



STRESS MANAGEMENT PRACTICES OF THE FACULTY AND STAFF OF HIGHTER EDUCATON INSTITUTIONS (HEI) IN THREE SCHOOL IN REGION 2: AN ASSESSMENT

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ABSTRACT: *This study was conducted to determine the stress management practices of Higher Education I (HEI) the three Universities of Region 2, namely, St. Paul University of the Philippines (SPUP) IN Tuguegarao City, Cagayan State University (Andrews Campus), Tuguegarao City and Quirino State University (QSU), Cabarroguis, Quirino. The respondents were 72 faculty and staff of the three (3) stated HEI. The study was conducted during the School Year 2018-2019. Sampling was used to obtain data from the respondents with the use of a survey questionnaire. The gathered data were tabulated, analyzed and interpreted using the descriptive statistics like frequency count, percentage and weighted mean. Results of the study revealed that from among various identified occupational stressors, those which are in the physical environment category has the highest weighted mean of 4.1. The study also shown that occupational stress affects individual in the workplace and lowers productivity of the organization.*

KEYWORDS: *Occupational Stressors, Stress in the Physical Environment, Individual Stress, Group Related Stress, Organizational Stress, Stress Management, Stress Mechanism*

INTRODUCTION

Stress in the workplace is inevitable. If not properly addressed, the organization and its manpower suffer. The management of every organization should take this very seriously. Determining the source and the different occurring stress maybe the initial step to take. The major setback of ignored stress will be low productivity. People in the organization will be unhappy and may result to fast turnover of manpower. This study looks into this area of organizational management through the survey of faculty and staff of the tree (3) Higher Education Institutions of Region 2. This study is considered important as it hoped to bring into light the existence of various occupational stress and how it affects the organization, thereby, gives direction in drawing the appropriate stress management program for the HEIs in the Region.

STATEMENT OF THE PROBLEM

This study aims to determine the occupational stressors existing in the workplace of three Universities in Region 2, namely, St. Paul University Philippines (SPUP), Cagayan State University-Andrews Campus and Quirino, State University. It also looks into how these respondents are affected of these stressors and how they can cope up with these.

Specifically, it aims to answer the following questions:

1. What is the profile of the respondents according to;



- 1.1 Gender
- 1.2 Civil Status
- 1.3 Age
- 1.4 Nature of Work
2. What are the existing occupational stressors encountered by the respondents and how often these occur in the workplace, i.e.:
 - 2.1 Physical Environment Stressors
 - 2.1.1 Noise Pollution
 - 2.1.2 Poorly Ventilated Workplace
 - 2.1.3 Polluted Workplace
 - 2.2 Individual Stressors
 - 2.2.1 Role Conflict
 - 2.2.2 Role Ambiguity
 - 2.2.3 Work Overload
 - 2.2.4 Work Responsibility
 - 2.3 Group Related Stressors
 - 2.3.1 Poor Relationship With Peers
 - 2.3.2 Poor Relationship with Subordinates
 - 2.3.3 Poor Relationship with Supervisors
 - 2.4 Organizational Stressors
 - 2.4.1 Weak Organizational Structure
 - 2.4.2 Organizational Politics
 - 2.4.3 Unclear Organizational Policies
3. How the respondents perceive the effects of occupational stressors in their respective organizations in terms of the following:
 - 3.1 Employees' Absenteesm
 - 3.2 Turnover Rate of Employees
 - 3.3 Low Productivity
 - 3.4 Co-workers Alienation From Each Other
 - 3.5 Job Dissatisfaction
 - 3.6 Reduction in Organizational Commitment and Loyalty
4. What are the stress management mechanism practiced by the respondents in coping up with the occupational stressors?

METHODOLOGY

This study employed the descriptive research method where a structured survey questionnaire was used as an instrument to gather data from the respondents. The respondents were randomly selected from three (3) Universities in Region 2, namely, St.



Paul University Philippines, Tuguegarao City, Cagayan State University-Andrews Campus, Tuguegarao City and Quirino State University, Cabarroguis, Quirino. The 72 respondents are faculty of the HEI.

The gathered data were tabulated, analyzed and interpreted using the descriptive statistics, like frequency counts, rank, percentage and weighted mean. To measure the respondents' perception on the identified occupational stressors, the 5 point Likert Scale was used, where the following adjectival rating was assigned that is 1 – Very Low, 2 Low, 3- Moderate, 4- High, 5- Very High.

RESULTS AND DISCUSSION

Table 1: Distribution Respondents' According to Gender

Gender	Frequency	Percentage
Male	33	46%
Female	39	54%
TOTAL	72	100%

Table 1 shows the gender distribution of respondents. As presented there are more female at 54% and male at 46% with a difference of 8% more female than male.

Table 2: Distribution of Respondents' According to Civil Status

Civil Status	Frequency	Percentage
Single	23	32%
Married	49	68%
TOTAL	72	100%

Table 2 shows the distribution of respondents according to civil status. Sixty eight percent (68%) are married and 32% are single.

Table 3: Distribution of Respondents According To Age

Age Range	Frequency	Percentage
21-30	28	39%
31-40	38	53%
41-50	3	4%
60 and above	3	4%
TOTAL	72	100%

Table 3 presents the distribution of respondents according to age. As shown, majority are within the age-range of 31-40 at 53%. There are 39% who fall within the age-range of 21-30 and only 4% each for ranges 41-50 and 60 and above. The results presented on the table indicates that generally the respondents are falling within the millennial or generation Y that is ages ranging from 21-34 years old

Table 4: Distribution Respondents According to Nature of Work

Nature of Work	Frequency	Percentage
Administrator	8	11%
Faculty Member	50	69%
Administrative Staff	14	19%
TOTAL	72	100%



Table 4 presents the distribution of the respondents' nature of work. Majority are faculty members or teaching staff at 69%, while administrators or supervisory presents only 11% and the rest at 19% are doing administrative or support staff.

Table 5: Distribution of Respondents Assessment on the Presence of Stress in the Physical Environment

Type of Stressor	Weighted Mean	Adjectival Rating
Noise Pollution	4.1	High
Poor Ventilation	4.19	High
Polluted Workplace	4.0	High
Overall Rating	4.1	High

Table 5 presents the list of stressors in the physical environment as encountered by the respondents. As shown, the following stressors are identified like noise pollution, poor ventilation and polluted workplace with a weighted mean of 4.1, 4.19, and 4.0, respectively. The over-all rating of the three (3) stressors is 4.1 that is rated to have high occurrence.

Table 6: Distribution of Assessment on the Individual Stress as Experience by the Respondents

Type of Stressor	Weighted Mean	Adjectival Rating
Role Conflict	3.5	High
Role Ambiguity	3.6	High
Work Overload	3.7	High
Work Responsibility	3.3	Moderate
Overall Rating	3.5	High

Table 6 shows the summary of ratings on the individual stress as experienced by the respondents. As presented the highest rating was on "work overload" with a weighted mean of 3.7, followed by "role ambiguity" at 3.6. The lowest rating is given to "work responsibility" at 3.3. The over-all rating for individual stress is 3.5 which is considered to be high.

Table 7: Distribution of Respondents' Assessment on Group Related Stress

Type of Stressor	Weighted Mean	Adjectival Rating
Poor Relationship with Peers	3.3	Moderate
Poor Relationship with Subordinates	3.2	Moderate
Poor Relationship with Supervisors	3.2	Moderate
Overall Rating	3.2	Moderate

Table 7 presents the distribution of the respondents' assessment on group related stress they encountered in the workplace. As shown all stressors were rated almost of the same weighted mean except for "poor relationship with peer" which is a little bit higher of 0.1, thereby making this variable at an overall rating at 3.2 that is considered to be moderately experienced.



Table 8: Distribution of Respondents' Assessment on Organizational Stress

Type of Stressor	Weighted Mean	Adjectival Rating
Weak Organizational Structure	3.6	High
Organizational Politics	3.7	High
Unclear Organizational Policies	3.8	High
Overall Rating	3.7	High

Table 8 presents the distribution of respondents' assessment on the occurrence of organizational stress in the workplace. "Unclear organizational policies" was rated to be the highest at a weighted mean of 3.8, followed by "organizational politics at 3.7 while "weak organizational structure was the lowest at 3.6. The overall rating for the assessment of organizational stress is 3.7 falling under a "high" adjectival range.

Table 9: Distribution on the Perceived Assessment of the Respondents on the Effects of Occupational Stressors in the Organization

Effects of Stressors in the Organization	Weighted Mean	Adjectival Rating
Employees Absenteeism	3.3	Moderate
Increase in Employees Turnover	3.8	High
Low Productivity Rate	3.7	High
Employees Alienation with each other	3.5	High
Increase in Job Dissatisfaction	3.6	High
Reduction of Organizational Commitment and Loyalty	3.6	High
Overall Rating	3.5	High

Table 9 presents the distribution on the perceived assessment of the respondents on the effects of occupational stressors in their organization. As shown, the highest perceived effect is the "Increase in the Employees Turnover" with a weighted mean of 3.8, followed by "Low Productivity Rate" at 3.7. "Job Dissatisfaction" and "Reduction of Organizational Commitment and Loyalty" were both rated at 3.6. "Employees' Alienation with each other" was rated 3.5. All of the stated perceived effects were falling under the "High" adjectival range with the exception of "Employees Absenteeism" rated at 3.3 thus falling on a "moderate" adjectival range. The resulting overall rating for the effects of stressor in the organization with a general weighted mean of 3.5 is considered "high."



Table 10: Distribution of Respondents Responses on the Presence of Occupational Stress in the Workplace

Stress Management Mechanism	Frequency	Percentage
Listen to Music	55	76%
Eat Comfort Foods	52	72%
Take a Nap	48	66%
Talk to Partner/Friends/Family	47	65%
Go to Church/Pray/Meditate	44	61%
Go for a Walk/Jog	27	37%
Play a video Game/Games	23	32%
Read a Book/Magazine	19	26%
Take a Bath	18	25%
Go to the Gym/Exercise	15	20%
Drink Alcohol	6	8%
Take Medications	6	8%
Try to Block it Out	2	2%
Smoke	2	2%
Self-Harm	0	0
None of the Above	0	0

Table 10 below presents the summary results of the gathered in this particular variable. Frequency count was used in measuring the degree of how often the respondents' applied the identified coping mechanisms. As shown on the Table above, the most frequently applied stress management mechanism by the respondents is listening to music with 55 or 76% of them are practicing it. Fifty five (55) 72% find eating comfort foods as helpful in alleviating their stress. Forty eight (48) or 66% take a nap as helpful, Forty seven or 65% is lightened of their stress when they share it with their partner/friends/family. Forty four (44) or 61% seek divine intervention by going to church, pray and meditate. These five stated mechanisms are the most practiced by the majority of the respondents.

Other coping mechanisms that are considered significant are the following, go for a walk/jog (37%), Play video games (32%), read a book/magazine (26%) and take a bath (25%) and go to the gym/exercise (20%).

There are two (2) identified negative reactions like drink alcohol and smoking being practiced by at least 6 and 2 respondents, respectively. Likewise, 6 respondents seek the help of medication and two respondents (2) practice blocking the stress out of one's mind.

1.SUMMARY OF FINDINGS

1. Demographic Profile of Respondents in Terms of the following:

- 1.1. Gender - There are more female at 54% and male at 46% with a difference of 8% more female than male.
- 1.2. Civil Status - Sixty eight percent (68%) are married and 32% are single.
- 1.3. Age - Majority are within the age-ranges of 31-40 at 53%.



- 1.4. Nature of Work - Majority are faculty members or teaching staff at 69%.
2. Occupational Stressors
 - 2.1. Stressors in the Physical Environment – Stressors in this area ranked the highest among the rest of existing stressors with a weighted mean of 4.1, considered as high in occurrence.
 - 2.2. Individual Stress - The over-all rating for individual stress is 3.5 which is considered to be high ranked by respondents as the second highest
 - 2.3. Group Related Stress – Stresses in this area are ranked the lowest among the four (4) sources of stress with a weighted mean of 3.3.
 - 2.4. Organizational Stress – Ranked as the second highest source of stress by the respondents with the weighted mean of 3.7.
3. Effects of Occupational Stress to Respondents. The stress that has the highest perceived effect is the “Increase in the Employees Turnover” with a weighted mean of 3.8 and the lowest is “Employees Absenteeism” with a weighted mean of 3.3
4. The Stress Management Mechanism.

The most frequently stress management mechanism practiced by the respondents is listening to music with frequency count of 55 or 76%, while smoking and blocking it out of the mind are the least practiced with only 2 frequency count at 2%.

CONCLUSION

Based from the results of the study the following are concluded:

1. Occupational stress is occurring in at least four (4) sources in the workplace, namely, the physical environment, the individual workload, group related like peers, subordinates and supervisors, and the organization itself.
2. These stress highly affect the organization and its people.
3. The respondents has their own built coping mechanism in coping up with the occurrence of these stress.
4. Work related stress highly affects productivity in the organization.

RECOMMENDATIONS

Based from the findings of the study the following area recommended:

1. The HEI must include in their plans and program the drawing of an institutionalized programs to help its manpower cope up with stress in the workplace.



2. For the identified cause of stress in physical environment is the review of physical management of the workplace and look into how management can improve in the weaknesses identified.
3. To review the work loading of task to people in the organization and improve on those one that are perceived to be problematic. This is in relation with the identified stress under Individual Stress category.
4. Also considered very high in occurrence are stress in the organizational structure and organization policies and practices. A review of this is also important in order to correct what maybe found not functioning well.

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