemical response of a body to a threatening stimulus.

Problem focused coping strategies are effective coping strategy where the person tries to cope form the stress by solving the problem or to change the situation in a planfull way. Whereas emotion focused coping strategy is kind of stress coping strategy where focus is not on solving the problem or situation , in this victim tries cope up by changing the emotional state like by diverting his/her mood in their hobby, talking to someone you feel good, by eating good and even sometime people indulge into drugs also.

II. LITERATURE REVIEW

Hans Selye is father of stress , he firstly introduced the term "stress" in 1926. The term "stress" is a familiar word, but Selye actually introduced the descriptive term "strain" to explain the concept, since it suggested structural changes whereas stress emphasized external stimulus. As per seley "stress" consisted of the "sum of all nonspecific changes (within an organism) caused by function or damage" or, more simply "the rate of wear and tear in the body" (Selye, 1956).

Mostly we see stress as a negative thing but stress too has its positive sides. According to Smith (1990), stress help us to do things on time by pushing us, it take us out from the comfort zone , sometimes it gives us opportunity to think beyond. Moreover many people use stress and distress interchangeably and see stress as negative term only they don't see eustress which is positive side of stress.

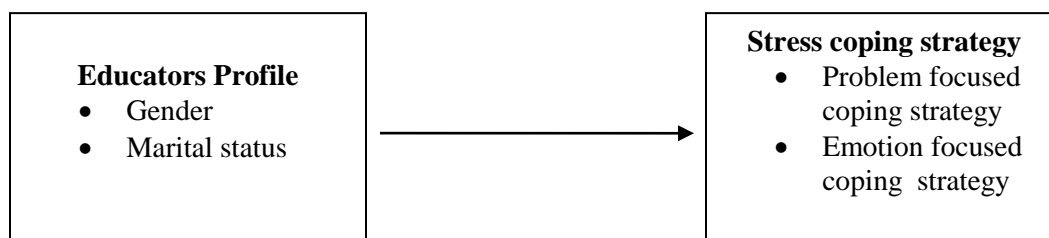
Individual cannot remain in stressful situation for longer period of time. To get out from the stressful situation they adopt strategy to cope up from them.

As per Cohen and Lazarus (1979) coping is action-orientated and intrapsychic efforts to handle external and internal demands, and conflicts among them, which are beyond the individual resources.

Lazarus and folkman (1984) suggested problem focused and emotion focused strategy to cope up form stress. The strategies come under problem focused strategy are Confrontative Coping and Plan full Problem-Solving. The strategies comes under emotion focused strategy are Self-Control, Seeking Social Support, Distancing, Positive Appraisal, Accepting Responsibility and Escape/Avoidance.

III. CONCEPTUAL FRAMEWORK

The present study basically focused of stress coping strategy adopted by educators, that is employees in to teaching profession . Researcher segregated the respondents on the basis of their gender and marital status. Researcher tries to identify the gender difference in stress coping strategy and difference in stress coping strategy due to marital status. Problem focused coping strategy and emotion focused coping strategy was measured.



IV. OBJECTIVES OF THE STUDY

1. To examine the gender difference in coping with stress.
2. To examine the differences in coping strategies due to marital status.

Hypothesis of the study

Ha = there is significant difference in coping with stress due to gender.

Hb= there is significant difference in coping with stress due to marital status.

V. RESEARCH METHODOLOGY

The study was conducted on employees working in educational institutions of Madhya Pradesh. Educational institutions were targeted to reach out to the respondents. Total 200 questionnaires was distributed out of that researcher received 170 questionnaire back. Due to some error and incomplete information 10 questionnaires were discarded. The study considered that N=140. For the purpose of data collection stress coping questionnaire suggested by Folkman and Lazarus(1984) was used. The reliability and validity of questionnaire were found high.

For the purpose of testing the hypothesis given above, t-test statistics were used.

VI. DATA ANALYSIS AND INTERPRETATION

Table 1.1 shows that for the purpose of research 66 male and 74 female were considered. Further is clear from table 1.2 that 66 respondents are married whereas 74 respondents are unmarried.

Table 1.1 Gender

	Frequency	Percent	Valid Percent	Cumulative Percent
0	66	47.1	47.1	47.1
Valid 1	74	52.9	52.9	100.0
Total	140	100.0	100.0	

Table 1.2 Marital status

	Frequency	Percent	Valid Percent	Cumulative Percent
0	64	45.7	45.7	45.7
Valid 1	76	54.3	54.3	100.0
Total	140	100.0	100.0	

To test the hypothesis Ha t- test were performed. As per the table 1.3 levene's test shows the equality of variances as $p > 0.05$ and t – test result shows that at $t(-0.086) = .931(P)$ that is for problem focused strategy the p value is $> .05$ and $t(.134) = .893(p)$, for emotion focused strategy also $p > 0.05$, it shows the results are not significant. So we reject the alternative hypothesis and we can conclude that there is no significant difference in adopting stress coping strategy as far as gender is concern.

Table 1.3 Gender difference independent t-test

		Levene's Test for Equality of Variances		t-test for equality f means		
		F	Sig.	t	df	Sig. (2-tailed)
PF	Equal variances assumed	.013	.911	-.086	138	.931
	Equal variances not assumed			-.086	136.281	.931
EF	Equal variances assumed	1.810	.181	.134	138	.893
	Equal variances not assumed			.135	137.780	.893

To test the hypothesis H_b , t-test was performed. As per the table 1.4 levene's test shows the equality of variances as $p > 0.05$. Result shows that for problem focused strategy $t(1.9) = 0.049 (P) < 0.05$ and for emotion focused strategy $t(2.4) = 0.015 < 0.05$ which shows that result is statistically significant. The null hypothesis is rejected in this case. There is significant difference in stress coping strategies due to marital status.

Table 1.4 Marital status – independent sample t-test

		Levene's Test for Equality of Variances		t-test for equality f means		
		F	Sig.	t	df	Sig. (2-tailed)
PF	Equal variances assumed	.263	.609	1.916	138	.049
	Equal variances not assumed			1.926	136.244	.046
EF	Equal variances assumed	2.005	.159	2.473	138	.015
	Equal variances not assumed			2.446	126.760	.016

VII CONCLUSION

It is clear from the above mentioned result that there is no difference in coping strategies adopted by male and female educators, it might be happening because they are exposed to the same kind of stressors and adopting same kind of coping strategies. Initially the thought was female are more likely to use emotion focused coping strategies than male, because females are emotionally weak than males but in present time females are sustaining the same career path as male members.

The finding related to second objective shows that there is difference in using coping strategies due to marital status, it is possible due to various life cycle stages, when the family or the domestic responsibilities are high people mold towards difference styles and when they are free from the domestic end then the more look for positive style.

In today's scenario where the environment is dynamic and the need and demands are changing organization has to know what kind of coping strategy employees are using and the role of the educators are crucial as they are nation builder. If they are able to cope up from stress in a right way then they cannot give their best to the society.

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