

## STRESSORS AND COPING MECHANISMS OF FACULTY, IN SELECTED STATE UNIVERSITIES AND COLLEGES IN REGION III, PHILIPPINES

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### **ABSTRACT**

*The study aimed to assess the perception of the faculty towards the stressors and the stress coping mechanisms. The descriptive method of research was used with the questionnaire as the main instrument. Informal interviews were conducted to validate the data gathered. A total of two hundred twenty-eight (228) faculty members from seven (7) state universities and colleges in Region III served as respondents. The 5-point Likert-type scale was used to describe the perception of the respondents.*

*A typical faculty is a female, 30.77 years old, married, either a baccalaureate degree holder or a baccalaureate degree holder with MA/MS units, has been in the service for 17.69 years with an average monthly income of Php 13,981.96.*

*The faculty perceived that role ambiguity, role conflict and physical environment seldom (2.33) contribute to stress. The faculty moderately agree (3.39) on the different stressors.*

*There is no significant difference in the perception of the faculty towards the coping mechanisms. There is no significant difference in the perception on the role conflict as source of stress as to age, civil status, educational attainment, length of service, and monthly income of the faculty. There is a significant difference in the perception on the role ambiguity and physical environment as sources of stress as to the age of the faculty. There is no significant difference in the perception on the coping mechanisms when grouped according to sex, age, educational attainment, length of service, and monthly income of the faculty.*

*This study has suggested that task assignments and responsibilities should be well defined. A health maintenance program and a social support system to deal with stress should be provided. Coaching and mentoring should be a part of the social support system. Work schedules should be planned. The higher authorities should provide a nurturing environment that builds self-esteem and makes employees less susceptible to stress. The university should organize workshops and activities on stress management. Furthermore, another related study should be conducted to explore the stress level and the coping mechanisms of the faculty.*

**KEYWORDS:** *Stressors, Coping Mechanisms, Role Conflict, Role Ambiguity, Physical Environment*

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### **Article History**

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