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DOI: <http://ijmer.in.doi./2022/11.08.71>

THE RELATIONSHIP OF OCCUPATIONAL STRESS AND JOB SATISFACTION AMONG SCHOOL TEACHERS OF JAMMU

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Abstract

The present study was conducted to explore the relationship between Occupational Stress and Job Satisfaction among School teachers of Jammu district. A sample of 160 teachers was selected. Out of 160 teachers 80 were government school teachers and 80 were private school teachers. Both having 40 males and 40 females. To measure occupational stress, scale developed by Dr. A.K. Srivastava and Dr. A.P. Singh was used and to measure job satisfaction, scale developed by Dr. Amar Singh and Dr. T.R.Sharma was used. Workload was found to be most significant risk factor of occupational stress among the teachers. Students' behavior and individual teacher's performance of last year were the other important risk factors associated with stress. Results revealed a significant correlation between occupational stress and job satisfaction among School teachers.

Keywords: Occupational Stress, Job Satisfaction, School, Teachers.

INTRODUCTION

Teaching has been identified as one of the most stress full professions today. The reasons for that are quite similar to other stressful occupations in the world. Teachers not only have the stress of dealing with so many diverse children on a daily basis. They are also indicted with educating and helping to mold these children into productive members of society. With rules, regulations, guidelines, and performance expectations all around, teachers can have very high levels of stress. The job is very demanding, in that it has hardly any end.

Quite often teachers have to take their work to their home and complete it overnight or on the weekends in order to be prepared for the next class section. The traditional summer break that so many teachers once looked forward to, has begun to disappear as well as with most school sessions with no more than one nine week vacation built in.

Occupational Stress

Occupational stress can be defined as the physical and emotional response that occurs where worker perceives an imbalance between their work demands and their capability and/or resources to meet these demands or in simple words it is the harmful physical and emotional response that can happen when there is conflict between job demands on the employee and the amount of control and employee has over meeting these demands.

Occupational stress is a term used to definite ongoing stress that is related to the workplace. The stress may have to do with the responsibilities associated with the work itself, or be caused by conditions that are based in the corporate culture or personality conflicts. As with other forms of tension, occupation stress can eventually affect both physical and emotional well-being if not managed effectively.

By all definitions the profession of teaching has a very prestigious place in all professions. A teacher is a kingpin in the entire system of education. Almost all cultures of the civilized world have considered their teachers in a very high esteem. They are very often been given names like "Master" "Mentor" and "Guru". To achieve this status teachers throughout the history of civilization have come up to the expectations of the world around them. Most thinkers and philosophers of the past who are still remembered are because they had their disciples and students.

Occupational stress can lead to poor health making people feel sick, both at workplace and at home. Usual early signs of job stress include headache, sleep disturbance, stomach upset and difficulty in concentration. Later this leads to major diseases like cardiovascular diseases (for example stroke, myocardial infarction) mental health problems (for example depression and burnout) and musculoskeletal disorders (for example involvement of back and upper extremity). In addition to physical and psychological symptoms, occupational stress can also lead to behavioral symptoms like loss of appetite; increased consumption of alcohol, drugs and tobacco; isolation from others; poor job performance and change in close family relationships. Besides, workers who are stressed are more likely to be less productive, poorly motivated and less safe at work.



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JOB SATISFACTION

Job satisfaction is a very important part for an organization. In the organization, many people are working for the sake of money and profit. If the workers of an organization are not satisfied with their work and feel stress on their jobs then the employees of the organization will not complete their work in a good way then this is negative impact on the good will of the organization.

Job satisfaction is the level of gladness for a person feels about his or her work. Job satisfaction falls into two levels: affective job satisfaction and cognitive job satisfaction. Affective job satisfaction is a person's emotional feeling about the whole life of a job. Cognitive job satisfaction is how satisfied employed feel regarding some features of their job, such as salary, periods, or profits.

Now the organization believes that if the employees of an organization are not satisfied with their job then this may create bad impact on the productivity of the organization. Employees of an organization are many expectations from their jobs and if the expectations are not full filled then they feel stress on their job and are not satisfied with their work. Employee's job satisfaction is the cause of increased and decreased productivity. It means if an organization has the latest machinery and high level of capital but the employees of the organization are not working well or not satisfied with their jobs then as a result of this situation the productivity of the organization becomes low and the company is unable to full fill their objectives.

SIGNIFICANCE OF THE STUDY

The association between job satisfaction and occupational stress has long been established by national and international research, a considerable chunk of this area has not been investigated comprehensively, especially in the context of schools in recent years. Occupational stress can often result in psychological, physical as well as behavioral consequences for individuals. For schools, these costs are not just monetary, affecting student learning adversely. Hence, reducing occupational stress should be a matter of great priority to the schools and their management. Reduced job satisfaction has been associated with several outcomes for schools, often leading to the added cost of disrupted learning for students. Among the most prominent of these are absenteeism, lowered commitment and motivation, diminished health of the teachers lowered learning outcomes for students. Given this, so measures to keep teachers satisfied with their work should be a priority for school systems and a goal for school managements. Considering the effect of teacher stress and satisfaction upon the quality of education being imparted, the need to study the stress and job satisfaction among members of the teaching community.

REVIEW OF LITERATURE

The researcher Dilruba (2016) found out the impact of job stress on job satisfaction among the employees of banking sector of Rajshahi city. The results are significant that there is no link between job stress and job satisfaction.

Job satisfaction of employees is very crucial to the success of any organization. It mediates the relationship between working conditions and organizational outcomes (Dormann & Zapt, 2001; Akomolafe & Olatomide, 2013).

Rita, et al (2013) conducted research on the causes of stress and job satisfaction among nurses at Ridge and Pantang hospitals in Ghana. The result of the study showed that causes of stress among nurses in Pantang and Ridge Hospitals are the same except workload which is higher in Ridge Hospital and there was a weak negative correlation between work stress and job satisfaction in the two Hospitals.

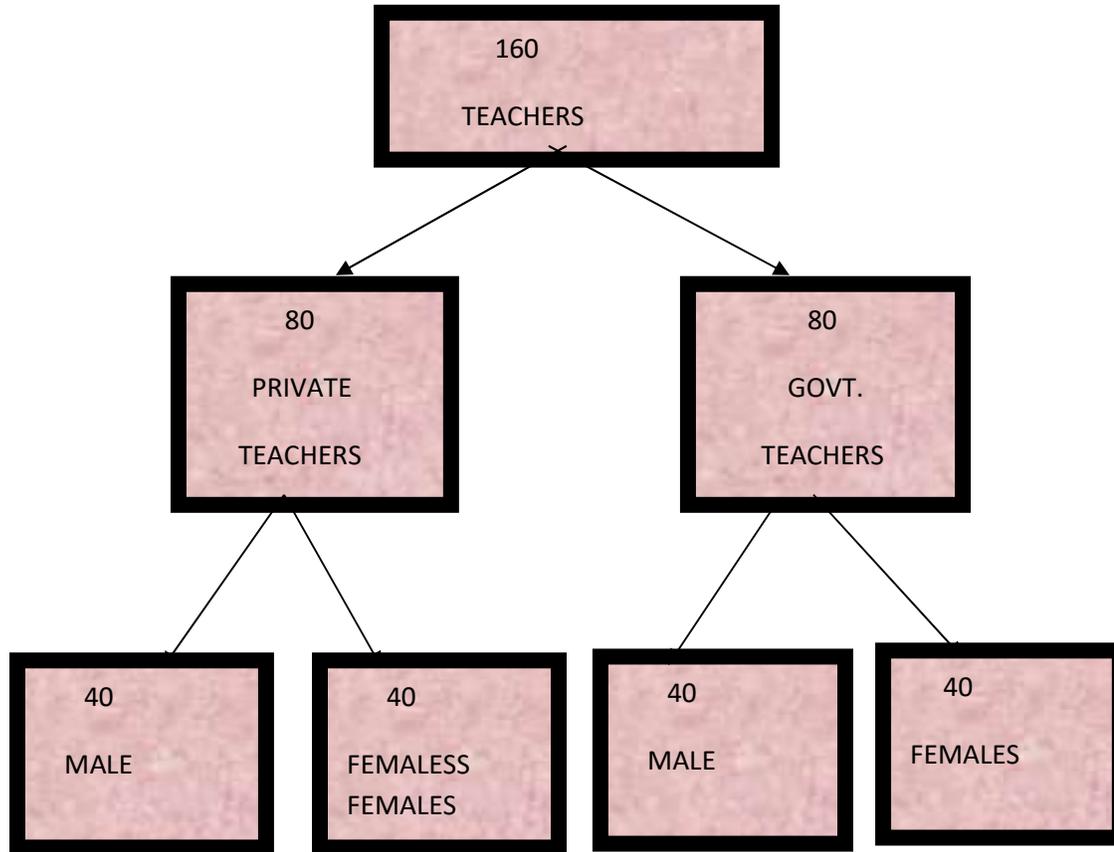
Satvinderpal (2011) found that male teachers are more satisfied and less stressed on job satisfaction and occupational stress as compared to their female counterparts. Also, a strong inverse relationship between the job satisfaction and occupational stress of the teachers was established.

Bashi.usman et.al (2010) analyzed the relationship between job stress and job performance. The result has indicated that job stress has negatively correlated with job performance and the researchers find out that job stress significantly reduce the performance of employees. The stress in work environment reduces the intention of employees to perform better in jobs. It can be concluded that stress management is not gender sensitive or gender- centric.

METHODOLOGY

Sample: For the present study, the data was collected from both male and female teachers of government and private schools of Ramgarh tehsil of Jammu province. Sampling method to be used is simple random method. A sample of 160 teachers was selected randomly from Ramgarh tehsil of Jammu. Out of 160 teachers 80 were government teachers and 80 were private teachers. Both having 40 males and 40 females.

DEMOGRAPHIC PROFILE



RESEARCH OBJECTIVES

The present study is aimed to understand relationship between Occupational stress and Job satisfaction among school teachers of Ramgarh tehsil of Jammu province. The specific objectives of the study are as under:

1. To find the relationship between Occupational stress and Job satisfaction

HYPOTHESIS

1. There is a significant relationship between Occupational stress and Job satisfaction.

Scales used

Occupational stress Scale: This scale has been developed by Dr. A.K. Srivastava and Dr. A.P. Singh. The scale consists of 46 items each to be rated on the five-point scale. Out of 46 items, 28 are true-keyed and rest 18 are false-keyed. The items relate to almost all relevant components of the job life which cause stress in some way or the other. The 12 dimensions of this scale are:

1. Role Overload
2. Role Ambiguity
3. Role Conflict
4. Unreasonable Group and Political Pressures
5. Personal Responsibility
6. Under participation
7. Powerlessness
8. Poor Peer Relations
9. Intrinsic Impoverishment
10. Low Status



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- 11. Strenuous Working Conditions
- 12. Unprofitability

Reliability of the scale Occupational Stress is .935 and Validity of this scale is .59. The Occupational Stress Index consists of True keyed and false keyed items.

True keyed items are item no. 1,2,3,4,5,9,11,12,13,16,17,20,23,24,25,26,27,28,29,34,35,36,37,39,42,44,45,46. These 28 items are rated as 1,2,3,4,5. The False keyed items are item no.6,7,8,10,14,15,18,19, 21,22,30,31,32,33,38,40,41,43 which are rated as 5,4,3,2,1. The five alternatives for each 46 items are strongly disagree, disagree, undecided, agree and strongly agree.

Job satisfaction Scale: This scale has been developed by Dr. Amar Singh and Dr. T. R. Sharma (Patiala). The scale consists of 30 statements both positive and negative with five alternatives. Out of which item no. 4, 13,20,21,27 and 28 are negative, others all are positive. Reliability and validity of this scale is 0.97 and .74 respectively. The five dimensions of this scale are:

- 1. Job Concrete
- 2. Job Abstract
- 3. Psycho-Social
- 4. Economic
- 5. Community/National Growth

The Job Satisfaction Scale consists of 30 items both positive and negative. The negative items are item no. 4,13,20,21,27,28 which are rated as 0,1,2,3,4. The rest 24 items are positive items which are rated as 4,3,2,1,0.

RESULTS AND DISCUSSIONS

Table no.1.1:- Showing Correlations between Occupational stress and Job satisfaction.

Construct		Pearson's Correlation Coefficient(r)
Occupational Stress Index	Job Satisfaction	-.395**

** .Correlation is significant at the 0.01 level (2-tailed).

The above table reveals that there is a significant and negative correlation between the occupational stress, job satisfaction as r is -.395**. Hence the H1 there will be a significant correlation between occupational stress and job satisfaction stands accepted.

IMPLICATIONS OF THE RESEARCH

Technological advancements had brought so many revolutions all over the sphere including the education system. These revolutions had passed numerous challenges for the teacher community thus, generating lot of stress for the teachers. Teachers' stress has to be seriously dealt otherwise it can have detrimental, emotional, cognitive, physiological and behavioral impact on their health, work and personal lives further accelerating a gamut of problems in education system. In order to prevent the teachers from adverse consequences, the policy makers, stakeholders, educationists, administrators and managements must find ways to lessen their stress level such as providing congenial working environments, less work load, job securities, maximum provision of facilities etc. They must have also be familiarized with the various coping strategies to be followed whenever they experience stress like, exercise, meditation, walking, listening to music, yoga, social networking, etc.

As we know that the person who has belief in his own worth can do wonders and those who lacks confidence, expect to fail, stop trying and just quit are not satisfied with their job and life. This should also be included in educational systems. Special training and counseling should be given in order to make them satisfied with their job.



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DOI: <http://ijmer.in.doi./2022/11.08.71>

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