Stress and Coping Strategies of University Employees in Buguias, Benguet

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A b s t r a c t

Stress affects employees' productivity if not recognized early and managed properly. The study determined the stress levels of university employees, the effects of stress on them, and their coping mechanisms along physical, emotional, psychological, social, and spiritual aspects. It also explored the correlation of demographic profiles with stress levels and the extent of use of coping strategies. The study used a survey questionnaire and correlation. Results revealed that university employees commonly experienced moderate work-related and individual-related stress levels. The effects of stress across the four dimensions were experienced only at times and slightly affected the employees' performance. Spiritual coping strategies were the most utilized. Employees with a higher net monthly take-home pay, female employees with a lack of professional respect and involvement in decision making, faculty members faced with life crisis issues, and single employees with poor health issues report higher stress levels. Faculty members tend to lose their appetite when confronted with taxing situations, while female employees are likely to become disoriented in school activities. To cope with stressors, single employees and those who have rendered services for 11 years and above utilized listening to soothing music and doing relaxation techniques. This study concludes that employees' stress at this university is still manageable and within their control. Wellness policies and revitalized wellness programs may still be formulated and implemented to address workplace stress.

Introduction

Stress knows no barriers and is impossible to circumvent. People from all walks of life, the rich and the poor, women and men, the young and old, employed and unemployed, highly paid and minimum wage earners are not resistant to it. It is not a new experience and is perceived as modern society's illness (Baqutayan, 2015). The World Health Organization (WHO) dub stress the health epidemic of the 21st Century because it has become

a pandemic. James Humphrey defines stress as any factor acting internally or externally that makes it difficult to adapt and induces increased effort on the part of the person to maintain a state of equilibrium. Several studies also claimed that stress is not entirely bad (American Psychological Association [APA], 2011; Stahlmann & Hagaman, 2016). Some amounts of stress are good for pushing an individual to the level of optimal alertness and behavioral and cognitive performance, as emphasized by Daniela Kauferin

2013; thus, people need stress but not too much and not too long (Robinson et al., 2018). Selye (1973) underscored that complete freedom from stress is death. Henceforth, to not suffer its major upshots, one must understand its nature to manage it efficiently and effectively.

Stress levels around the world are skyrocketing and have been recognized as a major worldwide challenge to worker's health and the organization and have also been identified as a key factor in delivering quality services (WHO, 2003; Cox et al., 2003). According to Cox et al. (2003), work-related stress is the response people may have when presented with work demands and pressures that do not match their knowledge and abilities and surpass a person's capability to cope. As supplemented by Figueroa (2007) as cited by Pestaño et al. (2009), it has become a staple in every workplace, and every worker at some point feels the pressure brought by stress. For American adults, job stress is the major source of workers' stress (Fink, 2016; American Institute of Stress, 2018). In Australia, most workers (73%) are stressed about their work and are 2 ½ times more likely to look for a new job than those who are not stressed (Tasker, 2017). Meanwhile, data gathered in Chile in 2011 reported that 27.9% of workers and 13.8% of employers reported that stress and depression were present in their enterprises (International Labor Organization [ILO], 2016).

Moreover, the ILO (2016) revealed that 32.4% of workers in Japan experienced strong anxiety, worry, and stress associated with their work. Similarly, work is the primary trigger of stress for employees in the Asia-Pacific-Thailand (75%) had the highest number of respondents, followed by China (73%), Vietnam (71%), Indonesia (73%), Singapore (63%), Hong Kong (62%), and Malaysia (57%) (CFO Innovation Staff, 2012). Amble (2006) further added that more than half of executives worldwide expressed greater stress, and those in Asia's booming tiger economies felt the greatest pressure. Taiwan topped the league of countries to report rising stress levels, followed by China and the Philippines.

Specific to the Philippines, a 2017 online survey showed that 23% of Filipinos cited their job or studies as their primary source of stress (Ansis, 2017). A large share of the 23% underscored that they experienced stress from their bosses or supervisors, while others blamed it on job demands

and their co-workers. Moreover, the country follows the Asia-Pacific trend, with low pay as the primary cause of employee stress (Rappler, 2016). According to Tan (2006), rural or urban Filipinos face numerous work, livelihood, and family stressors. They worry about low salaries, traffic jams, jobs and income imbalances, unclear job expectations, increasing prices of basic commodities, tyrannical bosses, and vicious gossipy officemates (Tan, 2006; Mingoa, 2017). Others blamed it on job demands, co-workers, personal relationships, and life changes or crises (Ansis, 2017).

At Benguet State University-Buguias Campus, stress is not unusual. The dawn of new educational reforms introduced by the Commission on Higher Education (CHED) is one of the instances that highlighted stress and anxiety among the employees and challenged their coping abilities. At some point, the experienced pressures and demands resulted in strained interpersonal relationships and significantly affected the employees' health status. Consequently, presenteeism or reporting to work but not functioning up to one's capability seems common on the campus, as declared by most employees. This particular organizational concern should not be lightly taken because it can result in poor quality of work, susceptibility to mistakes, and strained relationships. Although the administration is cognizant that employees need to engage in physical and mental programs to sustain workers' efficiency as per Civil Service Commission Memorandum Circular No. 38 s. 1992, the campus does not have an established program to assist the employees in traversing stressful situations. While seminars on stress management and wellness activities were conducted over the past years, they were not sustained or followed up.

There are many known strategies for managing everyday stress, and it is believed that the best management practice for stress is adopting healthy coping strategies. Nonetheless, no single method works for everyone or in every situation. Coping strategies used by one person might not be suitable for another person and differ from situation to situation. Coping refers to the ways people respond to and interact with problem situations. It is a very complex process that varies according to many variables such as the situation, the situation's evaluation, and the available resources (Feldman, 2008).

Iyi (2015) underscored that the first step to effective stress management is better understanding oneself and appreciating what constitutes stress and how one reacts to stressful situations. Robinson et al. (2011) further supports that stress management starts with identifying the sources of stressors in life. Additionally, an individual must replace unhealthy coping strategies with healthy ones and practice the 4 A's of stress management, including avoiding unnecessary stress, altering the situation, adapting to the stressor, and accepting the unchangeable. Other studies underscored that coping with stress may also involve physical movements like sports activities, a healthy diet, sharing and creative expressing of feelings, use of religious belief and practices using prayer, meditation, reading the bible, and other religious activities (Tan, 2017; Mills et al., 2008).

This study aimed to provide a localized view of stress and coping strategies on campus. Specifically, it ascertained the stress levels in terms of work-related, individual-related, and family-related factors and the effects of stress on physical, emotional, psychological, social, and spiritual aspects. It also explored the coping strategies utilized as to physical, emotional, psychological, social, and spiritual dimensions and their extent of utilization. Lastly, it correlated the employees' demographic profiles with stress levels and effects of stress and coping strategies.

It is hoped that the result of the study will provide baseline information about stress and coping on campus so that administrators and educational leaders of Benguet State University will give more attention to workplace stress. Likewise, it will serve as an eye-opener for the administration of BSU-Buguias Campus to take proactive interventions by developing wellness policies and revitalizing employees' wellness programs. Finally, the study results will benefit the participants because they will enable them to recognize their sources of stress and assess potential coping strategies to experiment on.

Methodology

This study used a quantitative research design. Descriptive statistics were used to define the levels of stress encountered, its effects along five dimensions, and the coping strategies and their extent of utilization. On the other hand, Spearman rho correlation analysis was used to test if relationships exist between the participants' demographic profiles and their levels of stress, and the extent of utilization of coping strategies.

The study was conducted at Benguet State University-Buguias Campus, a public educational institution located in Loo, Buguias, Benguet, Philippines. Participants involved all the university's 35 permanent faculty and 16 non-teaching employees. Table 1 presents their profile. A validated questionnaire was used as the main data gathering tool. It was pretested to ten employees from BSU-Bokod Campus. The instrument was highly reliable at 0.93% using Kuder Richardson 21 formula. Data gathering was done through personal interviews to extract detailed information and elucidate the responses. Data gathered were analyzed using descriptive and inferential statistics. Weighted mean was used to treat the levels of stress, and their mean scores were evaluated based on the following five-point Likert scale as follows:

Numerical Value	Statistical Limit	Descriptive Equivalent	Interpretation
5	4.21 – 5.00	Extremely stressful	Very High Source
4	3.41 – 4.20	Very stressful	High Source
3	2.61 – 3.40	Moderately stressful	More or less a Source
2	1.81 – 2.60	Fairly stressful	Slight Source
1	1.00 – 1.80	Not stressful	Not a Source

Meanwhile, to interpret the effects of stress, the weighted mean scores were evaluated based on the following five-point Likert Scale:

Numerical Value	Statistical Limit	Descriptive Equivalent	Interpretation
5	4.21 – 5.00	Always Experienced	Highly Affecting
4	3.41 – 4.20	Often Experienced	Moderately Affecting
3	2.61 – 3.40	Sometimes Experienced	Slightly Affecting
2	1.81 – 2.60	Seldom Experienced	Less Affecting
1	1.00 – 1.80	Never Experienced	Not Affecting

For the extent of utilization of coping strategies, the weighted mean scores were evaluated based on the following five-point Likert Scale:

Numerical Value	Statistical Limit	Descriptive Equivalent	Interpretation
5	4.21 – 5.00	Always	Utilized all the time
4	3.41 – 4.20	Often	Utilized most of the time
3	2.61 – 3.40	Sometimes	Utilized at times
2	1.81 – 2.60	Seldom	Rarely Utilized
1	1.00 – 1.80	Never	Not Utilized

Table 1

Profile of the Participants

Profile		Frequency	Percentage (%)
Sex	Female	24	47.1
	Male	27	52.9
Civil Status	Single	7	13.7
	Married	39	76.5
	Widowed	5	9.8
Age	20-30 yrs. old	7	13.7
	31-40 yrs. old	18	35.3
	41-50 yrs. old	8	15.7
	51-60 yrs. old	13	25.5
	61 yrs. old & above	5	9.8
Job Position	Teaching	37	72.5
	Non-Teaching	14	27.5
Length of Service	0-10 yrs.	31	60.8
	11-20 yrs.	4	7.8
	21 yrs. & above	16	31.4
Net Monthly Take Home Pay	5000 & below	15	29.4
	5001-10,000	17	33.3
	10,001-15,000	7	13.7
	15,001 & above	12	23.5

Results and Discussion

Level of Stress

In general, stress encountered on campus is moderate, as reflected in the overall mean of 3.09, (Table 2) which could be associated with the nature of work and employees' responses. It implies that stress is always present in every workplace, and the participants recognized that their work contributes to their stress. For work-related stressors, bossy, controlling, or demanding management style ranked first, followed by inadequate pay/benefits. According to the participants, working with demanding or bossy superiors, especially during school activities or meeting deadlines, gives them the feeling of not being in control of their assigned tasks. Meanwhile, the participants also believed that the administration should apportion other benefits to help defray their daily expenses; hence, they find inadequate benefits very stressful. These findings affirm the claims of Ansis (2017) that autocratic supervisors can cause job stress while low pay or insufficient salary is the primary cause of stress among Filipino employees (Mingoa, 2017; Ansis, 2017) and the number one reason for job stress globally (APA, 2011).

Financial problems are the topmost source of the participants' stress concerning individual-related stressors, as evidenced by high levels of

Table 2

Level of Stress

Stressors	Mean	Descriptive Equivalent
Work-related Stressors • "Bossy", controlling or demanding management style • Inadequate pay/ benefits	3.81	Very stressful
Individual-related Stressors • Financial problems • Stage of life and life crises issues	3.27	Moderately Stressful
Family-related Stressor • Poor health of family members • Marital problems	2.18	Fairly Stressful
Overall	**3.09**	**Moderately Stressful**

debts, loans, and no/low personal savings. Having financial obligations to pay every month apart from sustaining daily basic needs is considered a very taxing situation by the participants. This result affirms the assertions of Ansis (2017) that lack of budget and uncertain finances are the top stressors for most people in the workplace. Moreover, the participants also recognized life crisis issues such as the death of a loved one and hospitalization of family members as very nerve-racking. These issues can interfere with their work performance if not managed as they should be.

For family-related stressors, participants rated them to be fairly stressful. Although poor health of family members (which entails balancing time for work and time for caregiving) and marital problems were recognized, participants were able to manage them. This result can be attributed to the fact that Filipinos have close family ties, indicating a strong support system that allows them to withstand struggles and other forms of crises.

Effects of Stress

Table 3 reveals that the effects of stress on the four aspects are sometimes experienced, while spiritual effects are rarely felt. Although the effects are not much manifested, paying attention to the employees' holistic well-being to sustain workers' efficiency is still needed. Having a hard time sleeping during the night and having no energy to report to work were the top most recognized physical effects of stress and are closely associated with one another. The participants noted that having difficulty sleeping during the night results from repeatedly thinking of their problems. Consequently, they feel tired the next day and lack the energy to report to work. This result is congruent with the assertions of Prachi (2010) that having a hard time sleeping and losing appetite are the long-term effects of stress on a person's physical structure. These effects drain a person's energy, affecting work performance and productivity.

As to the emotional effects, the participants tend to become more irritable, moody, and easily react emotionally when pent-up stress is experienced, which further affects their decision-making ability. This result may imply that when stress takes its toll, the participants feel less motivated and become complacent in their work, eventually leading to presenteeism or reporting

Table 3

Effects of Stress

Effects	Mean	Descriptive Equivalent
Physical Effects • I have a hard time sleeping during the night • I do not have the energy to report to work	2.74	Sometimes Experienced
Emotional Effects • I easily get irritated, moody, and easily react emotionally than I used to • I find it hard to make sound decisions	3.19	Sometimes Experienced
Psychological Effects • I am disoriented to school policies and activities. • I am having difficulty concentrating	2.82	Sometimes Experienced
Social Effects • I prefer to be alone • I find it difficult dealing with my colleagues and superiors	2.65	Sometimes Experienced
Spiritual Effects	2.16	Seldom Experienced

to work without functioning up to par. The results concur with Robinson et al. (2018) study, which posits that a person under emotional stress finds himself irritable and moody. Gupta and Chandwani (2008) also assert that fear of making decisions is one of the hallmark signs of mental duress that could hinder workers from performing effectively.

Furthermore, the participants perceived the psychological effects as sometimes experienced and suggested that they are under their control although they are slightly affected. Due to pent-up stress, their focus tends to shift from one thing

to another, making them disoriented and have difficulty concentrating. The findings support the contention of Prachi (2010) that chronic stress makes a person more vulnerable to poor memory, irrational thinking, increased anxiety levels, and mental health problems. It further affirms the findings of Lee (2001) that strained people often have difficulty concentrating because they tend to focus on the sources of their stress rather than on the task at hand.

For the social effects, the indicators are sometimes experienced and affect them slightly. Participants preferred to be alone momentarily to think over their stressors, making it difficult to deal with their colleagues. On the flip side, the lonelier and more isolated a person is, the more vulnerable he is to stress (Tan, 2006).

Lastly, even in the face of stress, the employees seldom experience the enumerated spiritual effects of stress. It can be deduced that the respondents have a solid spiritual foundation or a deep sense of connectedness and faith in God. Contrary to the enumerated spiritual effects, the participants claimed to become more religious and frequently ask for God's help during their most trying moments. The findings are congruent to the assertions of Adams (2014), whereby spirituality buffers the negative side of stress, and Mills et al. (2008) that spirituality decreases stress by allowing a person to create a sense of stillness, finding a sense of purpose and brighter perspectives.

Coping Strategies and Extent of Utilization

In general, the participants often utilize coping strategies that involve a combination of physical, emotional, psychological, social, and spiritual activities (Table 4). Spiritual coping strategies are the most utilized, as reflected by a mean of 4.21, followed by social and psychological coping strategies with means of 3.61 and 3.60, respectively. The results indicate that finding solace in own spiritual beliefs when under stress has been proven effective; hence, the strategy is constantly utilized. With effective stress coping strategies, it is assumed that employees will be more productive and can withstand work stress better.

Among the identified physical coping strategies, shunning smoking, drinking alcoholic beverages, and getting enough rest and sleep are the two

highly utilized strategies. It is inferred that the participants recognized that vices will only mask the issues at hand and are not reliable strategies to depend on. Additionally, adequate rest and sleep help them relax and fuel their minds to find solutions to their stressors. This result corroborates the assertion of the APA (2011) that one must avoid nicotine and drink alcohol in moderation when under stress because nicotine is a powerful stimulant that increases anxiety levels.

Regarding emotional coping strategies, accepting and forgiving others' shortcomings and confiding problems with trusted colleagues are often utilized. Forgiving others helps them let go of the bitterness and strain that often results from conflicts in their relationships. Confiding problems with trusted colleagues also allows them to unload carried burdens and lessen stress. The finding is in harmony with Robinson et al. (2018) assertion that once a person accepts oneself and forgives others around him, he will surely tend to find that a lot of self-made stress will be relieved. It further supports the contention of Prachi (2010) that social engagement like reaching out to family and friends is the quickest, most efficient way to rein stress.

Additionally, for psychological coping strategies, accepting stress as part of their daily existence and accepting things that cannot be changed helped the participants lessen self-made stress. The findings support the assertion of Chua (2011), whereby accepting stress and things that cannot be changed eliminate the useless anger and the frustration of trying to live a stress-free life.

Regarding social coping strategies, employees prefer to stay away from those who stress them out instead of succumbing to stress brought about by people around them. They turn instead to trusted individuals for solace. This result implies that the participants experiment with subtle strategies to rein stress while not compromising their interpersonal relationships with co-workers.

As spiritual coping strategies, the participants turn to religion and spiritual activities, such as praying for God's help and guidance and entrusting their stressors to God. These coping strategies are always utilized because they believe that a prayer is a powerful tool in averting stress, and they find peace and comfort in taking time to pray and letting go of the thoughts and situations that

Table 4

Extent of Utilization of Coping Strategies

Effects	Mean	Descriptive Equivalent
Physical Effects • I avoid smoking and drinking alcohol • I try to get enough rest and sleep	3.56	Often
Emotional Effects • I accept and forgive others' shortcomings • I confide out problems without hesitation with trusted colleagues	3.47	Often
Psychological Effects • I accept stress as part of life • I try to accept things that I cannot change	3.60	Often
Social Effects • I avoid people who stress me out • I go out for a break with my family members	3.61	Often
Spiritual Effects • I pray for God's help and guidance than I used to • I entrust my stressors to God's hands	4.21	Always

Correlation Between Profile and Level of Stress

Participant profile is significantly correlated with the level of stress experienced in work-related, individual-related, and family-related areas (Table 5a). First, sex has a significant and negatively weak relationship with work-related stressors. This result means that female employees on the campus are more stressed than their male counterparts in areas such as a lack of professional respect in the workplace, lack of involvement in decision making, reassignments at work without adequate explanation or reason, inability to assert themselves, and lack of mentoring for new employees. Organizational change without prior notice or information creates confusion among the female employees. Likewise, female respondents perceive an inadequate orientation process and no mentoring for new employees to be taxing, considering that newly hired employees are still new to the institution and groping in the dark. It can be deduced that female employees on the campus are likely to be assertive and want to be involved in matters concerning the organization as a whole. The findings support the claims of Roxas (2009) and the American Psychological Association (2011) that women are more likely than men to report having a great deal of stress in the workplace.

Similarly, net monthly take-home pay has a highly significant and positively weak relationship with work-related stressors, which means participants receiving a higher net monthly take-home pay are more stressed than those with lesser monthly take-home pay. This result can be attributed to the commonly observed phenomenon in which needs and wants arise, and unexpected expenses follow as salary increases. Some respondents report their financial worries from high monthly amortizations due to multiple loans. The result contradicts the findings of Cohen et al. (2006) that low-paid workers are more stressed than the higher paid ones. On the other hand, it supports the findings of Sharma and Kaur (2013) that employees with higher salaries experience six times more role stress than those earning a relatively lesser salary and receiving a lesser take-home pay. Nonetheless, the strength of the relationship was noted to be weak, which implies that only a small variation is observed; therefore, other factors can be attributed to the level of stress as far as financial stressors are concerned.

cause their stress. The result supports the claims of Mills et al. (2008) that spiritual practices help to shrink insurmountable obstacles, and spirituality is a powerful tool that one can turn to when in distress. The finding also corroborates the assertion of Adams (2014) that prayer can literally interrupt the experience of chronic stress, and participation in a spiritual or religious community has been shown to reduce stress by reducing the sense of being alone and helpless in the face of major stressors.

Furthermore, civil status and job position showed a significant and negatively weak relationship with selected individual-related stressors. Single employees are more stressed than married or widowed employees as far as poor health issues are concerned. This result implies that having a partner to rely on in sickness can help avert pent-up anxiety brought on by health issues. The result affirms the claims of Gore and Mangione (1993), as cited by Roxas (2009), that married individuals are better in health because of the presence of a support system they can turn to. It further corroborates Olatunji and Mokuolo (2014), asserting that a married worker derives emotional support from the spouse, which may douse the job tension after the day's work which may not be available to single workers. Conversely, it contradicts the assertions of Pestano et al. (2009)

Table 5a

Correlation Between Profile and Level of Stress

Stressors	Profile	
Work-related stressors	**Sex**	**Net Take home pay**
1."Bossy", controlling, demanding management style.	-0.100	0.168
2. Interactions focused primarily on what employees do wrong rather than what they do right.	-0.145	0.165
3. Lack of professional respect	-0.365**	0.173
4. Employee's expression of concerns are discouraged or ignored.	-0.271	0.096
5. Employees are not being involved in decision-making.	-0.312*	0.222
6. Organizational changes occur without adequate explanation of reasons, process or likely outcomes.	-0.428**	0.078
7. Inadequate hiring process, resulting in poor employee/job mismatch.	-0.240	0.125
8. Inadequate orientation process, resulting in employee's being unprepared for their jobs.	-0.415**	0.068
9. No mentoring for new employees, resulting in a "sink or swim" environment.	-0.388**	-0.034
10. Unpleasant or unhealthy environment such as excessive heat, cold or noise; poor ventilation; cluttered space; poor lighting, etc.	-0.111	0.085
11. Inadequate pay/benefits	-0.105	0.131
12. Employees working in teams without getting adequate training in communication and conflict-resolution skills.	-0.172	-0.010
Overall	-0.291*	-0.244
Individual related stressor	**Civil Status**	**Job Position**
1. Financial problems	0.160	-0.120
2. Stage of life and life crises issues	-0.006	-0.430**
3. Legal problems	-0.012	-0.139
4. Low self-esteem/unable to assert oneself	-0.070	-0.264
5. Always feeling time pressure	-0.146	-0.095
6. Poor health issues	-0.332*	-0.073
7. Inability to cope with work-related pressures.	-0.090	-0.297*
8. Inherent personality traits such as being impatient, aggressive or rigid	-0.268	-0.116
Overall	-0.160	-0.217

Stressors	Profile	
Family related stressor	**Civil Status**	**Net Take home pay**
1. Marital problems	-0.018	0.082
2. Poor health of family members	-0.233	-0.008
3. Conflict with in-laws	0.052	0.267
4. Miscommunication with partner	0.016	0.286*
5. Absence of partner (i.e., working abroad/single parenthood)	0.011	0.113
6. Needs of children are uncared for	0.299*	0.156
7. Poor performance due to family problems	0.010	0.249
Overall	-0.055	0.202

*Significant at p = 0.05, **Significant at p = 0.01*

that civil status does not significantly affect stress response.

Concerning the relationship of job position to stress, faculty members reported a higher stress level when faced with life crisis issues. They are less able to cope with work-related pressures than the non-teaching employees. Several studies have already established that teaching is considered one of the most stressful occupations (Pestano et al., 2009; Beers, 2012; Betonio, 2015; Tan, 2017); thus, teachers' susceptibility to burnout is relatively high. As Beers (2012) supplements, some of the most significant challenges regarding teaching usually occur during the early stages of one's career, when teachers are confronted by the demands of their work, which may overwhelm them in the long run.

Meanwhile, civil status and net take-home pay were significantly related to selected family-related stressors. Married employees are more stressed when the needs of their children are not provided for well compared to single and widowed employees. This result may be explained by the married participants' preponderant role in providing and caring for the family. As Ta et al. (2001) underscored, married people have more issues to deal with, while undisputedly, most single people only have to think and worry about themselves. Likewise, those receiving lower take-home pay undeniably experienced a high level of stress brought about by miscommunication with their partners. From the accounts of some of the

participants, financial constraints hamper them from providing for the needs of their families at times, especially when bills, rentals, and tuition fees of their children are due simultaneously. Consequently, misunderstanding with their partner may arise when the problem is not settled. This result is congruent with Cohen's et al. (2006) claim that higher-paying jobs bring greater personal control and offer more choices to workers.

Correlation of Profile and Effects of Stress

Table 5b revealed that a job position has a significant, negatively weak relationship with the physical effects of stress, particularly on the tendency to lose appetite when under pressure. Teaching employees tend to lose their appetite when confronted with taxing situations, usually associated with their everyday workload and designations, as claimed by some faculty members. The findings revolve once again to the established data that teaching is indeed is one of the most stressful jobs.

Similarly, sex has a significant relationship with selected psychological effects. Female employees are likely to become more disoriented to school policies and activities when under pressure than male employees. Several factors appear to magnify the impact of stress on women, and chief among them is the mundane role women play in family care apart from their workloads. These reasons are also applicable to the participants. As Juster (2009) and APA (2011) poignantly pointed out,

Table 5b

Correlation of Profile and Effect of Stress

Effect of Stress	Profile
Physical Aspect	**Net Take home pay**
1. I tend to lose my appetite	-0.313*
2. I have hard time sleeping during the night	-0.183
3. I have headaches and discomforts	-0.020
4. I tend to lose/gain some weight	-0.048
5. I do not have energy to report to work	-0.006
Overall	-0.174
Psychological Aspects	**Sex**
1. I tend to be forgetful and absent-minded	-0.117
2. I perceived mental activity stimulation as tiresome	-0.114
3. I struggle to connect or recall past lessons/activities	0.103
4. I am having difficulty in concentrating	-0.051
5. I am disoriented to school policies and activities	-0.283*
Overall	-0.057

*Significant at p = 0.05, **Significant at p = 0.01

women subjectively experienced more stress than men due to balancing work/life issues with caregiving. They consistently reported more physical health symptoms, emotional symptoms, and even burnout. Conversely, age, length of service, and net monthly take-home pay do not cause any variation in the experienced effects of stress along emotional, social, and spiritual aspects.

Correlation Between Profile and Extent of Utilization of Coping Strategies

Overall, findings revealed no significant relationship between the demographic profiles and the extent of utilization of physical, psychological, and social coping strategies. However, sex was correlated with physical coping strategies,

specifically shunning alcohol and smoking (Table 6). Female employees avoid smoking and drinking intoxicated drinks if they feel tense compared to the male respondents. It can be deduced that they are cognizant that alcohol and cigarette only add to the body's stress apart from their harmful effects. The difference between males and females in stress management is mainly rooted in the notion that males react more cognitively and socially interactive while women are more spiritual than men (APA, 2011; Cummings & Pargament, 2012).

In the same way, civil status showed a significantly weak correlation with listening to soothing music and relaxation techniques as part of psychological coping strategies (Table 6). Single employees prefer to listen to soothing music and do relaxation techniques more often when under stress. To them, listening to slow, classical music has a relaxing effect on their minds and bodies and allows them to meditate to gain new perspectives, especially during stressful situations. Moreover, results showed that job position and length of service correlate with the use of selected psychological coping strategies. Faculty members reflect and meditate more often than the non-teaching personnel to cope better with their life stressors.

Similarly, those who have rendered services for 11 years and above usually utilized meditation and reflection to manage their stress compared to those who are still new in the institution. This result may be associated with the fact that seasoned teachers are already equipped with approaches to workplace stress management. The findings corroborate Mills et al. (2008) that time spent meditating, praying, reflecting, or just appreciating what is around and within allows space to detach from and find perspective on stressors, enhance a sense of awe at the amazing world and give more time to gain positive outlooks in life.

For social coping, results revealed that age, job position, and length of service significantly correlate with the utilization of going out for a break with family members. Accordingly, younger employees preferred going out with family members to take a break or to chill out. Similarly, the non-teaching employees also preferred going out for a break with family members, while those still new in the institution opted to go out with family members more often as a coping mechanism to avert their stressors. The results

Table 6

Correlation Between Profile and Extent of Utilization of Coping Strategies

Extent of Utilization of Coping Strategies		Profiles	
Physical Coping Strategies		**Sex**	**Civil Status**
1. I indulge in sports and other physical activities		0.242	-0.148
2. I try to get enough rest and sleep		-0.068	-0.181
3. I eat nutritious foods and balanced diet		0.031	-0.172
4. I listen to soothing music and do relaxation techniques (i.e., meditation, breathing exercises)		-0.042	-0.335*
5. I avoid smoking and drinking alcohol		-0.397**	0.087
	Overall	-0.161	-0.183
Psychological Coping Strategies		**Job Position**	**Length of Service**
1. I accept stress as part of life		-0.183	0.166
2. I read newspapers and other reading materials		0.009	0.119
3. I avoid thinking about problems over and over		0.052	0.134
4. I do reflection and meditation		-0.342*	0.312*
5. I try to accept things that I cannot change		0.228	-0.168
	Overall	-0.153	0.203

Social Coping Strategies		Age	Job Position	Length of Service
1. I participate actively in school activities		0.014	0.139	-0.104
2. I engage myself in civic and community-oriented activities		0.276	-0.141	0.164
3. I hang out with close friends or relatives		-0.23	0.096	-0.151
4. I go out for a break with my family members		-0.381**	0.282*	-0.361**
5. I find time to do my hobbies		-0.059	0.087	-0.054
6. I avoid people who stress me out		-0.231	0.104	-0.217
	Overall	-0.103	-0.019	-0.078

*Significant at p = 0.05, **Significant at p = 0.01*

may entail that spending leisure time with family members and doing what they enjoy allows them to unload their pent-up stress and invigorate them to face their day to day activities. It further supports the assertions of ILO (2016) that social engagement is the quickest and most efficient way to rein stress, and nothing is more calming to the nervous system than communicating with another human being to release hormones that reduce stress, even if we are unable to alter the stressful situation altogether.

Meanwhile, findings showed no correlation between demographic profiles and the extent of utilization of emotional coping strategies. The extent of the use of emotional coping strategies is almost the same across age, job position, length of service, and net monthly take-home pay. Any observed variations are due to chances. Similarly, the profiles also do not influence the frequency of utilization of spiritual coping strategies. A plausible explanation is a common knowledge that Filipinos are God-fearing and religious people

who always turn to their spiritual activities as a sanctuary to avert stress and withstand other life's pressures and demands. The finding is congruent to the assertion of Mills et al. (2008), wherein they underscored that spirituality could decrease stress by allowing a person to create a sense of stillness, and peace, increase meaning, enhance a sense of connectedness, maintain a sense of purpose and gain perspective.

Conclusions

Based on the analysis, stress among the employees of BSU-Buguias Campus is predominantly caused by undesirable factors in the workplace, such as demanding management style, workloads, inadequate benefits, and financial problems. However, the stress level is still manageable and within their control. In addition, despite the complex relationship between stress and coping, the employees' utilized coping strategies to deal with the adverse effects of stress.

Recommendations

In light of the findings, the discussion, and conclusions, it is recommended that the administration conduct teambuilding/capability building and benchmarking activities to let the employees be involved in the organization. A performance feedback system where employees can receive regular feedback on their jobs and opportunities for social interaction outside the campus is also endorsed. The administration may also consider giving incentives based on performance to deserving employees to keep them motivated. Likewise, wellness policies may be formulated. A wellness committee may be created to develop a revitalized and strategic employee wellness program involving physical, emotional, spiritual, and psychosocial aspects. Finally, a similar study may also be undertaken to include other variables not included in this study.

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