



A study of job satisfaction among high school teachers in relation to stress

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Abstract

Education is the potential instrument of development of an individual as well as society. Good education system can be only implemented by quality teachers. The teachers who are satisfied and happy with their job do more justice to students. They perform their duties and responsibilities more efficiently. But all the teachers are not fully satisfied with their job. There are various factors which affect job satisfaction. is one of these factors. In the present paper the findings of study related to job satisfaction in relation to stress among high school teachers are given.

Key Words: Job Satisfaction, Stress, Distress, Eustress, Anxiety, Burnout

Introduction:

Education is the potential instrument of development of an individual as well as the society. Any nation cannot develop without good quality of education system. Education makes individual aware about his rights and responsibilities towards society and nation. By quality education good qualities citizens can be produced. The implementation of education system depends on the quality teachers which is the most important factor in educating future generation. It is not only the teacher's competence in the subject matter and the skill of transaction but also their attitude and point of view that affect students' learning. The teachers are the pillars of society for they educate and mould the future citizens of nation. The teachers occupy the key position and it is the only through them the ultimate process of education takes place.

But now a days there is a general feeling that teachers do not have satisfaction in their job and they are more prone to stress because today's teacher is facing with new challenges in education calling for greater effort from them. In addition, there are heavy demands made by the society on teachers to perform various roles. In addition to their teaching work, they have to perform different types of work which are allotted the to them from time to time by the government or management. These goals are undefined, inconsistent and un achievable in the present socio-cultural and economics context of our society. The teachers have to work under pressure. There are many factors on the part of students also which gives them only a teacher who is happy can play good role in the society. Thus, all the teachers are not fully satisfied with their jobs. When the people are satisfied with their job then there is an improvement in the both quality and quantity. Job satisfaction is a primary requisite for the successful teaching learning process. Job satisfaction expresses the extend of match between employees' expectation of the job and the reward that the job provides. The physical conditions and the social nature affect job satisfaction.



Job satisfaction is defined as the extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs. (Spector 1987). The factors related to job satisfaction are personal, reflected to nature of job and organisations. One of the important factors which affect job satisfaction is stress. Anything that can causes change in once body is called stress. In the wards of Skinner stress is cerebral reaction of a particular individual to a stimulus event. Stress is usually thought of a negative term but there is positive and pleasant side of stress leading to good things. Stress is not simply anxiety or nervous tension and necessarily something demanding or bad which needs to be avoided. Stress is inevitable some time or other. It can be prevented or can be effectively be controlled to some extend if proper measures are taken. Hans Selye has described three stages and there are various factors which causes stress. Stress may be acute or chronic. Every individual has some level of stress. Teaches are no exception and now a days teaching is stressful occupation. Teacher's stress is a real phenomenon and is associated with the problems of recruitment, health and retention of teachers. Teachers' stress has continued to be studied since 1930 when an article on health and happiness of teachers begin to appear in various journals (Smith and Milestein,1984.) Kyriacou & Pratt (1989), Ragu (1989), Rao (2001), Upadhaya & Singh (2001), Sabu & Jangiah (2005) studied the stress among teachers. Platisidou, Maria, Agaliotid, Loannist (2007) studied the perceived levels of burn out and job stress.

Justification of the Study

In the modern time teachers work under varying amount of stress. As an outcome of stress and dissatisfaction they lose interest in their professional responsibilities and students are adversely affected. Stressful and dissatisfied teachers have less attachment with their institution and less dedication to their profession. Studies in the field of teachers' stress show that the greater part of stress is associated with rapid pace of change in education. Dissatisfaction affects the educational process and achievement of students in their academic area. The present study was planned to study the relationship between job satisfaction and stress among high school teachers. Government school teachers have higher job satisfaction and less stress. This type of study has not been conducted in Gurugram district. So the investigator took this study to see the relationship between job satisfaction and stress and also compare these variables of male and female teachers of government and private schools.

Statement of the Problem

A Study of Job Satisfaction of School Teachers in relation to Stress among them

Operational Definitions of Key Terms Used:

Job satisfaction: It is a positive emotional state resulting from the appraisal of ones' job experience (Meera Dixit 1983). Job satisfaction is the result of various attitude of employees holds towards his job, related factors and life in general. In the present study job satisfaction is the score obtained by teachers when measured by

Stress: stress derived from stringer which means hardship, strain, adversity or affiliation. It is defined as the state manifested by specific syndrome which consist of all the nonspecific induced



change in a biological system (Sely). In the present system stress means the score obtained by school teachers when measured by

Objectives of the Study:

The main objectives of the study were:

- To compare the job satisfaction among male and females high school teachers.
- To compare the job satisfaction among government and private High school teachers.
- To compare the level of stress of male and female high school teachers.
- To compare that stress among teachers of government and private schools.
- To study the relationship between job satisfaction and stress among school teachers.

Hypotheses:

Following hypothesis were formulated to achieve the above-mentioned objectives

- There is no significant difference in job satisfaction among male and female high school teachers.
- There is no significant difference in job satisfaction of Government and private high school teachers.
- There is no significant difference in stress among male and female school teachers.
- There is no significant difference in stress among school teachers of Government and private high schools.
- There is no significant relationship between job satisfaction and stress among high school teachers.

Methodology:

There are different methods of educational research. Keeping the nature of the study descriptive survey method was used. In the present study the sample consisted of 100 high school teachers taken from 5 Government and five private high schools of Rewari district. The schools were selected randomly. Fifty female and fifty male teachers were taken for data collection.

Tools used:

The tools used for data collection work were (1) Job Satisfaction scale for teachers by Dr Meera Dixit (2) Indore teachers job stress scales by Meena, Budh Sagar, Rathore and Dr. Madhulik Verma

Statistical Techniques used:

Statistics play a vital role in research. There are various statistical techniques which are used for analysis of data. In the present study mean, SD, and 't' test was employed to see the difference in groups whether it is significant or not so that groups may be compared. To see the relationship between job satisfaction and stress coefficient of correlation was calculated.

Procedure of Data Collection:



Population of the presence study consisted of teachers working in government and private High school of Rewari district. 100 teachers of 10 schools of Rewari block which was selected randomly. In order to collect the data from teachers the investigator explain the purpose of the study to the head of the schools. The teachers were oriented about the aim of study and content of the tools. They were told that the information provided by them will be kept secret and will be used only for research purpose. The tools were administered and the filled questioners were collected by the investigator. The scoring was done as per instructions in the manual.

Analysis and Interpretation

The collected data was analysed by using different techniques. In job satisfaction scale maximum score was 260 and the lowest is 52. The means score of the teachers on this scale is 201.3. This shows that 80% teachers are having higher level of job satisfaction. The job satisfaction among male and female teachers was also compared by using t test. The calculated value of t was 3.46 which is higher than the table value. Hence the hypothesis 'There is no significant difference in job satisfaction of male and female high school teachers. is rejected. The means score of male teachers is 208.4 which is higher than that of male teachers 194.6. it means female teachers are more job satisfaction as compared to male teachers.

The Jo satisfaction of teachers of Government and private high school was also compared. The calculated 't' value was 6.89 which is higher than table value. This means that the null hypothesis 'There is no significant difference in job satisfaction of teachers of government and private high schools "is rejected. The mean score of job satisfaction of government school teachers is 212.86 which is higher than score 189.8 of private school teachers. It means that teachers of Government schools have high job satisfaction as compared to teachers of private schools. The level of stress among teachers was also studied. The maximum score in the scale can be 264 and minimum is 48. On analysis of data, it can be seen there the means of stress lies between class interval 72 - 120 which shows the lowest level. The level of job stress among male and female teachers was also compared by using 't' tes.t The calculated value of 't' was 0.68 which is less than table value. It means that the null hypothesis 'There is no significant difference is stress level of male and female high school teachers' is retained. The stress level among teachers of government and private schools was also compared. The mean score of stress level among government schools teachers was 108.24 while that of private schools it was 128.38. The 't' value was 3.41 which is higher than the table value. Therefore, the null hypothesis 'there is no significant difference in level of stress among teachers of Government and private high schools' is rejected. The private school teachers are more stressed as compared to government school teachers. The coefficient of correlation between job satisfaction and stress level was 0.41 which shows that these are negatively correlated. Higher the job satisfaction less is the stress.

Major Findings of the Study

The major findings of the study are:

- The overall level of stress among high school teachers is found to be slow with mean score of 116.63
- The stress level among mall teachers was found more as compared to female teachers



- The stress level among high school teachers of private schools was found more as compared to stress level among teachers of Government schools.
- The government school teachers have high job satisfaction than the teachers of private schools. Similarly, the female teachers have more job satisfaction as compared to male teachers.
- Job satisfaction and level of stress are negatively correlated. Higher the job satisfaction among teachers, lower is the stress level among them.

Educational Implementation

A satisfied and happy teacher is very likely to extent himself and work with enthusiasm. Likewise, a dissatisfied teacher is likely to be dissatisfied in several aspects. Thus, the welfare of the teachers should be supreme concern to school authority so that their stress be reduced. The government and school management should take the needs of the teachers and provide what is best for them for the job satisfaction and reducing stress. Better working conditions should be provided in schools. Careful managing of task design may be and effective way to cope with stress. The teacher's job can be enriched by improving job content factors such as recognition, advancement and growth. To reduce the conflict with authorities, clearcut guidelines should be provided. Teachers should be provided proper guidance and counselling in organisation so that they will be aware of their duties and working conditions in school. Incentive should also be provided to teachers who are innovative. Internal and external environment should be of such which do not produce stress but helps in reducing this.

Suggestions for further Research

- Further studies can be carried out on larger sample.
- Further studies can be conducted on primary, senior secondary and college teachers.
- Further studies can be conducted by involving other variables which are related to job satisfaction and stress.

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