

Coping strategies to reduce the stress at work place, adopted by Working Journalists in Print Media of Haryana

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INTRODUCTION

Media is a medium by which information about the country, data, message, is transported to millions of people. Earlier people used to dance, sing, play as medium so that they can communicate with others. It has changed over time and in its place people keeps their point as the print media, then the mass media, and now through social media. Media is a very easy and robust way of communication. Radio, TV, Newspaper and Internet is the simplest way of media nowadays. Media is an important place in our society.

In this modern era of 21st century, there has been a change in the nature and character of journalism among the concerns and challenges surrounding journalism around the world. Due to the politics, the capitalism and the crime, the danger is increasing day by day in journalism. On the other hand, in such circumstances, there are journalists in our country who are constantly trying to save the freedom of the media. Such journalists do not compromise their profession even after facing the pressures of capitalism and politics, and in any way, they bring their message to the world with no ambition. Some journalists often lose their jobs and even their own lives.

According to a report, the journalists who go out to investigate the story, whether they are sand mining, stone quarrying, illegal construction, police brutality, medical negligence, election campaign or civil administration is a matter of corruption, attacked them. Many times they have to lose their life even from their life.

What is a Newspaper?

The expression "newspaper" is defined by section 2(b) of the Act as follows: Newspaper means "any printed periodical work containing public news or

comments on public news and includes such other class of printed periodical work as may, from time to time, be notified in this behalf by the Central Government in the Official Gazette."

Working Journalist

- The expression "working journalist" is defined by section 2(f) of the "The Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955" as a person whose principal avocation is that of a journalist and who is employed as such, either whole time or part-time, in or in relation to, one or more newspaper establishments and includes an editor, a leader-writer, news editor, subeditor, feature-writer, copy-tester, reporter, correspondent, cartoonist, news-photographer and proof-reader"
- "But does not include any such person who is employed mainly in a managerial" or
- "Administrative capacity, or being employed in a supervisory capacity, performs, either by the nature of the duties attached to his office or by reason of the powers vested in him, functions mainly of a managerial nature."

Work related stress – An overview

REVIEW OF LITERATURE

Definition of Stress

(NIOSH,1999) The National Institute of Occupational Safety and Health (NIOSH – USA) defines stress as "the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, and needs of the worker."

(NIOSH,2002) According to NIOSH, working conditions at work place play a significant role in causing work stress. However we cannot ignore the role of individual factors too. According to NIOSH that “exposure to stressful working conditions (called job stressors) can have direct influence on worker safety and health and says that organizational and individual factors may intensify the effects of stressful working conditions”.

Capel (1997) questioned student Physical Education teachers following first and second teaching practices on their levels and sources of anxiety.” Evaluation apprehension emerged as the stressor in both practices, although it declined in the second teaching practice. “It was suggested that stress can be reduced by exposure and positive experiences of observation feedback.”

Cheng (1997) attempted to understand the relationship among job stress, coping strategies and burnout for elementary school Physical Education teachers in Changhai County. He used documentary analysis, questionnaires and interviews to collect the research data from 329 teachers and the mean scores of teachers’ job stress and coping strategies were found to be above 3 on 5 point scale, while the mean score of teachers’ burnout was found to be below 3. Significant differences among the demographic variables of teachers’ job stress and coping strategies were also found. However; no significant differences among the demographic variables of teachers’ burnout were noticed. Overall, teachers’ job stress and coping strategies had a positive correlation whereas teachers’ coping strategies and burnout had a negative correlation, and so did the teachers’ job stress and burnout.

Akindutire (2006) in his study examined the role conflict and stress among Physical Education teachers working in Nigerian senior secondary schools. Data were collected through a self structured questionnaire, from a sample of 300 (190 male and 110 female) Physical Education teachers handling physical education programmes in their respective schools.

RESEARCH METHODOLOGY

Thyer (1993) states that "A traditional research design is a blueprint or detailed plan for how a research study is to be completed- operationalizing variables so they can be measured, selecting a sample of interest to

study, collecting data to be used as a basis for testing hypotheses, and analyzing the results". Sellitz et al. (1962) states that A “Research Design” is the arrangement of conditions for collection and analysis of the data in a manner that aims to combine relevance to the research purpose with economy in procedure.

This study is based on **exploratory cum descriptive research design**. This study is mainly based on "Exploratory research" studies as it tries to identify the factors influencing stress and exploring the strategies taken at the employer and employee level differently in the context of the sample based journalism industry. This study has been verified the relationship between the stress and job performance. For this purpose, a sample based questionnaire has been developed for conducting the survey. It is descriptive study too as it involves reviewing the concerned literature, who has worked in related areas in different industry. And the major factors of stress has been observed and identified from the existing review of literature.

Sample size

All the working journalists of newspapers circulated/published in the Haryana. There are four zones in Haryana as Rohtak, Hissar, Ambala, and Gurgaon has been taken as a sample population. The views of working journalists of different newspapers have been considered. The total of 405 print journalists has been covered under in this study.

Newspapers covered under this study:

Newspapers which are circulated in Haryana whether they are published in Haryana or outside in Haryana. Dainik Bhaskar, Dainik Jagran, Hindustan Times, The Tribune, Amar Ujala, Hari Bhoomi, Punjab Kesari, NavBharat Times, Dainik Tribune, Gurgaon Mail and local newspapers of four zones.

Objective of the study

- To study the coping strategies adopted by the Print Journalist.

Questionnaire designing

On the basis of objectives the questionnaire was designed to achieve the objective. In these section

thirteen statements regarding coping strategies adopted by the employee has been considered.

FINDINGS

Coping strategies adopted by employee

- As per the objectives of present study, the coping strategies adopted by the employees with respect to division have been analyzed using mean value and ANOVA. The *prayer* has been considered maximum by the employees of Ambala division and minimum by the employees of Rohtak division. The *laugh* and *meditation* strategy has been exercised by the employees of Rohtak division at the utmost level. While the *exercise* and *sharing* has been considered by the
- Gurgaon division respondents at the highest level compared to other three divisions. The respondents of Hisar division favoured the music, moving and quiet strategy for reducing the level of stress. The sharing is the only strategy, considered by the respondents of Gurgaon division. The respondents of Ambala division responded maximum to the coping strategies like smoking, drinking, ignoring and rest.
- The ANOVA table of coping strategies adopted by the employees with respect to division revealed that laugh, music, moving, smoking and quiet are having $p < 0.05$. It means that there is a significant difference in the coping strategies with respect to divisions. While for the other strategies i.e. prayer, meditation exercise, sharing, drinking, ignoring and rest, there is no significant difference in the strategies adopted by the different divisions.

CONCLUSION AND SUGGESTIONS

In this chapter the main focus is to present the conclusions in the lights of facts and truths obtained from the results of the study. On the basis of that the study will provide some recommendations and suggestions.

The best strategy to reduce the stress are meditation, exercise and moving from place to place are favoured by the employees. The 'rest and feel fresh', 'keeping

quiet and cool', 'drinking water' & 'prayer' are favoured by the large number of journalists. These are quiet captivating strategies to reduce the stress. The others positive strategies 'laugh', 'listening to music' & 'share with colleagues' are favoured by journalists less in comparison to other strategies.

At the employee's level, meditation, prayer, exercise must be done. The employers must create an environment or must organize such programmes daily, weekly, monthly, quarterly as per requirement and ability of the organization to pay for. The organisation could organize laughter therapy sessions or may induce their employees to watch such programmes. The strategies must be adopted at the initial stage, otherwise employees start mounting negative habits of drinking and smoking.

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