

**“An Extensive study on Occupational Stress and Coping Mechanism among Faculty Members in the medical Colleges of Kathmandu ”**

- 1. Ramanand Pandit, Research Scholar, OPJS University, Churu, Rajasthan, Pursueing the research in the field of Occupational Stress, Department of Public Health.**
- 2. Dr. Rakhee Prasad Kalasker, Supervisor, OPJS University, Churu, Rajasthan, Department of Public Health.**

**(Contact Details. Email: [ramanandpandit38@gmail.com](mailto:ramanandpandit38@gmail.com))**

**Abstract :** [The present study is subjected to designed and to investigate levels of work stress and its impact on faculty members of health College, nature of work, and coping situation of coping strategies like better tolerate, taking intervention through problem solving, conflict resolution, meditation, planning and decision-making and physical exercise or meditation needed to overcome the stress.]

**Key words:**[environmental tensions, conflicts, pressures, problem solving, conflict resolution, meditation, planning, decision-making,physical exercise ,meditation .stress.tolerate]

## **1. Introduction**

Today, in the pace of the fast life style, stress is defined as the physical, mental, or emotional reaction resulting from an individual's response to environmental tensions, conflicts, pressures, and other stimuli". (Smith, 2012). Work-related stress can be caused by poor work organization (the way we design jobs and work systems, and the way we manage them), by poor work design (for example, lack of control over work processes), poor management, unsatisfactory working conditions and lack of support from colleagues and supervisors. Stress is an outcome from inconsistencies between demands and pressures on the person, on one hand then their knowledge and abilities on the other, which challenges their ability to cope. Purpose of the study

The study is designed to investigate levels of work stress on faculty members of health Sciences College, nature of work, and coping mechanism of university faculty members. It will be helpful to the baseline study and situation of coping strategies like better tolerate, taking direct action through problem solving, conflict resolution, meditation, planning and decision-making and physical exercise or meditation needed to overcome the stress.

## ***2.2 Statement of problem***

The main objective of this research is to find out the organizational reasons to being stress among faculty members including the basic socio-demographic information and lifestyle of faculty members.

Rotation of Job, is considered one of the methods and techniques of job development and organizational change.

## ***3.0 Objective study***

The objective of this research paper is an exploration of the coping strategies hospice nurses use and consider most effective against workplace stress A healthy workforce translates into quality delivery-of-care for those patients requiring end-of-life care. which ultimately equates to 8 positive health outcomes (Munn-Giddings, et al., 2005

## **4.0 Literature Review**

A study done by Hans A. et al., on research topic “A Study on Work Stress and Job Satisfaction among Headmasters: A Case Study of Bilingual Schools in Sultanate of Oman – Muscat” on issues of work stress and job satisfaction by doing the descriptive research among 40 headmasters of schools through the structured questionnaires on job satisfaction and work stress indicated that the headmasters of schools were more likely to experience stress at work and had no any job satisfaction. (Hans, 2014)

A study done by El-Sayed S H, Zeiny H and AdeyemoD A, on research topic “Relationship between occupational stress, emotional intelligence, and self-efficacy among faculty members in faculty of nursing Zagazig University, Egypt” among 91 Faculty members of Nursingat Zagazig University using a descriptive correlational design withconvenience sample in year 2011-2012 on issues about demographic data, Emotional Intelligence Scale, General Self-Efficacy Scale, and Occupational Stress Scale,

### **5.0 Objective of Study**

#### ***General Objective***

To study the occupational stress and coping mechanism among faculty members in health sciences colleges in Kathmandu Valley of Nepal

### **6.0Work Plan & Methodology**

The mixed (Qualitative, Quantitative) study design will be chosen. The study will conducted at the different bachelor’s and master’s level health sciences colleges of Kathmandu Valley in Nepal. Male and female faculty members of health sciences colleges of Kathmandu valley of Nepal.

#### ***6.1 Sampling Methods***

In Kathmandu valley four different universities i.e. Tribhuwan University, Pokhara University, Purwanchal University, Kathmandu University and two deemed universities i.e. Patan Academy of Health Sciences, National Academy of Medical Sciences were providing education on bachelor and master level course in health sciences. All the university affiliated college will be listed.

#### **Second stage:**

A proportionate sampling will be adopted to select the college.

#### **6.2. Stress test tools**

This test was constructed and developed by Dr. Prabhu G. G. of National Institute of Mental Health and Neurosciences (NIMHANS), Bangalore. This test tool will be used for the present study to measure the level of stress-effects in teaching faculty members. This test tool was constructed in the year 1991-92. The test consists of 24 statements on a five point rating scale (1 to 5) as follows.

**6.3 . Outcome of the study:****Stressors and their experience among the participants**

	Stress factors ( N = 290)	Never		Rarely		Sometime s		Often		Always	
		N	%	N	%	N	%	N	%	N	%
<b>Physio logical stress</b>	Headache	43	14.8	50	17.2	163	56.2	34	11. 7	0	0.0
	Stomachaches or tension in the stomach	8	2.8	116	40.0	152	52.4	14	4.8	0	0.0
	Backaches	39	13.4	83	28.6	99	34.1	54	18. 6	0	0.0
	Stiffness in the neck and shoulder	33	11.4	121	41.7	110	37.9	20	6.9	6	2.1
	Increased blood pressure	72	24.8	100	34.5	72	24.8	40	13. 8	6	2.1
	Fatigue	16	5.5	82	28.3	116	40.0	60	20. 7	16	5.5
<b>Behavi oral stress</b>	Crying	75	25.9	116	40.0	49	16.9	50	17. 2	0	0.0
	Forgetfulness	18	6.2	115	39.7	70	24.1	87	30. 0	0	0.0
	Unproved shouting	81	27.9	100	34.5	95	32.8	14	4.8	0	0.0
	Blaming others	77	26.6	130	44.8	51	17.6	21	7.2	11	3.8
	Bossiness	177	61.0	41	14.1	20	6.9	46	15. 9	6	2.1
	Compulsive chewing	177	61.0	41	14.1	20	6.9	46	15. 9	6	2.1
	Compulsive eating	132	45.5	73	25.2	65	22.4	8	2.8	12	4.1
	Agitation	54	18.6	113	39.0	90	31.0	21	7.2	12	4.1
	Anger	15	5.2	94	32.4	105	36.2	67	23. 1	9	3.1
	Gossiping	62	21.4	138	47.6	70	24.1	20	6.9	0	0.0
	Teeth grinding	145	50.0	51	17.6	51	17.6	25	8.6	18	6.2
	<b>Psycho logical stress</b>	Worrying	8	2.8	50	17.2	102	35.2	96	33. 1	34
Depression		121	41.7	73	25.2	67	23.1	6	2.1	23	7.9
Impatience		56	19.3	164	56.6	26	9.0	30	10. 3	14	4.8
Frustration		61	21.0	106	36.6	77	26.6	26	9.0	20	6.9
Loneliness		93	32.1	72	24.8	61	21.0	44	15. 2	20	6.9
Powerfulness		99	34.1	43	14.8	96	33.1	23	7.9	29	10.0
Inflexibility	114	39.3	44	15.2	94	32.4	23	7.9	15	5.2	

Research findings show that the most stressful type of work is that which values excessive demands and pressures that are not matched to workers' knowledge and abilities, where there is little opportunity to exercise any choice or control, and where there is little support from others.

### **7.0 Limitation of the study**

1. The present study is confined to the Kathmandu valley health Science colleges affiliated to the Tribhuvan University, Purbanchal University, Pokhara University and deemed university.

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