

## Mean Response Analysis and Hypothesis Testing of Differences in Stress Management Strategies Adopted by Sports Administrators in Tertiary Institutions Based on Age, Job Experience and Education

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**Key words:** Sports administrators, stress, stress management, tertiary institutions, Taraba State

**Abstract:** This study focused on the mean analysis and hypothesis testing of differences in stress management strategies adopted by sports administrators in tertiary institutions in Taraba State, Nigeria by age, job experience and level of education. The study adopted a descriptive survey research design. The population for the study was all the 73 sports administrators in tertiary institutions in Taraba State. The entire population was used for the study. Researchers' structured questionnaire titled, 'Stress Management Strategies of Sports Administrators Questionnaire (SMSSAQ)' was used for data collection for the study. The instrument was validated by 5 experts from the Department of Human Kinetics and Health Education, University of Nigeria, Nsukka. The reliability index of the instrument was 0.78. The data collected were analyzed using mean and standard deviation. The findings of this study revealed that sports administrators in tertiary institutions in Taraba State adopt physical exercises for stress management while they do not adopt relaxation, time management, social activities, eating of balanced diet and rest and sleep as strategies for stress management. It was recommended among others that the authorities of tertiary institutions in Taraba State should organize seminars and workshops for sports administrators in order to educate them on the importance of stress management and enlighten them on better practices and strategies for stress management and that sports administrators from time to time should be allowed by their respective employers to go on vacation for maximum relaxation in order to ease off stress and have improved productivity.

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## INTRODUCTION

Stress is unavoidable in life. People of all ages and from all walks of life experience a certain degree of stress on a daily basis. Although, it is not totally detrimental, constant and repeated exposure to a high level of stress has been known to cause a number of negative physical, mental, social and emotional issues<sup>[1]</sup>. According to Mackenzie stress is experienced when individuals feel that they cannot cope with a situation with which they are presented. Stress occurs when an individual perceives that demands placed on him/her such as work, school, relationships exceed his/her ability to cope<sup>[2]</sup>. When an individual is finding it difficult to cope with situations that are presented, the individual is said to be under stress. In this study, therefore, stress is defined as a condition of being under pressure of work even among sports administrators.

There are different types of stress such as work-related and relationship-related stress. Semmer<sup>[3]</sup> asserted that there are a number of factors that either individually or when built up together contribute to feeling overwhelmed which can be work-related or relationship related. According to HSE work-related stress is the reaction people have to excessive demands or pressures, arising when people try to cope with tasks, responsibilities or other types of pressure connected with their jobs but find difficult, strain or worry in doing so. Work-related stress is when people including sports administrators, find it difficult to discharge the duties placed on their shoulders. It is the feeling of seeing duties as being overwhelming and extra efforts are made to meet the demands of work, especially, when such duties do not match with the capabilities of the sports administrators.

There are different causes of work-related stress. WHO<sup>[4]</sup> reports that work-related stress can be caused by poor work organization (the design of jobs and work systems and the way they are managed), poor work design (for example; lack of control over work processes), poor management, unsatisfactory working conditions and lack of support from colleagues and supervisors. According to the report, common symptoms of stress at work include; low productivity levels, lack of concentration, dreading going to work, trouble switch off, breakdown of outside-work relationships, feelings of overwhelm, lack of enthusiasm and feeling of inability to cope.

On the other hand, being in a relationship can cause stress. Some individuals may be experiencing symptoms of stress that may be a direct result of the relationships they are in. In the opinion of Kristen<sup>[5]</sup>, relationship stress can arise when one is having difficulty with the partner that may be due to communication being unhappy with who they are, or being unhappy with oneself. Some

situations can lead to stress in relationships. Heitler<sup>[6]</sup> asserts that stress life circumstances such as not having enough money to pay the bills, family members with health problems or shouldering too much responsibility of running a home creates stress in relationships. However, the present study focuses on work-related stress because it is the type of stress sports administrators experience as they discharge their duties of administering sports in the various tertiary institutions.

Various stressors have been implicated in work-related stress. A stressor according to Sato *et al.*<sup>[7]</sup> is a chemical or biological agent, environmental condition or external stimulus, or an event that causes stress to an organism. In this study, organisms can be said to be sports administrators. Somaz and Tulgan<sup>[8]</sup> state that stressors in work-related stress include; conflicts in the company, lack of job security, unclear expectations, poor communication, not enough control over assignments, inadequate benefits, urgent deadlines, too much work, long hours, uncomfortable physical conditions, careless mistakes by co-workers, relationship conflicts and lack of co-operation. The fact that stress cannot be completely removed from life endeavours gives rise to the need to manage stress, even among sports administrators.

Stress management is the act of handling stress. To Kirscher *et al.*<sup>[9]</sup>, stress management refers to the wide spectrum of techniques aimed at controlling a person's levels of stress, especially, chronic stress, usually to improve everyday functioning. Stress management has to do with the capability of maintaining control when events or situations place very high demands on individuals. In this study, stress management is defined as the ability of sports administrators to handle stress as they discharge their duties.

There are different strategies people employ in order to effectively manage stress. Different authors have identified different stress management strategies. According to Anonymous<sup>[10]</sup>, stress management strategies include; adequate sleep, relaxation, time management, physical exercise and engaging in social activity. Heissman<sup>[11]</sup> identifies time management, regular relaxation, regular physical exercise and eating a healthy and balanced diet as stress management strategies.

**Purpose of the study:** This study aimed to investigate the stress management strategies adopted by sports administrators in tertiary institutions in Taraba State, Nigeria. Specifically, the study sought to investigate the:

- Mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on their ages

- Mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on their job experience
- Mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on their level of education

**Research questions:** The following research questions guided the study:

- What are the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on their ages?
- What are the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on their job experience?
- What are the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on their level of education?

**Hypothesis:** The following null hypothesis were tested at 0.05 level of significance:

- There is no significant difference in the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on age
- There is no significant difference in the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on the job experience
- There is no significant difference in the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on the level of education

## **MATERIALS AND METHODS**

This study adopted a descriptive survey research design. The design is considered appropriate as data were collected from sports administrators from government-owned tertiary institutions to describe the stress management strategies utilized by sports administrators in tertiary institutions in Taraba State to manage stress. The population for the study consisted of 73 sports administrators (Directors of sports, coaches and assistant coaches) in the various tertiary institutions in Taraba State. Distribution of the sports administrators are as follows: Federal University, Wukari (15); Taraba State University, Jalingo (19); College of Education, Zing (14); College of Agriculture, Jalingo (6); Taraba State Polytechnic, Suntai (8) and Federal Polytechnic, Bali (11). Each of the institutions has a Director of sports, making

it 6 Directors of sports for the six tertiary institutions (Source: Office of the Directors of sports of the various tertiary institutions, 2016). The entire population of 73 sports administrators was used in the study; hence, there was no sampling. The reason is that the population is of manageable size.

A researcher's structured questionnaire titled, 'Stress Management Strategies of Sports Administrators Questionnaire (SMSSAQ)' was used for data collection. The questionnaire was divided into Sections A and B. Section A contained items that elicited personal information of the respondents while Section B contained 30 items which elicited information on the various stress management strategies adopted by the sports administrators. Section B was structured on a 4point rating scale of Always (A), Occasionally (OC), Seldom (S) and Never (N). The options were weighted as follows: Always (4), Occasionally (3), Seldom (2) and Never (1). The section has six clusters (strategies) with five items in each cluster. Face validity of the instrument was established by five experts; two in the Department of Human Kinetics and Health Education, two Sports administrators and one from Science Education Department (Measurement and Evaluation unit) all from University of Nigeria, Nsukka. To determine the reliability of the instrument, copies of the instrument were administered only once to twenty sports administrators (Director of sports and coaches) from the University of Jos, Plateau State (8 persons), University of Nigeria, Nsukka (7 persons) and Nnamdi Azikiwe University, Awka (5 persons). The results were analyzed using Cronbach alpha statistics and the instrument yielded a reliability index of 0.78. All analyses were done using Statistical Package for Social Sciences (SPSS) Version 21. Mean scores and standard deviation were used to answer the research questions with 2.50 as the criterion mean. This implies that any item with a mean score of 2.50 and above is adopted while any item with a mean score <2.50 are not adopted. The t-test was used to test hypothesis one and two while ANOVA was used to test hypothesis three. The three null hypothesis were tested at .05 level of significance.

## **RESULTS**

**Research question 1:** What are the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on their ages? Data answering this research question are presented in Table 1.

Table 1 shows the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on their ages. Findings presented in the Table reveal that sports administrators in tertiary institutions in Taraba State do

Table 1: Mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on their ages (n = 69)

Items statement	Age			
	30-50 years (n = 39)		51-above (n = 30)	
	Mean	SD	Mean	SD
I close my eyes when I feel stressed at work	2.64	0.74	2.43	0.73
I create time to be alone	1.51	0.51	3.13	0.51
Listening to my favourite song helps me to relax	1.92	0.66	3.97	0.18
When I feel stressed in the office, I do crossword/puzzle	3.13	0.70	1.20	0.48
I take a soft drink to help me relax at the office	3.39	0.49	1.00	0.00
Relaxation strategies	2.52	0.62	2.35	0.38
I set goals to achieve at work	1.72	0.46	3.77	0.63
In the office, I prioritize goals to achieve	2.05	0.56	3.67	0.66
I make a timetable to allocate time to specific tasks	1.23	0.48	3.77	0.43
I do not work during my break time	1.07	0.27	3.80	0.41
I do not engage in any work that is outside my schedule	1.23	0.43	3.70	0.47
Time management strategies	1.46	0.44	3.74	0.52
I jog to relieve stress	3.83	0.54	1.50	0.51
Weight training helps me to relax	3.87	0.34	1.40	0.67
I swim to relieve stress	2.95	0.72	1.03	0.18
I engage in brisk walking whenever stressed in the office	1.85	0.63	4.00	0.00
Stretching helps me to relax when under stress at work	1.85	0.54	4.00	0.00
Physical exercise for stress management	2.87	0.55	2.39	0.27
When I feel stressed, I go and chat with friends	3.56	0.50	1.10	0.31
I join social clubs to manage stress	3.49	0.51	1.10	0.31
I make out time to chat with family on the phone when at work	3.87	0.34	1.17	0.38
Going to religious activities helps me to be calm	1.51	0.56	4.00	0.00
At work, I play, engage in social media that ease stress	3.15	0.78	1.00	0.00
Engaging in social activity as a stress management strategy	3.11	0.54	1.67	0.20
I eat food that contains all the needed nutrients	1.15	0.37	3.47	0.51
I take moderate caffeine	3.67	0.48	1.37	0.49
I eat a lot of food when stressed	3.41	0.50	1.20	0.41
I avoid alcoholic drinks in order to manage stress	1.49	0.56	3.77	0.43
I do not smoke a cigarette	1.54	0.64	3.60	0.67
Eating a balanced diet as a stress management strategy	2.25	0.51	2.68	0.50
Office work is not taken home	1.36	0.49	3.57	0.68
I sleep for 3 h at night	3.59	0.64	1.37	0.49
I engage in at least 6hours sleep to manage stress	1.38	0.54	3.73	0.45
Having a good night sleep helps me to manage stress	3.00	0.86	2.83	0.79
When I feel stressed, I leave everything and try to get some rest	2.05	0.89	2.13	1.04
Rest and sleep as a stress management strategy	2.27	0.68	2.72	0.69
Grand mean	2.42	0.56	2.59	0.43

not adopt the same stress management strategies with respect to age given their mean scores. The grand mean score of respondents aged 30-50 years is 2.42 and below the criterion mean while the grand mean of respondents aged 51 and above is 2.59 and above the criterion mean. This shows that age is a factor in stress management strategies adopted by sports administrators in tertiary institutions in Taraba State.

**Research question 2:** What are the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on their job experience? Data answering this research question are presented in Table 2.

The mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on their job experience are shown in Table 2. The data from the table show that the grand mean

score of respondents with 1-10 years of job experience is 2.42 and below the 2.50 criterion mean while that of respondents with 11 years and above years of job experience is 2.55 and is above the criterion mean. The data in Table 2 indicate that sports administrators in tertiary institutions in Taraba State do not adopt the same stress management strategies with regard to their job experience given their grand mean scores.

**Research question 3:** What are the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on their level of education? Data answering this research question are presented in Table 3.

Table 3 shows the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on their level of education. The results in Table 3 show that sports

Table 2: Mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on their job experience (n = 69)

Items statement	Job experience			
	1-10 years (n = 32)		11 above (n = 37)	
	Mean	SD	Mean	SD
I close my eyes when I feel stressed at work	2.44	0.67	2.65	0.79
I create time to be alone	1.63	0.71	2.73	0.84
Listening to my favourite song helps me to relax	2.13	0.91	3.41	0.98
When I feel stressed in the office, I do crossword/puzzle	2.91	0.89	1.76	1.06
I take a soft drink to help me relax at the office	3.19	0.86	1.62	1.06
I set goals to achieve at work	1.95	0.72	3.19	1.15
In the office, I prioritize goals to achieve	2.22	0.79	3.22	0.96
I make a timetable to allocate time to specific tasks	1.50	0.80	3.05	1.31
I do not work during my break time	1.31	0.90	3.08	1.23
I do not engage in any work that is outside my schedule	1.53	0.92	2.97	1.24
I jog to relieve stress	3.63	0.91	2.14	1.16
Weight training helps me to relax	3.63	0.91	2.08	1.23
I swim to relieve stress	2.84	0.88	1.49	0.87
I engage in brisk walking whenever stressed in the office	2.06	0.91	3.41	1.01
Stretching helps me to relax when under stress at work	2.06	0.80	3.41	1.04
When I feel stressed, I go and chat with friends	3.41	0.91	1.70	1.05
I join social clubs to manage stress	3.28	0.89	1.73	1.10
I make out time to chat with family on phone even when at work	3.59	0.91	1.92	1.28
Going to religious activities helps me to be calm	1.78	0.91	3.30	1.20
At work, I play, engage in social media that ease stress	3.03	1.03	1.51	0.90
I eat food that contains all the needed nutrients	1.31	0.64	2.89	1.15
I take moderate caffeine	3.50	0.92	1.95	1.03
I eat a lot of food when stressed	3.19	0.78	1.81	1.13
I avoid alcoholic drinks in order to manage stress	1.63	0.79	3.22	1.08
I do not smoke a cigarette	1.72	0.77	3.05	1.20
Office work is not taken home	1.53	0.76	3.00	1.18
I sleep for 3 h at night	3.34	1.00	2.00	1.11
I engage in at least 6hours sleep to manage stress	1.50	0.72	3.19	1.13
Having a good night sleep helps me to manage stress	2.84	0.92	3.00	0.75
When I feel stressed, I leave everything and try to get some rest	2.03	0.93	2.14	0.98
Grand mean	2.42	0.85	2.55	1.07

Table 3: Mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on their level of education (n = 69)

Items statement	Educational level			
	Diploma (n = 23)	BSC/BE d/HND (n = 23)	Masters (n = 10)	Ph.D (n = 13)
	Mean	Mean	Mean	Mean
I close my eyes when I feel stressed at work	2.65	2.70	2.30	2.31
I create time to be alone	2.00	2.13	2.20	2.77
Listening to my favourite song helps me to relax	2.43	2.70	3.00	3.54
When I feel stressed in the office, I do crossword/puzzle	2.78	2.09	2.30	1.77
I take a soft drink to help me relax at the office	2.65	2.48	2.40	1.54
I set goals to achieve at work	2.22	2.74	2.20	3.38
In the office, I prioritize goals to achieve	2.52	2.65	2.90	3.23
I make a timetable to allocate time to specific tasks	1.91	2.39	2.20	3.08
I do not work during my break time	1.83	2.22	2.30	3.08
I do not engage in any work that is outside my schedule	1.96	2.26	2.20	3.08
I jog to relieve stress	3.23	2.83	2.60	2.34
Weight training helps me to relax	3.35	2.83	2.70	1.85
I swim to relieve stress	2.48	2.30	1.80	1.38
I engage in brisk walking whenever stressed in the office	2.30	2.78	2.90	3.54
Stretching helps me to relax when under stress at work	2.48	2.78	2.60	3.46
When I feel stressed, I go and chat with friends	3.00	2.52	2.50	1.54
I join social clubs to manage stress	2.91	2.30	2.70	1.69
I make out time to chat with family through phone calls even when at work	3.09	2.734	2.80	1.85
Going to religious activities helps me to be calm	2.26	2.56	2.40	3.38

Table 3: Continue

Items statement	Educational level			
	Diploma (n = 23)	BSC/BE d/HND (n = 23)	Masters (n = 10)	Ph.D (n = 13)
	Mean	Mean	Mean	Mean
At work, I play, engage in social media that ease stress	2.57	2.22	2.30	1.54
I eat food that contains all the needed nutrients	1.83	2.09	2.10	2.92
I take moderate caffeine	2.96	2.83	2.60	1.92
I eat a lot of food when stressed	2.78	2.43	2.80	1.62
I avoid alcoholic drinks in order to manage stress	2.00	2.57	2.40	3.23
I do not smoke a cigarette	1.96	2.43	2.50	3.23
Office work is not taken home	1.91	2.26	2.40	3.08
I sleep for 3 h at night	2.96	2.70	2.80	1.77
I engage in at least 6 h sleep to manage stress	1.96	2.43	2.50	3.08
Having a good night sleep helps me to manage stress	3.00	2.83	2.90	3.00
Each time I feel stressed, I leave everything and try to get some rest	2.09	1.83	2.50	2.23
Grand mean	2.47	2.49	2.49	2.55

Table 4: t-test analysis on the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on age

Age (Years)	N	Mean	t-value	df	Probability value	Decision
30-50	39	2.42	5.770	67	0.000	S
51 above	30	2.59				

S = Significant; (Significant:  $p < 0.05$ )

Table 5: t-test analysis on the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on the job experience

Job experience (Years)	N	Mean	t-value	df	Probability value	Decision
1-10	32	2.42	3.887	67	0.000	S
11 above	37	2.55				

S = Significant; (Significant:  $p < 0.05$ )

administrators in tertiary institutions in Taraba State with diploma, BSc/Bed/HND and Masters adopt the same stress management strategies except for those with Ph.D given their grand mean scores. The grand mean scores of respondents with Diploma, BSc/Bed/HND and Masters are 2.47, 2.49 and 2.49, respectively and are all below the criterion mean. However, only the grand mean of 2.55 of respondents with Ph.D is above the criterion mean. This implies that the level of education is not a factor in the stress management strategies adopted by sports administrators in tertiary institutions in Taraba State given the almost equal grand mean scores of the respondents.

**Hypothesis 1:** There is no significant difference in the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on age. Data testing this hypothesis are presented in Table 4.

Table 4 shows the t-test analysis on the significant difference in the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on age. From Table 4, the  $t = 5.770$  is significant at 0.000 probability level. Since, this probability/significant level is  $< 0.05$  level of significance at which the hypothesis is tested, the null hypothesis is not accepted. Therefore, there is a significant difference in the

mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on age.

**Hypothesis 2:** There is no significant difference in the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on the job experience. Data testing this hypothesis are presented in Table 5.

Table 5 presents the t-test analysis on the significant difference in the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on job experience. The data on Table 5 shows that the t value of 3.887 is significant at 0.000 probability level. Since this significant level is  $< 0.05$  level of significance at which the hypothesis is tested, the null hypothesis is not accepted. Therefore, there is a significant difference in the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on job experience.

**Hypothesis 3:** There is no significant difference in the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on the level of education. Data testing this hypothesis are presented in Table 6.

Table 6: ANOVA on the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on the level of education

Level of education	N	Mean	t-value	df	Probability value	Decision
Diploma	23	2.47	0.734	65	0.536	NS
BSC/BED/HND	23	2.49				
Masters	10	2.49				
Ph.D	13	2.55				

NS = Significant; (Not Significant:  $p>0.05$ )

Table 6 shows the ANOVA on significant difference in the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on the level of education. From Table 6, the  $F = 0.734$  is significant at 0.536 probability level. Since, this significant level is  $>0.05$  level of significance at which the hypothesis is tested, the null hypothesis is accepted. Therefore, there is no significant difference in the mean ratings of sports administrators on their stress management strategies in tertiary institutions in Taraba State based on the level of education.

### DISCUSSION

The finding of the study reveals a significant difference in the stress management strategies of sports administrators in tertiary institutions in Taraba State based on age. This implies that age affects the stress management strategies of sports administrators in tertiary institutions. This observation could be explained by the fact that as one ages, the possible options or activities one engages in are limited. Old and young people also may not have the same stress coping strategies such as social and physical strategies because stress increases as one ages. This finding is in line with that of Nweke<sup>[11]</sup> who found out that age had a moderate significant relationship with the level of work-related stress for the teachers. Conversely, the finding is not in line with that of Aldwin<sup>[12]</sup> that there were no age differences in the perceived stressfulness of problem, appraisal of harm/loss, number of emotions reported or coping efficiency.

The result indicates a significant difference in the stress management strategies of sports administrators in tertiary institutions in Taraba State based on job experience. This implies that job experience affects the stress management strategies of sports administrators in tertiary institutions. This finding can be explained in the sense that longer serving sports administrators must have acquired and mastered the use of different strategies for coping with stress while their counterparts that are still young in service may still be battling with the hassles of their job and beginning to learn strategies to cope with stress. The finding is in congruent with the finding of Chamberlin and Green<sup>[13]</sup> that there were group (length of service) differences for coping strategies among fire-fighters. Recruits reported significantly higher use of

the coping strategy than other groups. Furthermore, Bernard<sup>[14]</sup> observed that a statistically significant correlation was found between social support for stress coping and years of service. The finding of this study finding is also in agreement with the observation made by Balakriohnamurthy and Swetha<sup>[15]</sup> who explored the effect of demographic variables such as age and level of experience on the level of stress management by non-gazette officers in Central Reserve Police Force and found out that there is a strong relationship between stress and level of experience. The researchers, therefore observed that more experienced people had learnt certain stress coping tactics in the course of their experience, thereby, enabling them to effectively deal with stress triggered due to their personal and professional commitments.

The finding of the study shows there is no significant difference in the stress management strategies of sports administrators in tertiary institutions in Taraba State based on the level of education. This implies that the level of education does not affect the stress management strategies of sports administrators in tertiary institutions. This finding is expected as all human beings struggle to have their problems solved. Therefore, the stress management strategies if viewed effective can be adopted by anyone irrespective of the level of education. This finding is in contrast with the finding of Lunau *et al.*<sup>[16]</sup> that demonstrated consistent associations between lower education and higher levels of work stress. The finding is however in line with that of Nwafor<sup>[17]</sup> who found out that education and gender did not play a significant role in stress symptoms report.

### CONCLUSION

In conclusion, age and job experience determines the stress management strategies adopted by sports administrators in tertiary institutions in Taraba State. However, educational level does not affect the stress management strategies adopted sports administrators in tertiary institutions in Taraba State.

### IMPLICATIONS

The findings of the study revealed that sports administrators in tertiary institutions in Taraba State do not adopt relaxation, time management, social activities,

eating of balanced diet and rest and sleep strategies for stress management. These findings imply that sports administrators in tertiary institutions in Taraba state do not adopt good stress management strategies and therefore will continue to experience stress and not exercise their duties effectively. This implies that sports administrators in tertiary institutions in Taraba State will continue to underperform in their functions until they start adopting good management strategies. It also implies that the athletes under them will not be doing well in sports tournaments and competitions. However, one of the findings of the study revealed that sports administrators in tertiary institutions in Taraba State adopt physical exercises for stress management. The implication of this is that sports administrators are physically fit to exercise their duties.

### RECOMMENDATIONS

The authorities of tertiary institutions in Taraba State should organize seminars and workshops for sports administrators in order to educate them on the importance of stress management and enlighten them on better practices and strategies for stress management.

Sports administrators from time to time should be allowed by their respective employers to go on vacation for maximum relaxation in order to ease off stress and have improved productivity

During intensive training for any tournament or competition, balanced diet and not just snacks and sugary drinks should be served to sports administrators to help make them relax and boost their performance.

Since, time management is crucial for stress management, sports administrators should be duly informed on time of any upcoming event or tournament to allow them enough time to plan in advance. This will help prevent unnecessary rush and put sports administrators in a well relaxed mood that will engender optimum performance.

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