Determination Of The Attitudes Of Lecturers Towards Overcoming The Stress in Terms Of Some Variables

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Introduction

Since our era stands for a period in which rapid and continual social, political and economic changes occur, whether people are adopting these changes or not appears as a vital component. These changes affect the administrative level of society, cause indefiniteness for the organizations and these bear stress (Şimşek, 2002, p. 314).

Stress is explained as an emotional situation which decreases peoples’ pleasure of life and which can cause detaching links to life (Gürüz and Gürel, 2006:376). Stress meaning tension, pressure, strain, anxiety is defined as “all of the physiological and pathological factors’ brutal and severe effect on the organism” (Can, 1997, p.292). Stress is also expressed as a result of dynamic conditions of opportunities, limits or desires that people can have (Robbins,1996, p.611).

Since stress includes signs appearing as a result of events which can be in the work area and environment and which are regarded as harmful for health (Şimşek, 2002, p.311), on the condition of stress in which the organism is exposed to danger, people experience so many physically and psychological changes (Baltaş and Baltaş, 2008, p.23).

Coping with stress expresses cognitive and behavioural affords changing continually in order to cope with specific internal and external demands that are regarded as exceeding the sources of a person (Lazarus ve Folkman, 1984, p.84).

In order to cope with stress, the employee who is exposed to tension should know the factors causing stress for him and should have enough knowledge about the behaviours to cope with stress. He/she should also know how to use these methods when needed (Aslan, 2007, p.69). To sum up, coping with stress strengthens the behavioural and emotional reactions which appear in order to decrease, annihilate or resist to the emotional tension caused by stress factors (Gűney, 2001, p.538).

In order to cope with stress, Walizer (1998) and Wilkins-Canter (2000) suggest four approaches; (1) making a supportive and collaboratively system in the business, (2) free time and (3) relaxation, (4) solving problems step by step by means of function management (Rieg ve diğerleri, 2007, p.214). Lazarus (1991) divides coping with stress into two groups: one of these two approaches is problem oriented coping with. In this
approach people evaluate the dangerous situation they come across. They struggle to decrease or vanish its effect. In other words they play an active role in this situation.

In the second approach, emotion oriented one, people go into the effort of controlling their feelings in order to cope with stress resulted in the danger they come across. In this approach people direct their interests and thoughts to different subject matters in order to avoid stress (Akt. Bardavit, 2007, p.10). Inventory of Behaviours to Cope With Stress (SBTE) used in the practice part of the research, scales the behaviours of active planning about the situation of coping with stress, turning to the religion, searching for external help, biochemical avoidance-isolation, acceptance-cognitive reconstruction and emotional-episodic avoidance isolation.

Method

“Inventory of Behaviours To Cope With Stress” whose original form is developed by Özbay (1993) as a data collecting tool and which is composed of 56 articles is used in this study. In the study carried out by Palancı, 43 articles are collected within 6 factors (Aslan, 2007, p.70). As a result of the factor analysis that is carried out in order to determine the basic components of the scale, questions which decrease the scale’s reliability are removed and the number of articles are decreased to 30. Statements in the scale (questionaire), scale 6 dimensions (active planning, turning to the religion, searching for external help, biochemical avoidance-isolation, acceptance-cognitive reconstruction and emotional-episodic avoidance isolation) about coping with stress. The usual reliability level of “Scale of Coping With Stress” used in the research is determined as Cronbach Alpha value of 0.789 (Aslan, 2007, p.75).

Conclusion and Discussion

People are exposed to some negative events during their work life in which they spend most of their daily lives and during their daily lives. This causes them to experience stress and display different behaviours of coping with stress. In this context, insuctors’ behaviours of coping with stress are tried to be determined in accordance with certain variances (gender, age, income, status and time of work) during the research.

As regards to the gender of insuctors in the research, it is sugessted that when compared to the male insuctors, female insuctors have more tendency to the dimension of acceptance-cognitive reconstruction.

In the study dealing with the subject of “The Relation between some Variances and the Method for Coping with Stress of Physical Education Teachers” by Erkmen and Çetin (2008), for the sub-dimension of “acceptance-cognitive reconstruction” a vital difference is determined (p<0.05). It is possible to claim that, this result is parallel to the research and supports it. Along with this, in a study carried out by Çoruh (2003); while women display more tendency to the behaviours of “havenging to the Religion”, “Searing for External Help” and “Avoidance Isolation”, men have more tendecy to the beaviour of “Active Planning”. On the other side, in the study carried out by Uçman (1990) whose subject matter is ‘women’, it is concluded that there is no difference between men and women as regards to the behaviours of coping with stress (Erkmen and Çetin, 2008, p.238-239).

In accordance with the age of insuctors in the research it’s suggested that; insuctors at the age of between 25 and under 25 and 26-35, between 26-35 and 36-45,
between 26-35 and 46 and over 46 have tendency to the “Active Planning”; age of between 26-35 and 36-45, between 36-45 and 46 and over 46 have tendency to the dimension of “Searching for External Help”; age of between 26-35 and 36-45 have tendency to the dimension of “avoidance isolation (biochemical)”.

As regards to the incomes of instructors in the research it’s concluded that the income group between 1501-2500 and 3501 and over 3501 have tendency to the dimension of “Searching for External Help”; the income group between 1501-2500 and 2501-3500 have tendency to the dimension of avoidance isolation (Emotional-episodic).

As regards to the status of instructors in the research it’s concluded that instructors in the status group of acamedician and Professor have tendency to the dimension of “Active Planning”; ones in the status group of research associate and Assistant Professor, Professor and Associate Professor have tendency to the dimension of “Searching for External Help”; ones in the status group of research associate and specialist-lecturer and Associate Professor have tendency to the dimension of “Acceptance-Cognitive Reconstruction”; ones in the status group of research associate and Associate Professor and acamedician have tendency to the dimension of “avoidance isolation (Emotional-episodic)”.

As regards to the time of work of instructors in the research it’s concluded that instructors in the time of work group of 6-8 years and 12 years and over have tendency to the dimension of “Active Planning”; ones in the group of 6-8 years and 9-11 years have tendency to the dimension of “Searching for External Help”; ones in the group of 6-8 years and 12 years and over have tendency to the dimension of “avoidance isolation (Emotional-episodic)”.

As the result of research, it is suggested that the behaviours of instructors for coping with stress depend on some certain variances (gender, age, income, status and time of work). Along with these, different behaviours of coping with stress that are developed in order to decrease or prevent the negativeness resulted from work environment, can bring happiness and productivity in the work environment for the instructors. Beside this, when instructors experiencing stress on both personal and organisational level, progress in their behaviours of coping with stress, they will be able to have a more productive work environment and by this way their both physical and psychological health will be protected.