



STRESS MANAGEMENT STRATEGIES AND TEACHERS' EFFECTIVENESS IN PUBLIC SENIOR SECONDARY SCHOOLS IN RIVERS STATE

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ABSTRACT: *This paper addresses the issue of stress and its management and control, and how this can affect the effectiveness of teachers in public senior secondary schools in Rivers States. The paper further explains what stress is—that stress is the disequilibrium of the body metabolism, either in the physical, emotional or mental state and teachers' stressors, which are work overload, lack of promotions, late payments of salaries, low salaries and poor work environment, etc. and how all these stressors and others, if not properly managed, can make teachers inefficient in their responsibility of imparting knowledge to the students of the public senior secondary schools in Rivers State. It also addresses how this stress could truly weigh the teachers down, with sickness, high blood pressure and even death, if not managed. And when teachers are stressed up, they cannot be effective. Strategies of managing stress among teachers as enumerated in this paper, for their optimum productivity, among others, are exercise, taking a time out with loved ones, relaxation, etc. This paper makes it bold that managing stress is very important and necessary among the teachers of the public senior secondary schools in Rivers State, for their wellness. This would make them vibrant, fit and bounce back for their effective productivity. Among other suggestions are employing teachers' assistants to ease workload, building recreational centres for teachers and increasing teachers' salaries. The government should also promote them promptly.*

KEYWORDS: Stress Management, Teachers, Wellness,



INTRODUCTION

Stress is when you feel tense emotionally, mentally or physically. Any negative thought or event can produce stress, especially as it will make you nervous, angry or even frustrated. It is the body's reaction to a negative situation or issue on the ground and around you. Sometimes, stress can be positive too, especially when it helps the individual to avert danger or be bold to face it, or helps that individual to attain their set aims, goals and objectives in a stipulated time. No one individual can say he has a stress-free life, and no one really wants stress. It is just a natural phenomenon. As long as you are on this earth and are willing to take up some tasks and responsibilities, there is bound to be stress on the way. Your ability to cope with these tasks and responsibilities effectively is what helps you to be able to reduce the effect of stress on you and even its symptoms.

Lazarus and Folkman (1984) asserted that stress happens when individuals notice that the challenging condition is greater than their strength—when the stressors are weightier than your capability to cope with the tension that is associated with the stress. Brody and Dwyer (2002) also defined stress as that stage of physiological, physical and environmental tension that comes through a demanding situation that is greater or stronger than the person's capacity. Stress is that non-exact reaction that comes from so many kinds of situations, when the individual is being weighed down by a depressing situation or condition. Stress can also develop to a point of the individual feeling undervalued, having low self-esteem, feeling helpless and hopeless, and this can be depressing and frustrating.

According to Nwiyi (2022), stress is a word individuals use most of the time to explain that tensed, pressured, strained, frustrated feeling that comes from a challenging condition or activities. Nwiyi believes that everyone experiences this stress and stressful conditions because, in this modern life we live, we experience hassles, deadlines, demands and this makes this stress a day-to-day thing in our lives as we live on planet earth.

Theoretical Conceptualization

This paper is anchored on one theory: **Job Demand-Control-Support Model (Karasek & Theorell, 1990)**. This theory explains how job characteristics influence employees' psychological well being. It also illustrates how job demands can cause stress for employees, such as heavy workload, role ambiguity, and job-related strain. Job Demand-Control-Support model (JDCS) gives an insight on how to deal with stress through identifying those situations and individual characteristics that matter in times of stress. However, the model states that teachers can manage these stressors through using the skills in the job that gives them the privilege to have autonomy and control over their work.

This study is anchored on this Job Demand-Control-Support model because this theory is the most appropriate for it. It gives direction on how to manage and control stress even when teachers are stressed up. It explains how teachers can bounce back to their feet, and be in control of their work so as to be effective.

Stressor for Teachers

Teachers among the public senior secondary schools have a lot of stressors as they do their work as teachers, administrators and leaders, as parents, counselors, etc. Their stressors are numerable; among others, we have:



1. Work overload and teachers' effectiveness

2. Lack of promotions and teachers' effectiveness

3. Late payments of salaries and teachers' effectiveness

4. Low salaries and teachers' effectiveness

5. Poor working environment and teachers' effectiveness.

1. Work Overload: Teachers' tasks and responsibilities are enormous. They face crowded, unmanageable volumes of work, ranging from administrative duties, leadership role, parenting role, preparing lesson plan, notes, then teaching proper, preparing examination questions, administering the examination, marking examination scripts, and computation of results. A survey was carried out about teachers' work overload, and it found out that teachers work for an average of 54.4 hours per week. This has an adverse effect on teachers' effectiveness and efficiency. Most times, teachers tend to do many things in a little time, congesting the work on their tables. This is the number 1 cause of stress.

2. Lack of Promotion: Teachers are not promoted as at when due; some teachers remain in one grade level for 13 to 15 years, and this causes stress among teachers of the public senior secondary schools in Rivers State. When a teacher remains in one grade level for so long a time, it becomes a problem that causes tension, because the salary will remain the same, in all those years. And when there is any situation that poses stress to the teacher, he ceases to perform effectively. This is depressing, and when a teacher is depressed, they cannot function effectively.

3. Late Payment of Salaries: Even when teachers' salaries are stagnant, they are not paid, as promptly as it should be. There is always a delay in the payment of their salaries. This is another cause of worry and stress to teachers. When a teacher borrows to meet up with the demands of his immediate family, they will be frustrated, and when they are not psychologically sound, they cannot be effective in their duties and responsibilities.

4. Low Salaries: Teachers are not always paid commensurately for their work in the public senior secondary schools among other public schools in Rivers State. This gives rise to sorrow and anxiety for the teacher, thereby stirring up financial stress in them. The teacher cannot be effective and efficient in such a condition.

5. Poor Work Environment: The environment of the public senior secondary schools in Rivers State is nothing to be proud of. Teachers work in unhealthy and unsafe areas, full of noise, dilapidated buildings, classrooms, and staff rooms, etc. There are pools of water breeding mosquitoes, environmental pollution, no ventilation, and no chairs to sit on if they are tired in the classroom as they teach. For teachers of the public senior secondary schools to be effective, then there should be a conducive work environment for them.

Ojeka (2019) asserted that there are stressors among teachers, their effects and consequences, which are on this table below:



Cause of stress among teachers	Effect of Stress	Consequences
Economic factors, poor salary and high living standard	Headache, high blood pressure. Mood swing	Sicknesses, or Lack of concentration. Ineffectiveness in their duties
Environmental factors (poor hygiene)	Running stomach, toilet/bacterial infection, vomiting, loss of appetite	Lack of Focus, absenteeism, ineffectiveness of teachers
Professional Skills	Nervousness, loss of appetite	No attainment of the educational goals
Excessive workload and large class size per teacher	Back pain, chest pain, headache, high blood pressure, Nausea, ulcer, muscular pain, tensed, loss of sex drive, fatigue, sleep problems, shouting	Sicknesses, lack of concentration, or even death.
Parent/Teacher relationship	Headache, anger, depression	Frustration, and losing focus
Government policies and programs	Anger, irritability, low morale, lack of concentration, lack of job satisfaction	Ineffectiveness of responsibility
Work-life pressures	Fear, anxiety, loss of self-confidence, loss of sex drive, psycho-social pressure, sleep problem, emotional problem	Depression
Administrative pressures, lack of autonomy and inspection	Anxiety, loss of appetite	Lack of goal achievement

Causes, Effects and Consequences of Job Stress among Public Senior Secondary School Teachers (Ojeka, 2019)

How Does This Stress Affect Our Teachers?

Nwiyi (2022) opined that stress affects teachers in diverse ways; among these ways are:

For the Teacher	To the school
Poor Health	Increased absenteeism and turnover
Well being	Reduced quantity and quality of work
Functioning/Goal Attainment	Reduced job satisfaction and morale
Low libido	Lack of concentration in the job
Aggression/Tiredness	Low productivity

Stress is not good for any individual especially among teachers in the public senior secondary school in Rivers State. If any should be stressed, that individual can never work well, especially teachers in the public senior secondary school in Rivers State. When your body metabolism is



in disequilibrium psychologically, mentally, and emotionally, then you cannot work effectively.

According to Sampson (2020), the body metabolism changes in this manner when they are being stressed up:

- Blood pressure and pulse rises
- Breathing speeds up
- Digestive system slows down
- Immune activity decreases
- Muscles become more tensed
- Sleepiness decreases due to a heightened state of alertness
- Erectile dysfunction (impotence) and loss of libido.

We are in a dynamic and modern world of many challenges and uncertainties. Teachers are into doing so many things and indulging in so many roles and duties, and these challenges and uncertainties are not only affecting us positively but also negatively, in the various facets of life. The effect can be from our homes, families, workplaces, and the society at large. In all of these, they are affected with stress, especially when the negative overpowers the positive. Since the existence of man, he has been encountering stress, and ill health and stress-related deaths which have made stress to be known as a “modern epidemic,” as a result of the challenges, uncertainties, difficulties, and workload of life (Accra-Jaja, 2003).

Conceptual Clarification

Meaning of Stress

Stress could be said to be a wear and tear of the metabolism of the body. It is a psychological, mental, emotional disequilibrium of the body system, caused by some stressors. This happens when the demanding situation is higher than the person’s coping strength and abilities. It is a condition that places pressure on us, or that threatens and challenges our whole being. According to Columbia River mental Health (2018), “Stress is the body’s natural defense against predators and danger. It causes the body to flood with hormones that prepare its systems to evade or confront danger.”

According to Felman, in Sampson (2020), “Stress is a natural feeling of not being able to cope with specific demands and events. These demands emanate from work, relationships, financial pressures and other situations, and anything that poses a real or perceived challenge or threat to a person’s well-being, and this causes stress.” Sampson went further to say that, “Stress can be a motivator, and it can even be essential for survival.” Sampson explained further that the body’s fight-or-flight mechanism tells a person when and how to respond to danger. When the individual meets a negative situation or threat, the body produces resources that stimulate that individual to stay boldly and face the challenge or run for cover immediately.



Again, Sampson, (2020) asserted that the body produces larger quantities of the chemicals: cortisol, epinephrine and norepinephrine. These triggers some physical reactions which include:

- increased blood pressure
- heightened muscle preparedness
- sweating
- alertness.

All these help the individual to improve their ability to react to incoming danger. In view of an American Psychological Association (APA)'s annual stress survey in 2018, the average stress level in the United States was 4.9 on a scale of 1 to 10. This survey found that the most common stress producing factors were employment, money, and workload. This is why it is mandatory to talk about teachers' stress at work and at home, about their finances and how to manage and control it, through some strategies, to avert any pending danger, so that teachers can be strong, stay alive, and work effectively.

Teaching is a tough task to embark on. In doing this, and in a plan to be effective and to succeed, then they must consider their health and take care of it. If teachers are not mindful, tactful and plan very well, they end up over laboring themselves. They actually work over 54.4 hours in a week to put their work in a satisfactory manner, and then, stress sets in.

Doing without stress is inevitable, especially when a teacher is a serious minded teacher who wants to put in his best for his students. However, considering their mental health and physical well-being more than any accomplishment, is very important and this should be prioritized, if they must stay strong, competent, and work effectively. They must be intentional and proactive about their lifestyle or living.

The same is applicable to teachers in the public senior secondary schools in Rivers State. Every day, they encounter problems from their families, among ethnic groups, peer groups, the states, nations, quest for wealth, quest for affluence and pomp, anxiety, fears of the future, huge house rents, lack of basic social amenities, school fees for children/wards, office work and duties stress, work overload, lack of promotions, late payment of salaries, low salaries, and poor work environment.

Any teacher that is faced with these challenges and problems will definitely be affected with stress. The ability of the teacher to withstand these numerous demands and concerns lies on the strategies he would use to conquer these challenges. But if he fails to seek some strategies to manage this stress, then the result will be unpleasant (Selye in Ekwe, 1989).

This stress could be physical or psychological. Both are capable of destabilizing the body system. For the physical, your blood pressure will be increased, your blood glucose level will be increased. Diseases of the heart can emanate from the high blood pressure, severe headache, digestive issues, sleep disorder of arthritis and even skin disorder.

What about the psychological effects? This is not left out; the consequences will be there, which includes depression, loss of self-esteem, apathy, emotional strains, confusion, anxiety, etc. When teachers encounter this stress, be it physical or psychological, something needs to be



done to manage and control it. If something is not done, then the consequences will be disastrous for our teachers. They are to take time to restructure their thoughts towards positive thinking, not focusing on the issues on ground but thinking of a way out of these challenges and believing within them that it is going to be better soon. Again, using some strategies to come out of workload and stress from the office; if this is done, stress can actually be controlled by teachers.

Concept of Teachers' Effectiveness

A teacher is a schoolteacher, an educator, a tutor and an instructor. He is the one that makes the students gain knowledge, understanding, capabilities, and norms. A teacher assists students to learn new things and improve themselves, with the knowledge they acquire by the help of the teacher. Cauthen (2019) opined that a teacher is someone who has five important ideologies as he teaches, which are:

- 1) -- causing people to know something, a new thing
- 2) – to guide the studies
- 3) -- to make known and accepted
- 4) – to impart the knowledge
- 5) – to conduct instruction regularly. When the teacher uses every activity required to impart knowledge to the students and, by the end of the teaching process, the objective is attained, then that teacher is effective.

A Teacher as an Administrator

The teacher is always ready to help the students to learn things, and is always there to guide and guard the studies; he makes them accept all he has taught them. And by the end of these studies, the students make use of what they have learnt to improve their lives and the lives of others in the society. The teacher steps up further to check if students have been using the instructions given to them by the teacher. The teacher is also an administrator. An administrator is a person that is involved in a systematic arrangement of issues and the critical management of resources to get to the organizational goals and objectives. He is to use both human resource and material resources to achieve the institutional aim (Nitro,2016).

An administrator is a person who gives the organizational patterns of the administration of an organization and who administers affairs and directs the activities of the institution, e.g., the principals, heads of department, vice chancellors, board chairmen, educators, the teachers, etc.

Teachers' effectiveness is when the teacher uses the basic educational plan, techniques, best strategies, competencies, teachers' attitude and personality to bring about the best performance from the students; this includes the attainment of the educational goals and objectives. When we say a teacher is effective, it means that the students in question have achieved greatly academically by the reason of that teacher's efficiency and effectiveness. Effective teachers use their class time very well and they have a coherent style for instruction. An effective teacher believes that he has a great opportunity to help the students to succeed in their academic pursuit, as they learn under his tutelage (Cohen et al., 2003). This is to say that teaching is a very



complex work, with so many teacher-related issues, and some other variables that influence students' academic achievement.

The Teacher as a Leader

A leader leads people to achieve and accomplish a set of goals. A leader helps the organization to achieve the organizational optimal goals by controlling the activities of the organization and turning the organizational vision into reality.

In the view of Drucker (2020), a leader is one who has followers, reason being that a leader cannot lead except there are followers. He influences others socially and enhances their activities in the accomplishment of their optimal productivity. He went further to conclude and say that, "A leader is one who helps others make their visions into actions and reality."

Eisenhower (n. d) opined that a leader is a person who engages others, spurs them up to an achievement. It is not all about power, authority and influence. Eisenhower believes that leaders are to challenge themselves and are to inspire other people for a positive change.

Maxwell (n. d) shared that a leader influences—no other way. He believes that it is not all about authority or positions but of strategies, know-how and ability. He further said that for a leader to be a good leader, then he must not lean on position or power to inspire people. A leader does not need to coerce or force people to do what they are to do, but he influences them to do what is required of them. That is what the teacher is to the students; without these qualities, a teacher cannot impart any knowledge to any student. The teacher combines the work of teaching, administration, and leadership, for his effectiveness, without which the educational goal cannot be achieved.

Strategies for Stress Management and Control

For teachers to work effectively, devoid of stress, then they have to follow these steps:

Good teachers give up on their work. They work sacrificially to their own detriment, for the impartation of knowledge to the students. They work overtime; they work more than the time required. Teachers should also consider their physical and mental health as foremost. They need a time out for exercise, and with loved ones and friends. They need to keep themselves happy and balanced emotionally. They need to consider themselves and their health before it eludes them.

Some individuals have really experimented this and have found the result positively alarming. Arnold Schwarzenegger asked Mark Zuckerberg, Facebook founder, on his exercise routine, and he replied, "Staying in shape is very important. Doing anything in the best way requires energy, and you will have more and more of it when you are fit." So our teachers should be ready to take up those exercises to stay strong, fit, energetic and healthy.

We need to develop these strategies for managing and controlling stress before it gets to a chronic stage. Sampson (2020) opined that developing coping strategies before stress becomes severe, can actually help our teachers in the public senior secondary schools in Rivers State to manage and control stress, and stress producing conditions and situations, and to maintain their physical and mental health.



He further explained that there are lifestyle factors that can actually help to manage and control stress, which are:

- Exercise
- Reducing the intake of alcohol, drugs and caffeine
- Nutrition
- Priority Management
- Time
- Breathing and Relaxation
- Talking
- Acknowledging the Signs

Exercise

An animal study was reviewed in 2018 and it was found that indulging in routine exercise can actually reduce memory impairment concerning stress; so, in essence, exercise helps an individual to think accurately.

According to Keily and Hodgson (1990), in Accra-Jaja (2003), physicians have advised that exercise could be used as a strategy for stress control and management, long ago. Accra-Jaja further explained that these exercises could be aerobics, walking, jogging, swimming and riding a bicycle. According to him, these forms of exercises increase heart capacity and they also induce a mental diversion from work pressure. In doing all these, tension from work will be reduced, and it thereby produces a high level of relaxation. And when you are relaxed a bit, like for 15 to 20 minutes each day, there will be a gleam of peace of mind, and the heart will have a change of rate and the blood pressure will be balanced.

Reducing the Intake of Alcohol, Drugs and Caffeine

Taking alcohol, drugs and caffeine does not reduce stress; it rather aggravates it. We should not take them if we truly want to manage and control stress.

Nutrition

If we eat right, adding vegetables, grains, and fruits to our food, our immune system will be increased and this can help us when we are being stressed.

Priority Management

Making a list of what we need to do in the order of preference will actually help to tackle the task that needs urgent attention, rather than focusing on all the tasks thereby leading to stress.



Time

Being organized is another way out from stress. Organizing our schedules and finding the appropriate time for each task is paramount here. Taking time to rest is an antidote to stress. If a teacher truly wants to control stress, then he should make out time for himself, for rest.

Breathing and Relaxation

Taking deep breaths helps in our relaxation. It also helps in meditation; this can promote healthy circulation of the blood through the heart.

Talking

There is a common saying that, “Problem shared is a problem half solved.” Sharing our problems, talking to someone, and airing out our feelings can control and manage stress. It is a great solution to stress, isolation and depression.

Acknowledging the Signs

We need to be observant about our bodies. An individual can be so depressed that the body can actually be affected without the person noticing it. This will be harmful to the person’s health if not checked, managed and controlled. When one is stressed with office work and workload, “take a step back.” Look for strategies to handle the workload. Relax a while, read a novel, go out with friends and loved ones, etc.

There are other ways through which we can manage and control stress, which are:

- Seeking the services of a guidance counsellor that would have a comprehensive stress-orientated, face-to-face interview with that individual.
- Seeing a doctor (clinical, psychologist) or a psychiatrist that would engage that individual in the training of the management of stress.
- The individual should move away from the stress-producing environment.
- They should restructure their pattern of viewing issues.
- Remuneration of teachers.

I want to say boldly here that our teachers in the public senior secondary schools in Rivers State are not adequately paid most of the time by the government, and this increases their worries and anxiety on how to pay their bills and take care of their families. It is mandatory for the government to pay our teachers commensurately, to save them from this financial stress.

- Positive thought.

Thought is the act of reasoning or thinking. It is the process of imagination and the ability to think of ideas. Thought comes or originates from the mind and its ideas. It is the mental image and internal self-instructions that the individual follows to take actions. Thought is the power house or the driving force of every action of an individual. It is the strong determinant of any individual’s lifestyle and behavior. A



person's thoughts can either make or mar him or her. Going forward, standing still or going backward is determined by one's thoughts. This is to say that our thoughts can be negative or positive. So when our thoughts are positive, then it will help any situation from a positive angle.

Any good result begins from the heart; if the heart thinks of harmony, ease, and being pressure free, it produces positive results. But if it is negative, then the result will be stress, confusion, depression and diseases, which destroy the essence of life. Positive thinking comes within the mind. The attitude that focuses on the good side of situations always yields positive results. There is a need to learn and be intentional, having a positive reasoning, and making that a way of life. Steadfastly looking for the gold in the mud and bringing out the gold from the mud is paramount. Bringing beauty from ashes is the watchword for positive thinking. Positive thinking is a mental and emotional attitude of expecting good and favorable results and not getting discouraged when plans do not go as expected. It is optimism (Seligman, 1991). Positive thinking is a mental attitude that admits into the mind thoughts, words and images that are conducive to growth. "Positive thinking actually means approaching life's challenges with a positive outlook. It does not necessarily mean avoiding or ignoring the bad things; instead, it involves making the most of the potentially bad situations, trying to see the best in other people and viewing yourself and your abilities in a positive light" (Cherry, 2017).

Cherry (2017) went further to explain the meaning of a positive thought:

- **Optimism:** Intentionally making an effort to take a risk and not presuming your risk will not pay off.
- **Acceptance:** Knowing that situations may not always be the very expected ones, but taking corrections from one's mistakes.
- **Resilience:** Not giving up when disappointed or in the face of failure or adversity.
- **Gratitude:** Being appreciative for the good things and situations in one's life.
- **Consciousness/Mindfulness:** Focusing ability will make the mind to be conscious.
- **Integrity:** Standing firm on the right things alone and being straightforward is paramount here, instead of wavering from what is right and being cunning.

When all these are put into consideration by teachers, their stress will be managed and controlled. All these are keys to help teachers be effective in their duties. Rather than being stressed up and being frustrated by the challenges of life and living, they will have a quality life devoid of stress, depression, confusion and diseases (Norman, 2019). For you to develop positive thoughts is not all about constant happiness or cheerfulness. Again, it is not by ignoring any negative or unpleasant thing or situation in one's life. It is rather about considering both the negative and the positive things in one's life and being intentional about choosing to be optimistic.



Absolutely, it is having control over one's attitude and increasing it to absorb anything that comes their way. When they dwell more on the negative, they will be doomed and stay unhappy always and they will not grow and develop in that kind of scenario (Scott & Davenport, 2016).

According to Positive psychologist, Fredrickson (2020), negative thinking and negative emotions have their place: they make you constantly focus on dangers, threats and vulnerabilities. On the other hand, positive thinking and positive emotions "broaden and build" our resources and skills and opens us up to possibilities. When teachers put all these in place, stress would be far away from them.

According to Frankel and Wallen (1996), there are more direct actions that our teachers need to take to manage and control stress, which are:

- **Clarify your value:** You need to run on your track and put on the fast track. This is very important. The teacher needs to make a way of progressing or attaining the educational goal more quickly than usual.
- **Improve your "Self Talk":** We most times profess negative things for ourselves. We need not do that. "I am in a mess and I am sure not to get out of it." "Maybe I am going to die from my sickness." Our teachers need disciples in this area. They should learn to restructure their thoughts and utterances and control the emotions towards a positive direction.
- **Learn to Relax:** You just need a quiet room. Be comfortable, close your eyes and then breathe rhythmically in and out, and let out tension from your brain for a few minutes. Do this twice daily and regularly too.
- **Get the leisure you need:** The very best way to debunk fagging out is to have a leisure time for yourself, to recuperate, for newer commitment to work. You owe yourself that even if you are a workaholic, or you crash.
- **Adapt with dietary goals:** You need to check your weight so that you would not be overweight and do not forget to take your breakfast.
- **Avoid "Chemical Haze":** The intake of nicotine, alcohol and drugs should be avoided (O'Reilly, 1989; Newton et al., 1995).
- A better management of stress is by learning to change what you can positively change in your life and learning to live with what you cannot change.

Benefit of Stress Management

Stress could be dangerous and deadly if not managed or controlled, for the well-being of the teacher, as well as the school, and the educational goals. Therefore, management of stress becomes essential because it will improve effectiveness among teachers in the public senior secondary school in Rivers State.

Removing stress among teachers of public senior secondary school is very important and necessary. Its importance can never be overemphasized. It is beneficial to the teacher and their effectiveness, which is working effectively towards the achievement of the educational goals, and the wellbeing of the teachers of the public senior secondary school will be ensured. When



stress is managed, the teachers of the public senior secondary school in Rivers State will have less sick days; it will enable them to motivate students more for academic excellence, and they will improve on their effectiveness and their efficiency.

CONCLUSION

Stress is a wear and tear of the body system; this could be in the physical, mental, emotional and psychological state. It is that condition that produces tension all around you. Stress happens when that demanding situation is actually suppressing one's strength and ability to cope with that situation, and then mars the individuals' wellbeing. There are situations that really produce this stress, which are known as the stressors, among public senior secondary schools in Rivers State, which include work overload, lack of promotions among teachers, late payments of salaries, etc. The good news is that this stress and the stressors can be managed and controlled, and when it is managed, that is the only time teachers can work effectively. Management of stress will bring about positive thoughts, and will also help the teacher to work commensurately with the work time frame, so as to have time to rest and recuperate. When all these are put into consideration, stress will be far from teachers and effective productivity will be assured in our public senior secondary schools system in Rivers State. When teachers are healthy and without stress, they work satisfactorily, optimally, effectively and productively.

Suggestions

1. Teachers' assistants should be employed by the government to ease teachers' workload.
2. Teachers' salaries should be increased by the government.
3. Teachers should learn to have positive thoughts even in the midst of distress, challenges and perplexities of life, to work effectively.
4. They should know that one needs to be healthy to work effectively, and hence, they should have time to recuperate.
5. The government should create a system that gives our teachers some assistance in their work, so as to have time for themselves, friends and loved ones.
6. The government should build recreational centers for teachers and make funds available to that effect.

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