Academic Stress among Faculty and Students in Higher Institutions of Ghana: Sources, Causes and Coping Mechanisms

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Abstract

Academic stress in Ghanaian higher institutions greatly affects the academic output and professional performance of students and faculty respectively. The aim of the study was to identify the sources and causative agents of academic stressors among lecturers and students and suggest effective stress coping mechanisms that could effectively manage them. The study was driven in the convergent parallel mixed method research with questionnaire administration, private interviews and focus group discussion as data collection tools. A total of 478 sampled respondents in three higher institutions in Ghana were involved in the study. The findings of the study reveals that lack of planning of work schedule, procrastination, setting unrealistic academic goals, as well as poor eating, sleeping and exercise habits are the main academic stressors in the tertiary institutions of Ghana. The study contends that the setting of healthy academic goals, good planning of academic work, following healthy eating, sleeping, exercise and relaxation habits, and Africultural coping mechanisms are effective management strategies of academic stress. Tactful implementation of these stress coping strategies would increase the academic output of students and the professional performance of faculty as well as increase their life expectancy ratios, resulting in the sustainability of higher institutions in Ghana.

Keywords: Academic Stress, Higher Institution, Tertiary Education, Stress Management, Teaching and Learning

1. Introduction

Stress is an inevitable body condition or experience that entangles every human being irrespective of their unique demographic characteristics (Ramachandiran & Dhanapal, 2018; Bukoye, 2017) as each tries to adjust to the ever changing human society (Bakksh & Sayed, 2015). The word ‘stress’ is etymologically derived from the Latin word ‘Stringere’ which means to draw tight and it was used in the early 1700s to describe pain, hardship or affliction
Early stress theorists such as Canon (1914), Selye (1965) and Mason (1971) theorized stress on a physiological basis and defined it as the pressure an individual faces from the environment strain within himself or herself. However, today, stress is considered as the interaction between a situation and an individual (Michie, 2002). It is seen as the perception of discrepancy between environmental demands (stressors) and an individual’s capacities to cope with these stressors (Kaur, 2016). Stress is described as the response of mental action through hormonal signaling with the perception of danger setting off an automatic response system known as the fight and flight response (Saqib & Rehman, 2018). Stress always presents itself when the internal and external pressures exceed the individual’s resources to cope with the situation (Arafeen, Priya & Gayathri, 2018).

Many researchers posit that stress is not an entirely disturbing phenomenon (Aafreen et al., 2018; Bukoye, 2017). Wani, Nagar and Buhroo (2018) aver that stress is generally accepted by stress theorists as having two opposite effects which are positive stress (eustress) and negative stress (distress). Saqib (2018) and Yikealo, Tareke and Karvinen (2018) contend that from an adaptive point of view, mild stress can be very beneficial for both faculty and students as it serves as a motivator for hardwork and eventual productivity. Avoiding stress completely is seen as leading to a very boring life (Veena & Shastri, 2016). However, high and uncontrolled stress can have dire mental, psychological and physical consequences (Jain & Singhai, 2018; Reddy, Menon & Thattil, 2017; Essel & Owusu, 2017). This concurs with the view of Cooper and Quick (2017) who described stress as the spice of life and the kiss of death. Stress has become an important and urgent topic for academic research (Taraj, 2013; Ahmed et al., 2013) because academic stress has been an age-long canker in higher institutions (Zawawi & Jye, 2012) due to the high academic demands and professional expectations from students and faculty respectively (Kaini et al., 2017; Adiele et al., 2018). In fact, the pursuance and administration of higher education is stressful to students who are mandated to adapt to the new educational and social environments (Ramachandiran & Dhanapal, 2018) and also faculty who are expected to undertake very intensive faculty work (Ng et al., 2016; Hashim, 2003). The existence of stress is as a result of the presence of stressors (Chen, 2009) that are events or stimulus that propel a person to experience stress. The two most disturbing stressors in higher institution environments are academic related stressors and institutional stressors (Azila-Gbettor et al., 2015).

Stankovska et al. (2018) conceptualizes academic stress as a person’s interaction with environmental stressors, his or her cognitive appraisal and coping mechanism of the academic related stressors as well as psychological or physiological response to the stressors. However, academic stress cannot be limited to only academic-related stressors (Zeidner, 1992). All kinds of stressors (intrapersonal/self stressors, interpersonal/social stressors, time/balance stressors, institutional stressors, financial stressors and others) that impede academic output of students and professional expectations of faculty, thereby causing unpleasant psychological and physical situations qualifies as academic stress (Wani et al., 2018). Aam et al (2017) concurs that all forms of performance related anxiety in academic institutions of learning constitutes academic stress. Academic stress is a career stopper (Kadapatti & Vijayalaxmi, 2012) as it stifles the professional growth of faculty. The position of the researchers is that every kind of stress that significantly inhibit the psychological wellbeing of students (Bukoye, 2017) and faculty, thereby negatively affecting their academic and professional outputs exemplify the term academic stress.
The common stressors that impede academic and professional performance of students and faculty identified by researchers include academic and coursework overloads (Stankovska et al., 2018; Shkulaku, 2015), financial difficulties (Essel & Owusu, 2017), poor eating and sleeping habits (So & Park, 2016), health problems (Ng et al., 2016), college environmental situation (Li & Lin, 2003), poor time and resource management (Bukoye, 2017), domestic responsibilities, (Jain & Singhai, 2018), examination (Ramli et al., 2018), social comparison and competition (Ramachandiran & Dhanapal, 2018), lack of academic guidance (Radcliff & Lester, 2003), high expectations from family and teachers (Yikealo et al., 2018), pressure to secure a ‘respectable’ job from excellent academic performance (Duncan-Williams, 2015), thoughts of failure (Teh et al., 2015), preparation for oral presentations (Thawabieh & Qaisy, 2012) and lack of friendship and family support (Pedersen & Jodin, 2016). Stress negatively affects an individual’s psychology, physiology and sociology (Lin & Chen, 2009); drastically reduce his or her learning and memory (Saipanish, 2003); preempt suicidal ideation (Oginyi et al., 2018); decreases one’s productivity (Essel & Owusu, 2017); depression and cognitive worry (Busari, 2012); lack of energy and sleeping disorders such as sleep-wake systems (Ramachandiran & Dhanapal, 2018); behavioral symptoms such as loss of appetite, increased consumption of alcohol, tobacco and food (Duncan-Williams, 2015); diminished students’ motivation and enthusiasm (Ackon, 2014); reducing the cumbersome academic plan and procedures while teaching stress coping mechanisms through advocacy programmes (Bukoye, 2017); risk factor for psychopathology (Aafreen et al., 2018) and low self-esteem (Mulyadi et al., 2016).

Many ways of managing academic stress have been suggested by researchers. Some of these include the university administration offering avenues for student consultation with psychologists in addressing the negative effects of academic stress (Kumaran & Javid, 2016); encouraging students and fostering good student-teacher relationship (Wani et al., 2018); reading books, listening to music and watching movies (Yikealo et al., 2018); social support systems (Ng et al., 2016; Duncan-Williams, 2015); learning to set limits (Aafreen et al., 2018); assigning academic mentors and counsellors for students (Aam et al., 2017); implementation of mindfulness practices in the classrooms (Ramlì et al., 2018); music therapy (Ng et al., 2016); psychotherapy (Reddy et al., 2017); realistic assessment of students (Taraj, 2013); getting enough sleep and having regular exercises (Bakksh & Sayed, 2015); engagement in physical and extracurricular relaxing activities (Kaini et al., 2017); university management team creating a conducive learning environment with suitable teaching and learning methods (Ramachandiran & Dhanapal, 2018).

Many of the studies on academic stress in higher institutions globally have generally focused on students with few assessment of academic stress on faculty (Hanna et al., 2018; Oginyi et al., 2018; Stankovska et al., 2018; Yekealo et al., 2018; Aafreen et al., 2018). Also, many of the studies on academic stress are limited to particular year levels (Bataineh, 2013; Alzahem et al., 2013) and single programmes of studies such as business students (Azila-Gbettor et al, 2015), pharmacy students (Hanna et al., 2018), medical students (Adiele et al., 2018; Saub, 2013). From the Ghanaian perspective, Duncan-Williams (2015) investigated the relationship between the academic stress faced by Senior High school remedial students in the Greater Accra Region of Ghana and its impact on their psychological well-beings. She utilized the Student-Life Stress Inventory (SLSI), Depression Anxiety Stress Scale (DASS- 42), the Africultural Coping Systems Inventory (ACSI), Multidimensional Scale of Perceived Social Support (MSPSS) and the
Academic Self-Efficacy Scale. Results from her analysis showed a positive relationship between academic stress and the psychological well-being of the remedial students with the Hierarchical Multiple Regression analyses indicating that social support, agricultural coping mechanisms, gender, and socio-economic status did not moderate the relationship between stress and psychological well-being though she noticed gender differences in the psychological well-being of the students. Azila-Gbettor et al (2015) also assessed the sources of academic stress and their effects on the academic performance of Business students in the Ho Polytechnic in Ghana using a cross sectional research design. They found out that the total environmental/campus/administrative/transition stressors and total academic stressors were the dominant stressors that affected academic performance among the students. There is still a significant dearth of studies that focus on assessing academic stress faced by students generally and faculty in tertiary institutions of Ghana. If Ghana will be able to achieve the Continental Education Strategy for Africa (16-25) strategic objective nine which calls for the revitalization and expansion of tertiary education, research and innovation to address the continental challenges and promote global competitiveness, there is the need to address the academic stress that hinders academic growth. Previous studies on academic stress in the Ghanaian tertiary institutions have been limited to one academic institution, students studying the same programme and in the same year as well as using only quantitative data set (Cole et al., 2014; Essel, 2014; Duncan-Williams, 2015; Azila-Gbettor et al., 2015). Essel and Owusu (2017) suggested that for a more in-depth study on academic stress in higher institutions of learning, future researchers should approach the topic using both quantitative and qualitative sets of data as they would yield richer and more comprehensive understanding of the subject. This study utilizes the convergent parallel mixed method approach in soliciting for both qualitative and quantitative sets of data on academic stress. Dhanalakshmi and Murty (2018) suggested the assessment of the academic stress of students studying various programmes. They argued that academic stress studies in higher institutions should not be limited to a particular programme of study. Based on this backdrop, this study assessed academic stress of Ghanaian students in various faculties, academic levels and programmes of study. More significantly, the study is the maiden in the Ghanaian context for assessing the academic stressors and coping mechanisms for faculty vis-a-vis the recent academic stressor to publish more research findings fuelled by the famous ‘publish or perish’ slogan in tertiary institutions globally. The study hinges on three research questions: 1. What are the sources of academic stressors among faculty and students in the selected higher institutions of Ghana? 2. What are the causative agents of the identified academic stressors among faculty and students in the selected higher institutions of Ghana? 3. What are the effective ways of managing the academic stress identified among faculty and students in the selected higher institutions of Ghana?

2. Theoretical Framework
The study is grounded in the Lazarus Psychological Stress Theory (Lazarus, 1991) that posits that stress is a relational concept and not defined as a specific kind of external stimulation or a specific pattern of psychological, behavioral or subjective reactions. However, like, Lazarus, the researchers are of the view that stress (academic stress) is relational or transactional in nature and are dependent on an individual’s appraisal toward the environment (stressor) s/he faces. This psychological stress which hinges on the relationship with the environment (stressors) that a person appraises as significant for his or her wellbeing and in which the demands tax or exceeds his or her coping resources at disposal. However, the researchers conceptualize academic stress
as any form of negative stress triggered by all kinds of stressors such as interpersonal, intrapersonal, social, work, institutional and domestic, that impedes the academic output of students as well as the professional performance of faculty in academic institutions.

3. Methods
The study adopted the convergent parallel mixed methods design. This was because the researchers wanted to have a holistic comprehension (Creswell & Clark, 2011) of academic stress in the selected higher institutions in Ghana by obtaining both qualitative and quantitative data sets. Further, the researchers wanted to get mutual confirmation of the findings to bolster the validity of results from the study (Arozin & Cameron, 2010). The descriptive study was utilized to systematically document the current state (Fraenkel, Wallen, & Hyun, 2012) of academic stress in the selected higher institutions in Ghana among students and faculty. The total sample size was 478 consisting of 404 students and 74 lecturers selected from three higher institutions in Ghana. The sample size was determined based on the Krejcie and Morgan sample size determination table. The sample was selected based on the purposive, random and convenient sampling techniques. Thirty-two (32) out of the 74 lecturers were selected purposefully and interviewed privately with each interview lasting for roughly an hour. A semi-structured interview guided the interviews and FGDs. The lecturers recruited for the study had multiple academic loads and held key positions in their respective higher institutions. As such, they were of great interest to the academic stress study among faculty in higher institutions in Ghana. Likewise, six focus group sessions that lasted for barely an hour each were organized for a total of sixty purposively sampled students, twenty from each of the higher institutions. Each focus group consisted of ten student-participants. The FGDs were video recorded to assist in easy association of the voices to the right people and ultimately to ease coding and final analysis (Moriarty, 2011). On the other hand, the private interviews were audio-recorded so that the researchers could play them at different times to fully understand the import of the views of respondents. The remaining 386 respondents whose responses were recorded via the questionnaire administered were selected conveniently and then randomly in various departments in the selected higher institutions.

Three different stress response scales were adopted and adapted for the study. These included the Lakaev Academic Stress Scale (Lakaev, 2008), University Stress Scale (Stallman & Hurst, 2016) and the Africultural Coping Systems Inventory (Utsey et al., 2000). The quantitative data were collected by administering both electronic (Google form) and hard copies of the developed questionnaire. The electronic questionnaire (eQuestionnaire) were administered randomly to students and lecturers from different faculties and at different academic levels and professional qualifications. The hard copies were administered conveniently in the various faculties aimed at targeting participants who had challenges with sharing their views electronically and as such preferred to share their views via writing on the printed copies. The respondents were instructed to complete the questionnaire by giving a response to every item on the questionnaire. Keeping in view the objectives as well as design of the study, measures of central tendency and dispersion, coefficient of correlation and T-test were used for the analysis of the quantitative data set. Descriptive statistics, specifically, Mean and Standard Deviation were employed in the study. Pearson’s product moment Correlation Coefficient was computed to analyze the relationships between constructs. Inferential statistics such as independent sample T-test was used to find the significance of the differences between the means with an alpha or significant
value of 0.05 (5%) and confident interval (CI) of 95%. On the other hand, the qualitative data set from the personal interviews and focus group discussion were analyzed using the data analysis spiral. The qualitative data generated was initially coded; relationships in the data were identified; emergent themes or patterns were created and generalizations from the emergent themes were made (Scott & Usher, 2011).

4. Results

4.1 Emergent Themes from the Qualitative Data

4.1.1 Sources of Academic Stressors among faculty and students in Ghanaian Higher Institutions

4.1.1.1 Excessive academic demands on faculty and students in Ghanaian Higher Institutions (Publication demands, examination, oral presentations, student assessment, final year project work/thesis)

The students mentioned that the excessive academic stress is as a result of the intensive academic demands expected from students and faculty. In one of the group focus sessions, the students summarized the pressure imposed on them to perform diverse academic responsibilities as: ‘We have turned into thinking machines and stress is inevitable sometimes’ (ST-FGD-5, Personal Communication, 10/3/2019). In terms of the academic stressors, both the faculty and student participants cited many of the demands of academic work. In terms of the order of academic work that stressed the lecturers were student assessments, publication demands, and organizing students’ field trips. In terms of research publication demand, one lecturer who is requiring a certain number of publications for his next promotion mentioned: I think the recent ‘publish or perish’ virus is causing the most stress among the teaching staff in tertiary institutions. In the midst of the large classes of students and numerous courses to teach, the lack of grants and the not forthcoming research allowance, undertaking breathtaking research is very difficult now. This to me accounts for the low standard studies published in predatory journals among some teaching staff in tertiary institutions (LG3, Personal Communication, 12/3/2019). On the part of the students, examinations, presentations in class, thesis preparation and excessive demands from teachers and parents to perform well triggered academic stress. The thought of failing an examination or being unable to finish their programmes of study due to their inability to write their final year thesis causes the most stress as it was noticed in the focus group discussions. Three postgraduate students who are financially supported by their family members shared similar thoughts that: We must by all means submit our theses to be able to graduate and the demands of the thesis write-up, unsupportive supervisors and our work demands make it difficult for us to carry out our research on time (ST-FGD-4, Personal Communication, 15/3/2019). They added that the thought of disappointing their supportive families by being unable to finish their programmes of study is a great stressor to them.

4.1.1.2 Psychosocial sources of academic stressors among faculty and students in Ghanaian Higher Institutions

The researchers noticed that other psychosocial factors such as parenting, child care, breakdown in romantic relationships and financial problems were cited by some of the lecturers and students
as the sources of their academic stress. The female postgraduate students who were married and had children said that childcare had a heavy toll on their academic performance. Many of the students in the focus group discussion, especially the undergraduate students indicated that they had financial challenges with paying their tuition fees, buying pamphlets and undertaking assignments that required the purchase of items or performance of experiments. Also, breakdown in romantic relationships was cited by the teaching staff and students as the most psychosocial stressor that negatively impacted on their academic and professional demands. Some of the lecturers mentioned that quarrels and unstable peace with their spouses stressed them and thereby impacted negatively on their professional output. Likewise, the students disclosed that their colleagues who have been jilted by their partners in romantic relationships registered poor academic performances.

4.1.2 Causative agents of the academic stressors among faculty and students in Ghanaian Higher Institutions
The failure of students and faculty in skillfully managing their time for the excessive academic workload resulted in academic stress. Many of them resulted to procrastination even when the deadlines for projects on their timetables were due for execution. They are then entangled in the web of academic stress when they are required to submit student assessments and technical reports (on the part of lecturers), oral presentations, written assignments, practical projects and final year thesis (on the part of students). One of the students expressed the view of his colleagues when he disclosed to the researchers that:

‘I often feel that there is more time for given assignments and I relax only to realize that the deadline is imminent. I am then caught in the web of academic stress.’ (ST-FGD-5, Personal Communication, 22/3/2019).

4.1.3 Effective ways of managing the academic stress identified among faculty and students in higher institutions of Ghana

4.1.3.1 Good Management of Time and Organizational Skills
Academic stress is inevitable in higher institutions so the best option according to the respondents is to manage and organize the time resource and academic demands. One teaching staff who also held this popular view said: Management is a key word here. Stress is inevitable. It is integral to existence itself. I guess you are talking about keeping stress under reasonable levels. To achieve anything you need to stretch and stress up yourself a bit but then find a way of unwinding periodically (LG1, Personal Communication, 3/4/2019). Similar views were shared by the other lecturers and students that proper planning and having a scale of preference for the academic and/or professional demands would help in avoiding stress.

4.1.3.2 Regular Exercise
Exercising constantly was another popular view held by many of the respondents as an antidote for academic stress. One lecturer said that engaging in bodily exercise should be done regularly. Other lecturers suggested the engagement in a sport such as playing football every weekend as a source of exercise to ease academic stress. Taking long walks every morning as a form of exercise was also mentioned as a stress buster. One senior lecturer said that ‘I had my best
research ideas when I was having a long walk early morning’ (LG2, Personal Communication, 11/3/2019). In one of the student focus group discussions, the students disclosed the health benefits of exercise. Three biochemistry students unanimously opined that ‘Exercise should be key as it produces endorphin and improve cognitive function’ (ST-FGD-5, Personal Communication, 22/3/2019).

4.1.3.3 Music Therapy
Listening to soulful music was admitted as ‘a wonderful stress buster’ by the students in one focus group session. A lecturer said he played musical instruments as a stress reliever before resuming his busy academic workload. He told the researchers that ‘The best and most efficient way that I have found is by playing musical instruments like guitar, violin, keyboard etc. This really help in reducing stress’ (LG3, Personal Communication, 10/3/2019).

4.1.3.4 Mindful Meditation and Interaction with Nature
Four lecturers interviewed indicated that meditation has been a tool for relieving their academic stress. One of them advised, ‘Meditate if you can, imageless, wordless and thoughtless’ (LG3, Personal Communication, 18/3/2019). Some of the students and lecturers mentioned that drawing close to nature through sightseeing or installation of a home-made aquarium reduced their academic stress. They disclosed that the watching of the animals engaging in their daily activities helped in reducing academic stress.

4.1.3.5 Having a Strong Social Support
Maintaining supportive social relations such as family and friends was seen as a stress reliever by many of the respondents. The students admitted that having a supportive family and friends to lean on in times of distress speeds up the recovery processes. Thus, to reduce stress, a faculty member admonished: ‘Honor your relationships. Catch up with your family and friends. Be present with them and listen to them. It reduces stress’ (LG3, Personal Communication, 19/3/2019). Other lecturers supported this view and said they engaged in domestic activities with their families to release the stress from academic work. The students whose family members were distant disclosed that they found solace, peace and happiness anytime they looked at their family pictures. They added that it gave them an assurance that they were not alone in their academics and that they had the unflinching support of their family and friends. Psychologically, it freed them from academic stress, they admitted.

4.1.3.6 Make Time for Relaxation
Due to the often busy schedules of both faculty and students, many of them suggested taking time off from academic work to relax as a coping mechanism for academic stress. One professor suggested that ‘Schedule specific periods to relax, exercise or just disconnect is a good way to manage academic stress’ (LG2, Personal Communication, 21/3/2019). Taking breaks from academic work, to many of the teaching staff, was crucial in academic stress management. The students suggested going for a vacation for a period to ease academic stress and rejuvenate the mind. They said in one focus group session: To unwind periodical stress which is academics is to plan vacations alongside your program every year. It could be once or twice in a year. In this case, you leave your environment and cut out from every link connecting you to the same stress you wish to unwind from (ST-FGD-5, Personal Communication, 7/3/2019).
4.1.3.7 Setting Healthy and Realistic Academic Goals
One causative agent of stress that was mentioned during the interviews was being overly ambitious in one’s academic expectations or professional achievements. However, those ambitious goals, according to the respondents, must be realistic. One junior lecturer advised, ‘try to have limitations in dreaming’ (LG2, Personal Communication, 14/3/2019). The students also suggested that striving to achieve everything in perfection could trigger academic stress. They warned, ‘Resist perfectionism’ (ST-FGD-5, Personal Communication, 2/4/2019). They added that complex tasks must be broken into simple tasks planned at regular intervals to minimize academic stress.

4.1.3.8 Healthy Life, Nutrition and Sleeping Habits
Under stressful moments, many academics forfeit good eating and sleeping habits which rather increases their levels of academic stress. Thus, it was suggested in the interviews that taking in more fluids, especially water, eating healthy and nutritious meals while following a healthy sleep pattern would energize the body to overcome academic stress. Also, one lecturer advised both lecturers and students to have a ‘Routine health behaviors such as self-care, vehicle safety and drug avoidance’ (LG1, Personal Communication, 27/3/2019).

4.1.3.9 Using Africultural Coping Mechanisms
The researchers noticed that a significant number of the respondents interviewed resorted to Africultural coping mechanisms such as prayers, reading religious books and attending church programs as a means of managing academic stress. Some of the students in the focus group discussion said that they attended prayer sessions anytime examinations were due to release their pent up academic stress. They said ‘Attending a church program or prayer sessions before an examination helps me to calm down’ (ST-FGD-1, Personal Communication, 10/3/2019). Other students said they were calmed down psychologically whenever they said a word of prayer or read their favorite Bible scripture under very stressful academic condition.

4.2 Findings from the Quantitative Data Set

4.2.1 Sources of Academic Stressors among faculty and students in Ghanaian Higher Institutions
The overall 19-item scale for the sources of academic stress among faculty and students in Ghanaian higher institutions demonstrated a good internal consistency as measured by Cronbach’s alpha (α = .87). The individual factors showed a fair internal consistency of average alpha .86. The three most important sources of academic stressors identified were financial and money problems (M=3.58), academic/coursework demands (M=3.56) and housing/accommodation problems (M=3.40).

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Std. Deviation</th>
<th>N</th>
</tr>
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<tbody>
<tr>
<td>University/College</td>
<td>2.27</td>
<td>.977</td>
<td>386</td>
</tr>
<tr>
<td>Academic/Coursework Demands</td>
<td>3.56</td>
<td>1.128</td>
<td>386</td>
</tr>
<tr>
<td>Finances and Money Problems</td>
<td>3.58</td>
<td>1.190</td>
<td>386</td>
</tr>
</tbody>
</table>
4.2.2 Causative Agents of the identified Academic Stressors among faculty and students in Ghanaian Higher Institutions

The general 15-item scale for the causative agents of the identified academic stressors among faculty and students in Ghanaian higher institutions showed a high internal consistency as measured by Cronbach’s alpha (α = .85). The individual elements showed a very good internal consistency of average alpha .83. The three most important causes of academic stressors identified were procrastination (M=3.72), lack of planning of work schedule (M=3.65) and keeping up with academic activities and tasks (M=3.54).

<table>
<thead>
<tr>
<th>Table 2: Causative Agents of the Identified Academic Stressors</th>
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<tbody>
<tr>
<td><strong>Mean</strong></td>
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<tr>
<td>----------------</td>
</tr>
<tr>
<td>Procrastination</td>
</tr>
<tr>
<td>Lack of planning of work schedule</td>
</tr>
<tr>
<td>Poor Sleeping Habits</td>
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<tr>
<td>Poor Eating Habits</td>
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<tr>
<td>Uncensored Academic Ambitions</td>
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<td>Work Expectations</td>
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<td>Financial Rewards</td>
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<td>Family discussions and conflicts about the studies</td>
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</table>
4.2.3 Ways of Managing Academic Stress among faculty and students in Ghanaian Higher Institutions

The overall 7-item scale for the causative agents of the ways of managing academic stress among faculty and students in Ghanaian higher institutions showed a fairly high internal consistency as measured by Cronbach’s alpha ($\alpha = .87$). The individual items showed a good internal consistency of average alpha .86. The three most important causes of academic stressors identified were good planning and schedule of academic work ($M=3.86$), the use of agricultural coping mechanism ($M=3.75$) and setting healthy academic goals ($M=3.44$).

<table>
<thead>
<tr>
<th>Table 3: Ways of Managing Academic Stress</th>
<th>Mean</th>
<th>Std. Deviation</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Setting healthy academic goals</td>
<td>3.44</td>
<td>1.410</td>
<td>386</td>
</tr>
<tr>
<td>Good Planning and schedule of academic work</td>
<td>3.86</td>
<td>1.282</td>
<td>386</td>
</tr>
<tr>
<td>Giving room for exercise</td>
<td>3.43</td>
<td>1.163</td>
<td>386</td>
</tr>
<tr>
<td>Relaxation at regularly planned intervals</td>
<td>3.46</td>
<td>1.176</td>
<td>386</td>
</tr>
<tr>
<td>Meticulously following healthy eating and sleeping habit</td>
<td>2.81</td>
<td>1.237</td>
<td>386</td>
</tr>
<tr>
<td>Setting up of guidance and counseling units</td>
<td>2.89</td>
<td>1.359</td>
<td>386</td>
</tr>
<tr>
<td>Agricultural Coping Mechanism</td>
<td>3.75</td>
<td>1.280</td>
<td>386</td>
</tr>
</tbody>
</table>

NB: n=386 ; scale: 1=does not apply to 5=used greatly
Source: Field Survey, 2019

4.3 Discussion

4.3.1 Research Question 1: The sources of academic stressors among faculty and students in the higher institutions of Ghana

The leading sources of academic stress as showed in both the qualitative and quantitative data are academic and course workloads, financial problems, as well as high expectations from family, teachers and superiors at work. The pressure imposed on faculty members to constantly
publish or risk losing their stay in the universities coupled with the high excellence required of faculty in terms of teaching and student assessment is a major source of stress (Stankovska et al., 2018). This is true especially for lecturers who desperately need these research publications for promotion. In the case of students in the Ghanaian higher institutions, the intensive coursework overloads is a great source of academic stress as noted by Shkulaku (2015) as well as Nandamuri and Gowthami (2011). This may be due to the comprehensive nature of the Ghanaian academic curriculum where students read unimportant courses linked with their chosen programmes of study. Similar findings were noted by Amany et al. (2018), Bedewy and Gabriel (2015) and Zeidner (1992) among Ugandan, Egyptian as well as Arab and Jew students respectively. This puts unnecessary examination phobia (Dhanalakshmi & Murty, 2018; Ramli et al., 2018) in students as they have to make time to learn all the vast nature of the content of myriads of courses every semester and pass very well due to the high academic expectations from family and teachers (Yikealo et al., 2018; Ng et al., 2016). This may be one of the attributable causes of the high examination malpractices noted recently in the general Ghanaian education system.

Also, financial problems are cited as one of the major stressors among faculty and students. This probably is as a result of the poor financial conditions in Ghana and the exorbitant tuition fees (Essel & Owusu, 2017). The unbridled domestic financial obligations expected (Jain & Singhai, 2018; Vasquez, 2010) from faculty members by their families and friends owing to the wrong perception that they are well paid. Many lecturers have to engage in extra academic engagements in other institutions to earn extra money to cushion them for these financial obligations. This breeds academic stress that negatively affects their academic and professional outputs and reduces their life expectancy ratios.

**4.3.2 Research Question 2: The causative agents of the identified academic stressors among faculty and students in the higher institutions of Ghana**

Procrastination as well as poor planning and time management in keeping up with the academic and professional responsibilities of faculty and students were the main causative agents of the identified academic stressors in both the qualitative and quantitative data sets. Waiting for the last hour in carrying out academic work such as student assessment, presentations, thesis writing, studying for examination and research activities were noted to cause the most academic stress among faculty and students in Ghanaian higher institutions. This is similar to the findings of Azila-Gbettor et al (2015) among the business students in the Ho Technical University in Ghana. Likewise, Bukoye (2017) noticed the high procrastination rate among undergraduate students in the IBB University in Lapai in Nigeria. Failure to plan their work schedules and academic course work demands (Baldwin et al., 2009) often resulted in high arrears of tasks to be performed by faculty and students in Ghanaian higher institutions. Striving to meet deadlines by performing heavy tasks within a relatively shorter periods of time resulted in high mortality rates among faculty and students (Oginyi et al., 2018) as well as low standard academic and professional outputs (Wani et al, 2018).
4.3.3 Research Question 3: Effective ways of managing the academic stress identified among faculty and students in higher institutions of Ghana

Among the seven suggested ways of managing academic stress, good time management, the use of Africultural coping mechanisms and the setting of healthy and realistic academic goals were the main stress management mechanisms suggested in the qualitative and quantitative data sets. Academic stress cannot be ruled out completely from higher institutions (Bakksh & Sayed, 2015). Therefore, the key strategy is to manage the academic stress efficiently. This concurs with the view of Lin and Chen (2009) who posited that good planning of work and academic schedule will aid both students and faculty in completing their assigned tasks on time and reduce academic stress. Similarly, Ng et al. (2016) as well as Bakksh and Sayed (2015) noted that effective time management resulted in improved academic grades of students and of course, the professional output of faculty. Thus, this study buttresses the suggestion of Aam et al. (2017) that academic counsellors must guide students, especially the fresh entrants toward inculcating in them skills on good time management to assist them to efficiently manage their time for academic/coursework demands. Another important coping mechanism for academic stress noted among the faculty and students in Ghanaian higher institutions was the use of Africultural coping strategies such as maintaining religiosity and spirituality (Utsey et al., 2000). The findings revealed that the use of prayers, attending religious programs, enjoying the social support of religious brothers and sisters as well as the reading of religious books (Holy Bible and Holy Quran) assisted both faculty and students in managing their pent up academic stress. Also, the findings of the study indicated that faculty and students need to set realistic academic goals and ambitions so as not to be caught in the web of academic stress. D’chunha and Shah (2016) share the same view that students and faculty must learn to set limits in academic targets and ambitions. These set targets must correlate with their academic abilities, interests, performances and resources available to them. Otherwise, their set academic ambitions will only be wishful dreams and thinking. This finding may be as a result of the high religious climate in Ghana as realized by Adom (2018) in his work on the use of the Asante cosmology and belief systems as a catalyst for nature conservation. Similar findings in previous studies on academic stress are in unison with this finding. For instance, Vasquez (2010) realized that social support of the members of church and religious bodies among learners in the Latino community while Tataro et al. (2015) also noted that the religiosity and spirituality in terms of prayers lowered blood pressures and eased stress among young adults, some from African-American descents. Yikealo et al (2018) also found out that the reading of the Holy Bible and the Holy Quran among students of the Christian and Islamic religious association in the college of education in the Eritrea Institute of Technology aided them in managing effectively, their academic stress.

5. Conclusion

The study was carried out to investigate the sources, causative agents and effective management strategies for academic stress among faculty and students in some Ghanaian higher institutions. The study has shown that academic stress cannot be ruled out completely from the academic life of both faculty and students in academic institutions of learning. The sources of academic stress in Ghanaian higher institutions noted were financial problems, academic and course work
demands, high academic and professional expectations from parents, teachers and university management and many others. Procrastination and poor time management as well as setting unrealistic academic and professional goals and ambitions were the identified causative agents of the academic stressors. Finally, the effective stress coping mechanisms suggested amongst others by the study were good time management, the use of Africultural coping mechanisms and the setting of healthy and realistic academic goals. These recommendations have been forwarded for policy implementation to assist in managing academic stress among faculty and students in Ghanaian higher institutions:

1. University management through their data analysis units in appropriate departments must conduct a family economic earnings/status survey of new entrants to be able to know students who really need financial assistance and make these documents available to student fund awarding institutions and student loan trust funds to assist such students. The modalities for application and payment must be flexible to allow the needy students to be able to apply for such scholarships and loan facilities to be able to address the financial problems that causes academic stress.

2. The welfare associations of higher institutions in Ghana must organize seminars and talk shows to sensitize the general public especially families of university faculty not to impose unnecessary stress on faculty members to perform extraneous and hard-to-reach financial obligations under the wrong perception that they are financially sound.

3. The university management team must organize time management and proper organizational skills workshops and seminars must be organized for both faculty and students by the university management via concerned agencies and experts to sensitize and enlighten them on proactive ways of managing their time to eradicate academic stress.

4. Curriculum developers must incorporate the teaching of stress management strategies as an essential module in the school curriculum. Such generalized course must be made mandatory but non-scoring for all students in the various higher institutions in Ghana.

5. Courses that are not directly related to programmes of study by students must be taken out of their academic curriculum or made optional/non-scoring by the curriculum planning committees in the higher institutions of Ghana to reduce academic stress in students.

7. References


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