



A study of job stress among college teachers

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Abstract

This concise report adds valuable information to the body of research on teachers at Government Colleges' stress levels. In particular, it reports the stress levels of a representative sample of college teachers of Kashmir as determined by the K. S. Misra (2014)-created Teacher Stress Scale (TSS-MK). A questionnaire assessing the levels of distress among teachers was distributed to a stratified random sample of teachers across the LIT of J&K. A notable response rate to the survey revealed a strong commitment among the teaching staff to addressing and reducing the stressors they experience in the College environment. The findings here support what many teachers have long known-that teaching relates to stress levels well-at a time when the stressfulness of teaching is being debated in the public.

Keywords: Job stress, government college teachers

Introduction

A teacher is person who moulds and sharpens the intellect of students for a bright and prosperous nation. A better educational setup is the key component in the direction of a nation's development. In guiding a nation and its future on lines of development, a teacher's role is paramount So, a teacher should be fully relaxed and satisfied to deliver things to his full potential -But unfortunately the position of academics and academicians is degrading day by day. The causes of this deteriorating situation are many, and one such important factor is job stress.

The changing global scenario, modern life and new emerging challenges have added to stress levels in all walks of life- There are many causes Of stress, and one main cause is job stress. Changing educational pattern, new demands and global competition add to the degree Of stress in educational sector- The Latin term stringere, which means 'to draw tight: is the root Of the word stress (cooper and Dewey, 2004) ^[1]- The word 'distress: which meaning "place under authority: is used by French authors (Humphery, 2005) ^[2].

Stress is a natural by product of having to deal with conditions that change on a regular basis. It is an internal condition brought on by disappointing or unsatisfactory circumstances. Demands on the job, lack of participation in decision-making, and societal issues all contribute to job stressors (Lee and Shin, 2010) ^[4]. Stressful circumstances

have a detrimental impact on performance, job satisfaction, and cause frustration. It generates health risks that lead to low turnover, reduced productivity, and discomfort (Choi *et al.* 2013) ^[5]. According to Dean (2002), diseases brought on by stress are the main factor contributing to decreased job productivity. Extreme stress at work has become the main cause of sickness since it has caused stress, which is a by product of pressure-

Job stress is found almost in all parts of the globe. However, the causes of job stress are not same everywhere -In a study it was revealed that salary is one of the factors responsible for triggering stress in college teachers. Government teachers with high salary are less susceptible to stress compared to nongovernment college teachers with meager salary (D. Kumar *et al.* 2013) ^[9].

Objectives of the study

1. To study the level of job stress among Government Degree college teachers.
2. To study job stress among Government Degree college teachers with respect to gender.
3. To study job stress among Government Degree college teachers with respect to experience.
4. To study job stress among Government Degree college teachers with respect to qualifications.
5. To study the combined effect of job stress among Government Degree College teachers with respect to

gender, experience, and qualifications.

Review of related Literature

Studies in the past have shown that a multitude of factors act as stressor -there are divergent views of researchers on the role Of different factors they play in increasing the gravity Of stress in colleges - In a study conducted by Ejaz khan *et al.* (2014) [7] it was revealed that there is remarkable difference in degree Of stress when we measure it in terms Of marital Status Of college teachers. The research also showed that job stress negatively impacts job performance, job satisfaction and life satisfaction of college teachers-Tahir (2011) [8] in his research described that both intrinsic and extrinsic factors had a significant impact on college teachers' academic achievement.

Dhrub Kumar and JM Deo (2011) [9] investigated the many facets of college instructors' working lives in general and discovered differences between how male and female, junior and senior, and other professors were seen with relation to their replies. In compared to senior teachers, the results showed that junior college teachers were substantially more stressed on the majority of stress-related dimensions- But in contrast to their male colleagues, female teachers were more stressed out by inter-role distance and duty overload. For better results, mental health of teachers is of utmost priority -Mentally and physically sound teachers are a real asset. They show excellent performance and the sector of education is fully benefitted- so to maintain academic momentum, mental health Of teachers is the priority. The more the job stress, the more is the deterioration Of mental health as Govind and Ruby (2014) [6] showed the close relation exists between job stress and mental health Of college teachers- In another view, K. Rupinder *et al.* (2013) [11] saw salary and other incentives, followed by working circumstances, relationships with peers, job stability, and responsibility, are the most significant factors that contribute to stress- Therefore, by addressing these issues, college teachers' job stress can be reduced. It is also evident from Debyani and Subhadeep's study (2020) that the majority of teachers have service breaks every semester, which makes their jobs less secure

and contributes to higher employee turnover and lower staff productivity. Radhakantha Gartia and Sushama Sharma (2013) [9] looked at the stressors that affect teachers who work in independently funded colleges of education- The findings show a substantial gender, ager and salary-based differences in the respondents' levels Of teacher stress. College teachers are affected by job stress as reported by Sindhu (2014) [12].

Singh Pabla Maninderjit (2012) [13] examined that there is a considerable variation in the degrees Of occupational stress experienced by male and female teachers Of colleges Singh (2012) [13].

Methodology of research

To collect the data, descriptive survey method was employed- For the purpose of study, population of 10 government degree colleges of UT Of Jammu and Kashmir was taken and through random sampling technique the sample of 50 college teachers were collected in which 25 were males and 25 were females.

Tool used in the present study

The tool used to collect data was Teacher Stress Scale (TSS-MK) constructed by K- S. Misra (2014) [6,7]. A score of 0, 1 were assigned for the five responses namely never, seldom, sometimes, many times and always respectively.

Data analysis

Table 1: Descriptive Statistics

	N	Minimum	Maxim		Std. Deviation
TSS	50	13.00	145.00	71.6400	31.86756
Valid N (listwise)	50				

Table 2: One-Sample Test

	Sig. (2tailed)	Mean Difference	Confidence Interval of the Difference	
			Lower	Upper
Gender of Respondent	21.00	1.50000	1.3086	1.6914

Table 3: One-Sample Test

	Sig. (2tailed)	Mean Difference	99% Confidence Interval Of the Difference		
			Lower	Upper	
Experience Of Respondent	23.917	.000	1.64000	1.4562	1.8238

Table 4: ANOVA

Model	Sum of Squares	Mean Square	Sig.
Regression	1 823.135	607.712	-.583
Residual	47938.3B5	1042.139	-.629b
Total	49761.52		

a. Dependent Variable: JS
 b. Predictors: (Constant), Qualification of Respondent, Gender of Respondent, Experience of Respondent

Table 5: Coefficients

Model	Unstandardized Coefficients		Standardized Coefficient	Sig.
	B	Std. Error		
(Constant)	73.234	28-ogg		2.61 2
Gender Of Respondent	-10.720	9.1 31	-.170	-.1174
Experience of Respondent	4.572	9.940	.070	.460
Qualification Of Respondent	3.176	6.1 59	.078	.51 6

Table 6: Descriptive Statistics

	N	Mean	Std. Deviation
Gender Of Respondent	50	1.500	.50508
Valid N (listwise)	50		

Table 7: Descriptive Statistics

	N	Mean	Std. Deviation
Gender of Respondent	50	1.5000	.5050B
Z- score: Gender of Respondent	50	.0000000	1.0000000
Valid N (listwise)	50		

Research Findings

1. It was found by applying Standard Deviation on the Sample that there is job stress among Government Degree college teachers.
2. It was found that Gender affects the job stress of Government degree college teachers.
3. It was found that Qualifications affect the job stress Of Government degree college teachers-
4. Experience affects the job stress of Government degree college teachers.
5. As indicated in table no-I, we can see that R- square value is .37, which means that our the independent variables causes 37% change in the dependent variable i.e, job stress of teachers.
6. In the table no.2, ANOVA results shows that P-value is 0.629 which is more than 0.01, hence we can say that there is no significant relationship between independent variables and dependent variables.

Conclusions of the Study

1. There is extremely high stress level of job among Government Degree College Teachers.
2. There is high stress level Of job among Government Degree college teachers with respect to gender.
3. There is extremely high stress level of job among Government Degree college teachers with respect to qualifications.
4. There is high stress level of job among Government Degree college teachers with respect to experience.
5. There is no combined effect Of job stress among Government Degree College teachers with respect to gender, experience and qualifications.

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