

Study of Job Stress among High School Teachers Working in Government and Private Schools

Abstract

The present study examined the Job stress among high school teachers working in government and private schools. 100 teachers selected for this study in Lucknow district. The main aims of this study to compared the level of job stress among school teachers with respect type of schools, gender and year of experience. Descriptive statics used in data analyzed. The result shown there is significant difference between the job stress among high school teachers with respect type of school, gender and year of experience.

Keywords: Job Stress, Gender, Year of Experience, Type of School.

Introduction

Stress is defined in terms of its physical and physiological effects on a person (or thing). Stress is mental, physical or emotional strain or tension or it is a situation or factor that can cause this. Job stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker Job stress occurs when there is a discrepancy between the demands of the environment/workplace and an individual's ability to carry out and complete these demand

According to Hans Selve "Stress refers to non specific response of the body to any demand made upon it" Job stress is known as stress at work/ stress involving work. It takes place when there is a discrepancy between the needs of the environment/place of job and a person's capacity to perform and cater to these needs. International health corporation's (WHO) defines Occupational or Job related stress as, "the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope Job stress can lead to poor health and even injury.

Statement of The Problem

Keeping in view the above facts the following problems have been selected for the present research work, "Study of Job Stress among High School Teachers Working in Government and Private Schools"

Significance of the Study

The present study aims to compare the job stress among private and government school teachers. The role of the teachers in our society is very important. The quality of education is related to the quality of the teachers. Teachers are the architect of the students' future. A teacher who is stress free with their job can perform their work effectively and efficiently. If the teachers work under stress, they cannot be satisfied with their job and it will create a negative impact towards the job. So, it is necessary to identify the factors that influence the teachers to derive satisfaction from their work. Teachers can do wonders for transforming the student raw materials into excellent finished goods that is as complete human beings and responsible citizens. Additional energy can be developed when the teachers are stress free with their job

Reddy and Poornima (2012) analysis showed strong support for the hypothesis that there is a positive relationship between the occupational stress and professional burnout of university teachers. Jeyaraj (2013) found that teachers who reported greater stress were less satisfied with teaching, reported greater frequency of absences and a greater number of total days absent, were more likely to leave teaching (career intention), and less likely to take up a teaching career again (career commitment).



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Review of Literature

Keeping in view the nature of the study which presents the status of job stress of school teachers in the educational institutions, the investigators reviewed the past studies so as to move on exact situation and come out with appropriate results.

Agasthiya,, Rajandran, (2017), conducted a study on "Job stress among teachers with reference to Thanjavur" The study reveals that Teachers get stressed because of student's behaviour as is strongly correlated. Result of this study show significant relationship between the predictor and difficulty by extra work

Bharathi, (2016) studied on "Association between Job Stress and Demographic Factors and Coping Strategies Adopted by Primary School Teachers" This Study examined the association between job stress and demographic factors and coping strategies adopted by primary school teachers of missionary and government schools. The results indicated that the association between age, income, educational qualifications, teaching experience and job stress did not indicate any definite trends. But a significant association was noticed between training received and job stress.

Ganapa,Sreedevi (2015) Studied on "A comparative study of work related stress among government and private school teachers of Kurnool town" This study is planned to find out difference in the stress levels of government and private school teachers and symptoms experienced due to stress.. From results there is significant difference between private and government teachers in relation to personality and system factors, but no significant difference is seen in interpersonal factors. Also private teachers show more symptoms of stress.

Nomita, Shanti,Poonam(2016) conducted a study on "Emotional Intelligence and Occupational Stress among School Teachers in Haryana, India" The present study aims at exploring the relationship between emotional intelligence and occupational stress among the school teachers of Haryana state. Results revealed that teachers with higher levels of Emotional Intelligence experience lower levels of occupational stress. The results also indicated that the personal variables- sex, age, educational levels, years of teaching experience and types of school, play a significant role in the perception of various sources of stress related to the teaching profession.

Rao (2016), observed that male and female upper primary school teachers differed significantly on overall occupational stress levels. It was also found that female upper primary school teachers had more occupational stress level.

Sing and Rani (2015) show in a study in Haryana that stress reduces teachers' efficiency and effectiveness due to mood disturbance, psychological distress, anxiety, lowered morale, cardiovascular

disease and fatigue Pathak 2015 found significant differences in occupational stress and mental health with respect to male and female primary school teachers.

Objectives of Study

1. To compare the job stress of the school teachers with respect to their school management.
2. To undertake a comparative study between male and female teachers regarding their job stress.
3. To compare the job stress of the school teachers with respect their year of experience.

Hypotheses**H1**

There is no significant difference in the job stress of private and government high school teachers.

H2

There is no significant difference in the job stress among high school teachers with respect to their gender.

H3

There is no significant difference in the job stress among high school teachers with respect to their year of experience

Method of the study

Descriptive Survey Method was used to conduct the study.

Variables Involved in the Study**Dependent Variable**

Job stress

Demographic Variable

Gender, Types of school, year of experience

Sample

The sampling unit was the teachers of 10 private schools and 10 government schools of Lucknow district. The sample size was selected to represent the whole population and also to give the real picture. The total size of the sample was 100. The samples were collected using Random sampling technique. Out of the 100 samples, 50 were taken from private schools, in which, 25 were male teachers and 25 were female teachers. The remaining 50 responses were collected from the teachers of government school, which also consisted of 25 male teachers and 25 female respondents.

Tools Used

To assess the level of job stress occupational stress index (OSI) constructed by by Dr. A.K.Srivastava and A.P. Singh were used to collect the data.

Limitations of the study

1. The present study is based on data collected from Lucknow district
2. This study has limited sample size

Result and Discussion

The results of job stress in relation to gender, types of school, and year of experience are given in table 1, 2 and 3.

Table 1: Comparison of job stress with respect to their type of School Management

| Variable | Type of School | N | MEAN | Std. Devt. | t test | L.S. |
|------------|----------------|----|--------|------------|--------|------|
| Job Stress | Govt | 50 | 125.70 | 12.15 | 12.65 | S |
| | Private | 50 | 158.44 | 13.67 | | |

Table 1 indicates the difference between the mean score of private and government school teachers on job stress. The mean of government school teachers has been found 125.70 and SD 12.15 whereas the mean of private school teachers has been found 158.44 and SD 13.67. The Private

teachers showed higher stress when compared to government teachers. The calculated t-value is 12.65 which is greater than 0.05 significance level. Thus, the null hypothesis is rejected. Hence, there is significant difference in the mean score of government and private school teachers.

Table 2: Comparison of job stress between male and female teachers

| Variable | Gender | N | MEAN | Std. Devt. | t test | L.S. |
|------------|--------|----|--------|------------|--------|------|
| Job Stress | Male | 50 | 153.20 | 18.67 | 6.10 | S |
| | Female | 50 | 131.37 | 17.05 | | |

Table 2 indicates the difference between the mean score of male and female teachers on job Stress. The results reveal that male teachers have higher job stress (mean=153.20, SD=18.67) when

compared to female teachers. The value of t' test is greater than 0.05 significant levels. It indicates that there is significant difference between the male and female school teachers.

Table 3: Comparison of job stress between teachers with different year of experience

| Variable | Year of experience | No | Mean | Std. Devt. | F ratio | Sig. |
|------------|--------------------|-----|--------|------------|---------|------|
| Job Stress | up to 10 | 34 | 151.88 | 17.78 | 9.57 | .S |
| | 11 to 20 | 35 | 142.40 | 19.91 | | |
| | >20 | 31 | 130.94 | 20.12 | | |
| | Total | 100 | 142.07 | | | |

Table 3 indicates the difference between the mean score of different experience level on job Stress. The results reveal that teachers having Up to 10 years experience had more job stress compare to teachers having experience more than 10 year. The value of F value is greater than 0.05 significant levels. One way ANOVA revealed a significant difference in job stress among teachers belonging to different experience level

study it can be concluded that teachers of private schools had more job stress as compared to government schools. Similarly, male teachers had more job stress in comparison to the female teachers. Teachers having Up to 10 years experience had more job stress compare to teachers having experience more than 10 year.

Result of Study

The results as revealed by the study were the following:

1. There is significant difference in the job stress of government and private school teachers. Where private school teachers had more job stress than government school teachers.
2. There is significant difference in the job stress of male and female teachers.
3. There is significant difference in job stress among teachers belonging to different year of experience.

Conclusion

Teaching profession occupies important and prestigious place in society. Teachers are considered as the creators of leaders, scientists, philosophers, advocates, politicians and administrators. Teacher is the principle means for implementing all educational programmes of the organizations of educations. With the changing socio-economic scenario, the values of teacher and their professional concerns associated with the job have undergone a change, increasing stresses and hassles of teachers. The results of this study predicted that there exists significant difference between male and female school teachers on the job stress and it is also revealed that there is significant difference in the job stress of private and government school teachers. On the basis of the results of the

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