

## “Mindfulness based stress reduction for college lecturers”

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### **Abstract:**

**Purpose:** Research focus on the mindfulness based stress reduction for college lecturers. The paper begins with causes and consequences of job related stress and then reviews existing workplace models. Stress for lecturers is a growing concern at workplace. Stress is originated in literature since 17<sup>th</sup> century. Stress is due to role performance, the effect has to be resolved. Mindfulness helps in enhancing performance and effectiveness at individual and organizational level. It is an approach on college lecturer's health and wellbeing, Important about mindfulness is training the mind, being real, having comfort at work, focus, patience, acceptance, trust, beginner's mind, nonjudgmental, letting go, inspiring, respect and dignity. Lecturers need mindful approach for teaching and learning and helps in reducing anxiety. This article aims at examining the relationship of job stress, coping strategy and personal accomplishment

**Methodology:** The study is descriptive and exploratory in nature. Both secondary and primary data will be collected and used for measuring the objectives of study. Primary data will be collected through structured questionnaire method and secondary data for the study includes books, journals, of various organizations and various websites.

**Findings of the study:** Based on the respondent samples of 150 college lecturers, research will analyse the level of stress on lecturers of Department of Management and commerce, Arts, engineering and science. Research examines the relationship between job related stress and coping strategies.

**Organizational implication:** The coping strategies provided in the study are made to measure the specific situation which can be adopted by academic institution. The finding of the study can be implemented for stress management training program for lecturers; better work system and management system develop more friendly and supportive culture in organization.

**Keywords:** stress, job stress, mindfulness, personal accomplishment.

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### **I. Introduction**

Stress can be triggered by both desirable and undesirable events in life. Stress resulting from desirable events is called Eustress (meaning good stress). Eustress is pleasant. On the other hand, stress resulting from undesirable events is called Distress (meaning bad stress). Distress has bad effects. Stress is a part of our everyday life. Moderate level of stress is in fact necessary for an individual to stay alert and active. High level of stress on the other hand, would lead to impairments of human wellbeing and performance. Stress is additive and It is necessary to prevent spiraling of stress to contain within a reasonable limit for harnessing its benefits, while avoiding its perils.

Mindfulness means state of wellbeing and reduction of stress. Mindfulness is emotional wellbeing and paying attention to oneself. Managing work and life in a smooth manner is a difficult task; oneself listening to body, mind, and heart is a process of developing awareness, personal values, decisions and compromise on health. Mindfulness express one's smooth running at work and contribution to the society. Mindfulness helps in enhancing performance and effectiveness at individual and organizational level. It is an approach regarding college lecturer's health and wellbeing, Important about mindfulness is training the mind, being real in workplace, having comfort at work, focus, patience, acceptance, trust, beginner's mind, nonjudgmental, letting go and inspiring respect and dignity. Mindfulness has to be an activity for college lecturers for coping stress and paying close attention to whatever we are doing. Mindfulness is a skill to realize most benefit over the long period of time and must be made compulsory in college. This helps the student and lecturers to improve their concentration, attention, conflicts resolution and empathy.

### **Objectives of the Study:**

Considering the objectives of the study, this research will aim to accomplish the following

- To assess the level of stress among college lecturers.
- To analyze the level of mindfulness on college lecturers.
- To analyze the mindfulness based stress reduction and coping strategy.

## II. Literature review:

The literature review considered for this exploratory research covers job stress, mindfulness, and personal accomplishment.

### Stress

Colangelo (2004) defined “teacher stress as an unpleasant feeling that teachers experience as a result of their work. Stress has effects on a person’s physical, emotional and psychological well-being.

Salami (2006) identified “heavy workload, working under pressure, large classes, student’s disruption of lectures and delayed and inadequate salaries as sources of stress among college of education lecturers in Nigeria”.

Park (2007) in his study of work place and job performance, found that “negative implications of work stress are recognized as a challenge to both employers and workers, with women, youth, shift, part-time, and non white collar workers being more likely to have high-strain jobs. Those with such jobs perceived their work to be physically demanding and less satisfying. Low personal incomes and low levels of education were also associated with higher stress.”

Selye (2000) defines “stress as the body’s general response to environmental situation, which can lead to change in physical, emotional, behavioral or mental state.”

Kokkinos(2007)quotes “The manifestation of burnout is a function of stressors engendered at both the environmental organization and personal levels.”

Chen and throne(2008) describes “job stress as a work related psychological pressure and a worker’s ability to respond and grip the specific situation at work place skillfully”.

Cheng and Chen(2010) found that “ job stress and work hours predicted burnout among first postgraduate year residents.”

Research focus on important aspects such as work life balance, motivation and individual health are stressed to the feeling of worry, anxiety, anger, fear, frustration and which damage health of the lecturers. Research focus on both environmental and personal factors which evidence stress on individual at work

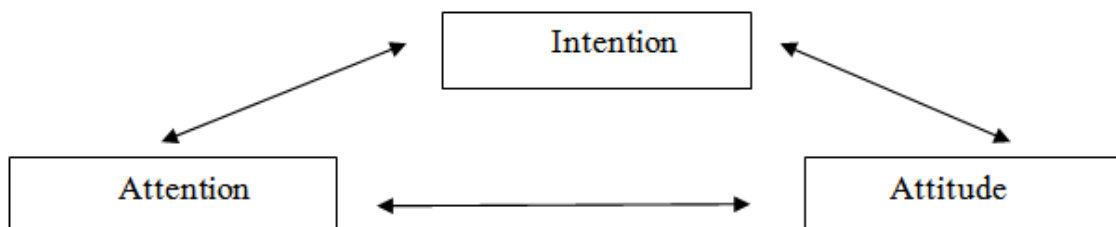
### Mindfulness

Jon kabat-zinn(1994) defines “mindfulness as paying attention to thoughts and action in a particular way on purpose in the present moment and non judgmentally.” Jon kabat-zinn states that “mindfulness means take care of the future best by taking care of the present now.”

Kabat-zinn(1994) said that mindfulness is, “paying attention in a particular way: on purpose, in the present moment, and non-judgmentally.”

There are three axioms of mindfulness (kabat-zinn(1994) has been discussed below

1. “On purpose” or intention,
2. “Paying attention” or attention,
3. “In a particular way” or attitude (mindfulness qualities).



The study highlights the three axioms of mindfulness, Intention, Attention, and Attitude, are not separate stages. They are interwoven aspects of a single cyclic process and occur simultaneously. Mindfulness is this moment-to- moment process.

Shapiro and colleagues (2000) have described a testable theory of the mechanisms of mindfulness and how it affects positive change. They describe a model in which mindfulness training leads to a fundamental change in relationship to experience, which leads to changes in self-regulation, values clarification, cognitive and behavioral flexibility, and exposure. These four variables, in turn, result in salutogenic outcomes. Analyses of responses from participants in a mindfulness-based stress-reduction program did not support the mediating effect of changes in the relationship of mindfulness with those four variables. However, when mindfulness and re perceiving scores were combined, partial support was found for the mediating effect of the four variables on measures of psychological distress. Issues arising in attempts to test the proposed theory are discussed, including the description of the model variables and the challenges to their assessment.

This research clearly highlights how mindfulness practice brings positive changes. Here the four variables such as self regulation, values clarification, cognitive and behavior flexibility helps the participants in a mindfulness based stress reduction for college lecturers.

### Personal Accomplishment

Mick Jagger says; to become the most famous person on the planet, an accomplishment be pretty well achieved.

According to the dictionary “accomplishment is the successful completion of something or the act of accomplishing something.”

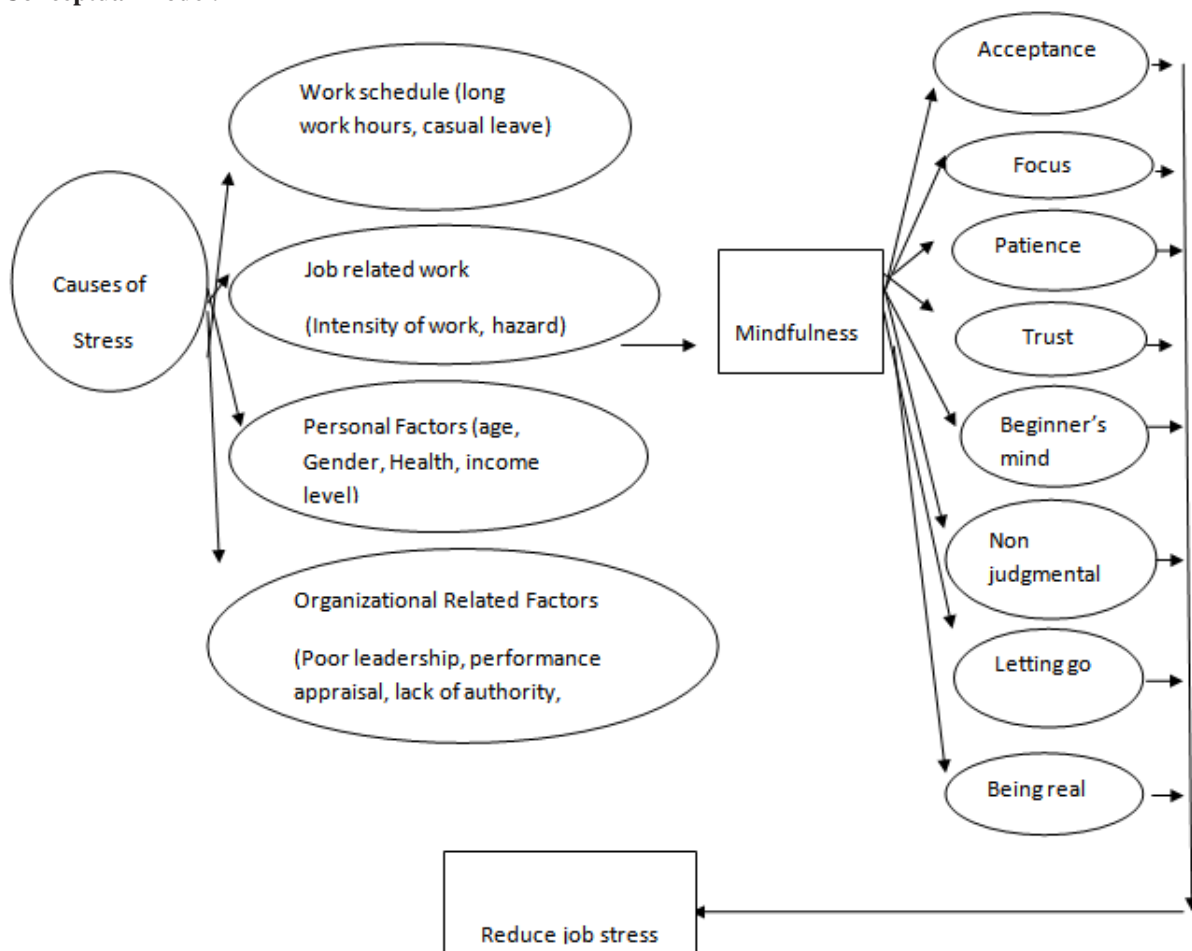
### III. Statement of problem

Research evidence has shown college lecturers are stressed. There is paucity of studies that investigated the relationship between job stress and mindfulness based stress reduction for college lecturers. There is need to investigate the relationship between job stress and mindfulness based stress reduction for college lecturers. Personal factors and organizational factors which cause stress have to be concentrated and how to bring mindfulness into practice for the college lecturers has to be studied.

### Research gap

Secondary Research and Literature Review on mindfulness based stress reduction for college lecturers has to be focused more, it has been concluded that primary research on 150 lecturers of various colleges of various departments has to be taken into consideration as a next step in order to test the correlation between causes of stress and mindfulness based stress reduction.

### Conceptual Model.



The conceptual model explains the causes of stress at work place are due to work schedule, job related work, personal factor and organizational related factors adopting mindfulness as a coping strategies such as

accepting, focus, trust, beginner’s mind, non judgmental, letting go and being real at work place would reduce job stress for college lecturers.

### **Theoretical frame work**

#### **Causes of stress**

The causes of stress are numerous and depend on the individual. What one consider stress would not be a stress factors for others, the causes of stress are

#### **Exhausting work schedule**

Long working hour’s culture leads to increased workloads and frequent changes to timetables, rigid and inflexible working hours is a symptom of exhaustion and anxiety for the college lecturers.

#### **Job related work**

Class rooms and equipment, environmental noise, poor ventilation and problems with hygiene and safety are just some of the bad working conditions which lead to stress for lecturers.

#### **Personal factors**

As the age grown lecturer level of stress increases and capacity to cope up with stress will also increases gradually, but no gender difference exist, male & female lecturer both felt same stress. Stress is the part of lecturers life so there is some stress coping mechanisms for lecturer community would help to overcome stress like, get involve with the campus activity, take advantage of the campus resources, choose a clear career path and by patiently handling all the activity will overcome all the stress.

#### **Organizational factors**

Colleges lecturers are stressed due to organizational factors such as Poor leadership, performance appraisal, lack of authority and a strong administrative hierarchy with a lack of support This causes a great deal of stress because these feelings clash with the teacher's personal ambitions and goals for fulfilling their job and providing a quality education in the organization.

Further study on the mindfulness has to be made to achieve the objectives hence this research has to be carried on

## **IV. Conclusion**

Stress exists in different dimensions for the academicians. The causes for stress are long working hours, casual leave, intensity of work, hazards, gender bias, health, income level, lack of authority, poor leadership. Lecturers must adopt mindfulness approach through accepting, trusting, being focused, patient, non judgmental and real at work place. Effective management of stress could lead to improved productivity.

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