

# A Study on Workplace Stress of Teacher Educators in Relation to Their Certain Demographic Variables

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## Abstract

Stress is a phenomenon that manifests in the individual person as a result of various stressors that arise from the self and the environment and affect the individual person in accordance with the way in which he or she attributes meaning to the events, stimuli or demands affecting him or her, and in accordance with the way in which he or she experiences and enters into or handles such events, stimuli or demands. Whether potential stressors invoke negative stressful emotions depends upon a person's cognitive appraisal of a given situation and this varies according to their beliefs and whether they perceive it as personally relevant. Stress is the sum total of all non specific biological phenomenon elicited by adverse external influences. One feels stressed when one is confronted with unexpected. It is a multi dimensional concept and has variety of usages in different fields which vary according to specific focus and purpose. Stress is our natural way of responding to the demands of our ever-changing world.

Stressors – Sources of Stress

The research paper covers the research objectives, research design, data analysis, findings, and conclusions with recommendations.

**Keywords:** Demographic Variables, Prospective Teachers, Student Academic.

### Introduction

A teacher or an educator is a person who helps others to acquire knowledge, competences or values. But being a teacher is not an easy task. It gives stress. Many researchers have been conducted on the subject of teacher stress to identify its causes and effects. There are a few main causes that create high stress levels in teachers: Excessive workload and long working hours, Poor student behavior, less pay scale etc.

Stress is defined as "a state of psychological and physiological imbalance resulting from the disparity between situational demand and the individual's ability and motivation to meet those needs."

### Statement of Problem

"A study on workplace stress of teacher educators in relation to their certain demographic variables"

### Operational definitions of the terms used

#### Stress

Stress is a feeling of emotional or physical tension. It can come from any event or thought that makes you feel frustrated, angry, or nervous. Stress is your body's reaction to a challenge or demand.

#### Teacher stress

Teacher stress is **linked to teaching performance and student academic outcomes**. High stress levels are causing teachers to leave their profession, which causes instability among staff, students, and the community.

#### Prospective Teachers

These are those teachers, who take admission in teacher education program after completion of Graduation or Post graduation.

#### Objectives of Study

1. To study the significant difference between male and female teacher educators on their individual insight.
2. To study the significant difference between male and female teacher educators on their relationship basis.
3. To study the significant difference between male and female teacher educators on their worksite balance.
4. To study the significant difference between male and female teacher educators performed responsibilities.



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5. To study the significant difference between private and government colleges teacher educators.
6. To study the significant difference between male and female teacher educators in different areas.
7. To study the significant difference between male and female teacher educator's professional ethics.
8. To study the significant difference between male and female teacher educators on their workplace stress.

## Review of Literature

Sturmfels (2019) A Qualitative Study of Staff Stress, Morale and Well-being in Victorian Government Schools This research investigated the nature of teacher stress, morale and well-being as understood by staff in Victorian government schools against the background of an existing organisational health measure undertaken annually, the Staff Opinion Survey.

Claret (2018) Stress and Work-Life Balance of School Teachers: A Social Work Intervention The study is conducted with the teachers of St. Claret Matriculation Higher Secondary school in Thiruvallur District of Tamilnadu. Around 20 samples were collected with the objective of finding out the mental well-being of school teachers.

## Research Methodology

A method is the means or manner of determining whether a theoretical construct or proposition is true or false, each of the specific discipline has developed criteria and convention about what constitute legitimate researchers are to follow as they move from data to knowledge claims. Methodology has as much to do with reasoning as it does with data. There are rules for testing knowledge and this set of rules defines methodology in a discipline.

The decision about the methods to be employed for accomplishment of the aims and objectives of research depends upon the nature of the problem selected and the kind of the data necessary. Keeping in view the nature and purpose of the study the investigator applied descriptive survey method. It was employed because it deals with what exists in the present and interprets the current prevailing conditions in teacher education.

Descriptive survey studies are designed to opine pertinent and precise information concerning the current study of the phenomenon and whenever possible, to valid general conclusions from the facts discovered. Its purpose is both immediate and long range. It constitutes a primitive type of research and do not aspire to develop an organized body of scientific laws. Such studies however provide information useful to the solution of local problems and at times provide data to form the basis of research of a more fundamental one. It varies greatly in complexity. At one extreme, it constitutes nothing more than frequency research purpose. At the other extreme, it attempts to ascertain a significant relationship between phenomenon.

## Sample of Study

Most of the educational phenomena consist of large number of units. It is not feasible to contact each and every element of the population; the investigator has to be contended with some individuals who would represent the whole population. "a sample is a miniature picture of the entire group of aggregate from which it has been taken. In other words, it is small representation of a large population. The representative proportion of the population is called sample. Sampling is the process by which a relatively small number of individuals are selected and analyzed in order to find out something about the entire population. Keeping in view the limited sources of time, money and practical difficulty a limited sample has been selected.

According to the feasibility factor, 100 assistant professor were selected by applying the random sampling technique from Delhi University and GGSIP University.

**List of Colleges**

S.No.	Name of the School	No of students selected	
		Male	Female
1.	Gitarattan Institute of advanced studies and training	10	10
2.	Guru Nanak College of Education	10	10
3.	Maharaja Surajmal Institute	10	10
4.	Amity Institute of Education	10	10
5.	Guru Ram Dass	10	10
<b>Total</b>		50	50

**Tool Used**

In order to obtain the data, the investigator used "workplace stress of teacher educators" developed by Dr. Ramandeep Kaur Sidhu and Dr. Manu Chadha

**Major Findings of the Study**

1. It was found that 7.5% teachers are having high level occupational stress and 36.25% are having above average occupational stress with regard to lack of classroom resources. Thus more than total 29.37% are having average/ moderate level of occupational stress. 10.93 are having low level of occupational stress, 3.12 are having extremely low level of stress which clearly depicts the situation of teacher's occupational stress and the areas/ dimensions in which they are stressed.
2. It was found that, 9.06% secondary school teachers are having high level occupational stress and 45% are having above average occupational stress with regard to lack of classroom resources. Thus more than total 1.56% is having average/ moderate level of occupational stress which clearly depicts the situation of secondary school teacher's occupational stress and the areas in which they are stressed. Here also the study contradicts as in them study on "Keeping Teachers Happy Job Satisfaction among Teachers in Rural North-west China" it has found that teachers with greater workloads, felt more satisfied.
3. It was found that 21% teachers are having high level occupational stress and 55.31% are having above average occupational stress with regard to lack of classroom resources. Thus more than total 23.43% are having average/ moderate level of occupational stress which clearly depicts the situation of secondary school teacher's occupational stress and the areas in which they are stressed.
4. It was found that, 3.12% teacher educators are having high level occupational stress and 40.62% are having above average occupational stress with regard to lack of classroom resources. Thus more than total 56.25% are having above average level of occupational stress which clearly depicts the situation of teacher educators stress and the areas in which they are stressed.
5. It was found that, 18.75% are having above average occupational stress with regard to lack of classroom resources. Thus more than total 78.43% are having average level of occupational stress. Thus, the teachers are not having much occupational stress with regard to poor colleague relationship.
6. It was found that 12.81% teacher's educators are having high level occupational stress and 51.56% are having above average occupational stress with regard to lack of classroom resources. Thus

more than total 35.62% are having average/ moderate level of occupational stress which clearly depicts the situation of teacher's occupational stress and the areas in which they are stressed. So it can be said that large number of teachers are having above average occupational stress with regard to lack of professional recognition. From the studies it was revealed that there was no significant difference in occupational stress due to locality variation.

From the studies it was revealed that there was no significant difference in

occupational stress due to gender variation. So therefore the findings is in contrast with the study conducted by **Doss (2017)** in relation to several aspects of occupational stress among members o They reported males to have greater occupational stress generally than their female colleagues.

From the studies it was revealed that there was no significant difference in

occupational stress due to management variation. Here the study contradicts the findings and it was found that **Ruth(2018)** has found that on comparing the stress manifestations between private and government teachers, they found that the former had significant more complaints with teaching stress than those working in government colleges.

### **Conclusion**

The occupational stress is creating a tedious situation among teacher educators. When we talk about modern education, many vital schemes have been implemented for modern education and the teacher's workload has been increased. Apart from teaching they are also involved in other administrative or non-teaching activities a due to involvement in other administrative activities teachers are facing overpressure. For a teacher, the stress may be related to a problem of workload, student misbehavior, lack of professional recognition, lack of classroom resources and poor colleague relations etc.

Teaching is considered a noble profession. It is such profession which transmit the values of the society among youth and are significant in the lives of the students they teach. A teacher is the medium through which objectives and plans can be actualized, in these contexts, the teacher educator have more responsibility in molding the character of the students, thus, the role of the teacher in the society is vital for its improvement. Hence it felt that occupational stress among secondary school teachers is very high.

### **Recommendations**

Since the experience of stress happens to be natural to all situations asking for some standard in performance, it will continue to affect adolescents, young adults and teachers in schools and colleges. The system thus has to make some provision, in addition to taking steps to include a module in early training to initiate every person into stress management options, which may be individually geared to help them discover what matches their temperament and preferences, involve minimum costs both physical and psychological and are socially acceptable.

The findings of the study can have the following educational implications for the qualitative improvement of the secondary school education. In line with it, there is an urgent need to recognize that the government and the community both have big responsibility to create healthy conditions for work, motivate and inspire teachers to engage in constructive and creative activities. the findings also suggest us that there is a need for periodical stress management programmers for reducing the levels of stress among the teachers which in turn will improve their functional skills and lead to effective teaching.

**System and Program-Specific Recommendation**

As has already been mentioned, that the teaching stress is caused one way or the others in transacting teaching and learning, wider research be made and at all levels, the education system should seriously look into and undertake the task of altering its approach, contents and techniques. There is an urgent need to conceive the learners as active partners in the process of learning. We need to create an environment which will help enable the learners to harness their caliber and have opportunities to develop their talents. Teaching aids and methods used in the schools should match the needs of the students.

On the basis of finding few recommendations are suggested which are as follows-

1. The present excessive workload on teacher should be reduced by appointing more teachers. Beside, other non-teaching deputies should be minimized and if necessary it must be divided equally among all the members of staff.
2. Interpersonal relations i.e. colleague relationship among the teachers should be improved by providing conducive environment for better understanding for each other.
3. Teachers should be frequently equipped with in-service training programs to refresh their knowledge and modify their skills.
4. By arranging seminars, workshops, conferences teachers from other institutions get mingled and gain new experience with each other which reduces occupational stress.

The teachers training programmes and in general is to be looked more closely. There is a need to ask questions like does the training programmes in the training institutes help the teacher equip themselves with enough enrichment in terms of knowledge and skill to handle the school and students with minimal stress? The curriculum for both the students and teachers during their training can be enriched. A frequent educational programme in new skills in teaching and learning is to be provided to the teachers so that the teaching becomes less stressful to the teachers as well as students.

**Counseling and guidance related recommendations**

Teaching profession is regarded as one of the stressful occupations. Teaching is considered as one factor of being stressful. It has been observed that the teachers are more prone to stress because dealing with students and caring for their better performance throughout the day is itself a stressful situation. Teaching creates such stress which is both emotional and physical. Teachers stand as an important role to individual for preparing them to live in a meaningful way. They help individual to develop rational latitude. The education which showcases the strength of a nation, the more strength we feel the more educated we become and the whole credit of strengthening of nation goes to teachers. Teachers are the most important group of professionals of a nation's future. Teachers experience stress and most of which are managed by them with the effort and other coping strategies and yet in dealing with some situations they need help. The provision should be made for appropriate counseling and guidance to help them adjust with ease. Their physiological, emotional and social needs. They can be offered counseling for building self-confidence. The person should be helped in initiating search for one, what are one's problems and resources and what makes one feel better at difficult times and situations. Some awareness and capability building programmes need to be organized periodically for parents and teachers as they to transfer their own experiences, perceptions and problems to their young. They indeed need to distress themselves.

Stress is not something uncommon. Millions of people across the globe suffer from this phenomenon due to stressful lifestyle and increasing demand of daily life in fact the stress which is not at our vicinity but puts a greater negative influence. The attitudinal bent of mind with proper appreciation and interest for a particular work can only be beneficial.

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