

# Occupational Stress Among Teachers of Meerut District

**Dr. Munendra Kumar**

**Professor & Head Education Department  
Kishan Institute of Teachers Education,**

**(Affiliated By CCS University, Meerut) Near Amar Ujala Delhi Road Meerut, U.P. (India)**

**E-mail : drmunendra2013@gmail.com**

## **Abstract :-**

We are living in the challenging and competitive world. In everyday life we come across many challenging situations. Stress is one of the most challenging situations. Stress is the 'wear and tear' our bodies experience as well as adjust to our continually changing environment, it has physical and emotional effects on us and can create positive and negative feelings. Stress is a common feature in our daily lives, especially when the pace of development increases. Work is a common term which is applied for all sorts of occupation. It is a basic condition for most people and is an important component of the atmosphere for human survival. The work of a teacher is a physically and mentally challenging. A teacher needs to use a lot of energy in his daily chores in the classroom coupled with his personal and family commitments. This trend which is a routine for a teacher forwards a lot of stress to the teacher. More than ever before work is not seen as the root of infinite satisfaction and fulfillment, but rather a source of stress, discontentment and humiliation. The aim of this study is to compare the Occupational stress between teachers working in Private and Government schools of Meerut District. A sample of 80 teachers from various Private and Government schools of Meerut district of Uttar Pradesh. Occupational stress scale for teachers by Dr. Sarla Rani and Dr. Suman Dalal was used for measuring the Occupational stress of Private and Government schools teachers. The statistical technique utilized in the present study were mean, standard deviation and t-test. Result revealed a significant difference in the Occupational stress.

**Keywords:-** Occupational stress, Private school, Government school and Teacher.

## **Introduction :-**

Stress is defined as the body's non-specific response to demands made upon it or to disturbing events in the environment. It is not just a stimulus or a response but rather, it is a process by which individuals perceive and cope with environmental threats and challenges. In small amounts stress is normal and can help individuals to be more active and productive. Stress is definitely a big word with even bigger impact, however this can be dealt with small changes that we bring in our day to day life. Stress is viewed as a negative emotional, cognitive, behavioral and physiological process what occurs as a person tries to adjust to or deal with stressors. The term "Stress" as it is currently used was coined by Hans selye in 1936, who defined it as "the non-specific response of the body to any demand for change. According to sindhu (2016), stress is considered as a state of individual that result from their interaction with the environment that is perceived as too demanding and a threat to their well being. It means to say that the stressors are not only physical but may also be cognitive and psychological. Stress is a perception of emotional or physical tension. As occupational stress beings to take toll on the body and mind, a variety of symptoms can result. Working in organizations not only provides individuals with life sustaining income but also exerts its own pressures on them. This can ultimately

have negative consequences both for achieving the goals of the organization and meeting the needs of the individuals working in them. Thus the work environment is a source of social and psychological stress, which has harmful effects on the well being of the employees. Teachers are arguably the most important group of Professional of a nation's future. But it has been observed over the years 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. School is considered a major source of stress in the lives of teachers. Teachers work daily with students, cope up with number of problems, student absenteeism and students with special needs, insufficient funding and lack of personal support moreover, teachers have to perform a lot of work after they reach home like preparation, correcting the note books, evaluation etc. All these indicate stress is always present among the teachers.

### **Stress:**

The word stress is derived from the latin word strictus, which mean tight or narrow its omnipresent part of life. Stress is an inevitable part of life. All of us recognize the feelings of being overwhelmed much work, lack of balance or presence from various factors. All these stressors are compounded by the realities of everyday life during the 21st century traffic, noise, family issues, wealth problem etc.

One may be familiar with some other terms which are used synonymously because of their meaning being similar stress. These terms are stress, strain, conflict and pressure. In Vance and Mattson have defined stress as "An adaptive response, mediated by individual characteristics and or psychological processes that are consequences of any external action, situation or event that places special physical and or psychological demand upon a person."

### **Causes of Stress:**

- **General Factors**

Working with national curriculum, teacher appraisal, lack of authority and sanctions for disciplining students, threats of school closure, media portrayal of teachers and inability to reconcile different roles i.e. of teacher, guide, counselor and social worker, conflict and home and work, attack on pride by rude pupils, financial pressures and declining status in the community.

- **The Role of management**

Feeling of being used or manipulated, being seen as willing workhouse, lack of flexibility, in times of need, too much emphasis on paper work, lack of support from management etc.

- **School Policy and Ethos**

Lack of consultation, fear of speaking one's mind, boundaries of responsibility, lunch and after duties etc.

- **Working Conditions**

Large classes, crowded staff areas, lack of resources, working on school matter during vacations etc.

## • The Pupils

Lack of co-operation from pupils, racial problems, pupil using bad language, pupil assuring back etc.

## Causes of stress for teachers :-

Major causes of teacher stress are:

- Rising class sizes
- Lack of public esteem
- Lack of control over the job
- Burden of providing cover
- Pupil misbehavior
- Poor management
- Workplace bullying
- Excessive workload
- Changes in curriculum and courses
- Excessive working hours

## Symptoms of Stress

### Intellectual Symptoms

- Confusion
- Poor judgment
- Difficulty in taking decision

### Physical symptoms

- Fatigue
- High blood pressure
- Heart palpitations
- Sleep disturbance

### Emotional symptoms

- Depression
- Irritation
- Anxiety
- Anger and resentment

### Behavioral symptoms

- Sleeplessness
- Isolation
- Neglecting responsibilities

## Effects of stress

Stress is very common in everyone's life is one things, because the stress of life changes challenging, but also be able to struggle and contradictions from the people's inner world.

**Effects of stress****Psychological Effects**

Depressed  
Bored  
Urge to cry  
Urge to hide  
Loneliness  
Use of sleeping pills  
Suspiciousness

**Behavioral Effects**

Aggressive  
Overeating  
Lack of initiative  
Fault finding  
Antisocial  
Inappropriate crying  
Impulsive behavior

**Occupational Stress**

Teaching is considered as one of the most stressful occupation in these days because the modern world is well of stress. Stress is a feeling of tension which is both emotional and physical. Occupational stress which occurs when workers perceive an imbalance between their capability and resources to meet these demands. It is that which derives from conditions in the workplace. Occupational stress in particular, is the inability to cope with the pressures in a job. It is a mental and physical condition which affects an individual's productivity, effectiveness, personal health and quality of work. Teacher stress is a specific type of occupational stress. It is experience by a teacher of unpleasant emotions such as tension, frustration, anger and depression resulting from aspects of his/her work as a teacher. Occupational stress may affect personal and low psychological well-being, as well as decreased job satisfaction. Nowadays teaching is regarded as a very stressful occupation. Increasing consciousness for education due to increasing competitions among students for achieving their goals added more pressure and stress on teachers. Kyriacou (1987) stated occupational stress as, "it is the experience by a teacher of unpleasant emotions such as tension, frustration, anger and depression resulting from aspects of his/her work as a teacher."

**Overview of a Teacher's Responsibilities**

Primarily the role and responsibility of a teacher is multitasked in the present day school system. A teacher has to take on his responsibilities in the following capacities :-

- Lesson planning and teaching
- Accountability for student performance
- Classroom management and discipline
- Supervisory role
- Extra curricular activity conducting and monitoring.

**Causes of Occupational Stress among Teachers**

Teaching is regarded as a very stressful occupation. Increasing consciousness for education due to increasing competitions among students for achieving their goals added more

pressure and stress on teachers. Following are the causes of occupational stress among teachers.

- Low Social Status
- Low Economic Status
- No Security of Service
- Heavy work load
- Working under autocratic headmasters
- Monotony of work
- The problem of Indiscipline
- Social Factors
- Lack of professional Aptitude
- Occupational Hazards
- Recruitment system

These are some of the important causes which are responsible for the Occupational stress among teachers. These causes should be removed as far as possible.

### **Programmes to Reduce Occupational Stress**

It is very necessary to reduce teachers stress. So, certain measures must be undertaken to all eviate teacher's stress and strain in order to enhance teacher's role commitment.

Following are the programmes to reduce Occupational Stress-

**Training of Teachers :-** Teachers should be sent for training of refresher courses from time to time so that they may become acquainted with the latest teaching techniques this will save the teacher and make the attitude liberal and progressive.

**Keep routine to minimum :-** Unnecessary restrictions should not be imposed on teachers because they create tension in the mind of the teachers.

**Granting freedom of work:-** The teacher should be allowed freedom far as their teaching and other duties are concerned.

**Means of Entertainment :-** In every school arrangement should be made for providing means of entertainment for teachers. This will help to reduce the tension in teacher's mind.

**Democratic Atmosphere:** The Principal should take major decisions by holding discussions with the members of the staff. The principal should not impose his decisions on the staff in an authoritarian way. If there is misunderstanding between the principal and staff, it should be discussed and clarified by mutual discussion.

**Impartiality :-** The Principal should not do favour to any member on the bases of cast and creed. Selection of teachers should be done on the basis of the interest, attitudes, capacity, communication and high standards of academic pursuits.

**Be Flexible :-** The Principal should not be rigid and traditional in his thinking and way of dealing with teacher's problems. The Principal should change his strategy with the time. The Principal should evaluate his own role as on administrator. The principal should set up an example for other to follow.

## **Statement of the problem:-**

“Occupational Stress Among Teachers of Meerut District”

## **Objectives of the study:-**

1. To compare Occupational stress between Private schools and Government schools teachers of Meerut district.
2. To compare Occupational stress between Private schools and Government schools male teachers of Meerut district.
3. To compare Occupational stress between Private schools and Government schools female teachers of Meerut district.
4. To compare the Occupational stress between Private schools male and Government schools female teachers of Meerut district.
5. To compare the Occupational stress between Private schools female and Government schools male teachers of Meerut district.

## **Hypothesis**

1. There is no significant difference between Occupational stress of Private schools and Government schools teachers of Meerut district.
2. There is no significant difference between Occupational stress of Private schools and Government schools male teachers of Meerut district.
3. There is no significant difference between Occupational stress of Private schools and government schools female teachers of Meerut district.
4. There is no significant difference between Occupational stress of Private schools male and Government schools female teachers of Meerut district.
5. There is no significant difference between Occupational stress of Private schools female and Government schools male teachers of Meerut district.

## **Delimitation & the study:-**

1. The study was delimited to 80 teachers only.
2. The study was restricted only Private and Government school teachers of Meerut district.
3. The sample is delimited only 10 schools (5 private and 5 government) of Meerut district.
4. The study is delimited only to the co-educational schools of Meerut district.

## **Methodology of the study:-**

The descriptive approach is used in the study. The present study is a comparative study on occupational stress among teachers of Private and Government schools district of Meerut. Keeping in view the nature of study, the survey method was found to be more suitable.

## **Population of the study**

The population of the present study constitutes all the Private and Government school teachers district of Meerut U.P.

## **Sample of the study**

The sample is of small number of representative individuals from the population (80) teachers from Meerut district were purposive randomly selected. (40) working Private schools (non gov.) and (40) working in Government schools from the Meerut district were selected as the subjects. Permission was obtained from the school management to administrator the questionnaire on selected teachers from their school. The investigator personally delivered the covering letter and questionnaire to the respondents. Each subject and school management was assured convince at the outside of the study.

## **Tools used**

The tool used for collection of data adopted for the study was as follows: Occupational stress scale for teachers by Dr. Sara Rane and Dr. Suman Dalal was used for measuring the occupational stress between Private and Government school teachers.

## **Statistical Techniques used**

In this study various statistical measures such as mean, SD and t-test are used. The data was analysed by applying descriptive statistics mean, standard deviation in order to ASSESS Level of occupational stress of teachers corporate in Private schools and Government schools of Meerut district. For comparison of variables the independent t-test was exclusively employed and the level of significance for 't' test was set at 0.05.

## **Selection of Variables**

The research scholar reviewed the available literature pertaining to the different types of job demands and employees behavior to the environment and the following variables were selected for the present study:

1. Occupational stress
2. Gender

## **Analysis and Interpretation-**

Data were further interpreted in five groups as there were five objectives of the study. All interpretation and discussions are made below as per the objectives of the study:

### **For Hypothesis No. (1)**

There is no significant difference between Occupational stress of Private schools and Government schools teachers of Meerut district.

### **Table 1:**

Mean, standard deviation and t-value of the Private schools and Government schools teachers of Meerut district.

	Group	N	Mean	Standard deviation	t-value	Remarks
Occupational stress	Private school (Teachers)	40	9.58	2.38	8.11	Significant
	Gov. School (Teachers)	40	6.41	3.04		

It is found that the mean scores of both Private school teachers and Government school teachers are 9.58 and 6.41 respectively. When the t-test was applied to compare the mean scores of both the groups it was found that the calculative t-value (8.11) is greater than table value 1.96 at 0.05 percent level of is significance. Hence hypotheses 1 is rejected. This means that Private schools and Government schools teachers have difference in Occupational stress.

### **For Hypothesis No. (2)**

There is no significant difference between Occupational stress of Private schools and Government schools male teachers of Meerut district.

### **Table 2:-**

Mean, standard deviation and t-value of the Private schools and Government schools male teachers of Meerut district.

	Group	N	Mean	Standard deviation	t-value	Remarks
Occupational stress	Private school (Male)	20	8.31	2.38	6.1	Significant
	Gov. School (Male)	20	5.79	3.01		

It is found that the mean scores of both Private schools and Government schools male teachers are 8.31 and 5.79 respectively. When the t-test was applied to compare the mean scores of both the groups it was found that the calculative t-value (6.1) is greater than the table value 1.96 at 0.05 percent level of is significance. Hence, Hypotheses 2 is rejected. This means that Private schools male and Government schools male teachers have difference in Occupational stress.

### **For hypothesis No. (3)**

There is no significant difference between Occupational stress of Private schools and Government schools female teachers Meerut district.

**Table - 3**

Mean, standard deviation and t-value of the Private schools and Government schools female teachers of Meerut district.

	Group	N	Mean	Standard deviation	t-value	Remarks
Occupational stress	Private school (female)	20	8.76	3.80	0.114	Not significant
	Gov. School (Female)	20	8.64	3.31		

It is found that the mean scores of both Private schools and Government schools female teachers are 8.76 and 8.64 respectively. When the t-test was applied to compare the mean scores of both the groups it was found that the calculative t-value (0.114) is smaller than the table value 1.96 at 0.05 percent level of its significance. Hence, hypothesis 3 is accepted. This means that Private schools and Government schools female teachers have not difference in Occupational stress.

#### **For hypothesis No (4)**

There is no significant difference between Occupational stress of Private schools male and Government schools female teachers of Meerut district.

**Table (4)**

Mean, standard deviation and t-value of the Private schools male and Government schools female teachers of Meerut district.

	Group	N	Mean	Standard deviation	t-value	Remarks
Occupational stress	Private school (male)	20	11.51	3.91	7.21	significant
	Gov. School (female)	20	14.50	5.09		

It is found that the mean scores of Both Private schools male and Government schools female teachers are 11.51 and respectively. When the t-test was applied to compare the mean scores of both the groups it was found that the calculative t-value (7.21) is greater than the table value 1.96 at 0.05 percent level of its significance. Hence, Hypothesis 4 is rejected. This means that Private schools male and Government schools female teachers have difference in Occupational stress.

#### **For Hypotheses No. (5)**

There is no significant difference between Occupational stress of Private schools female and Government schools male teachers of Meerut district.

**Table (5)**

Mean, standard deviation and t-value of the Private schools female and Government schools male teachers of Meerut district.

	Group	N	Mean	Standard deviation	t-value	Remarks
Occupational stress	Private school (female)	20	13.41	6.01	2.79	Not significant
	Gov. School (Male)	20	14.70	5.51		

It is found that the mean scores of both Private schools female and Government schools male teachers are 13.41 and 14.70 respectively. When the t-test was applied to compare the mean scores of both the groups it was found that the calculative t-value (2.79) is smaller than the table value 1.96 at 0.05 percent level of is significance. This means that Private schools female and Government schools male teachers have not difference in Occupational stress.

**Conclusion :-**

On the basis of the findings of the study the following conclusion were drawn:-

1. From the result of the study, it was clear that the Private school teachers were found to be highly Occupational stress compared to Government school teachers.
2. From the result of the study it was clear that the Private school male teachers were found to be highly Occupational stress compared to Government school male teachers.
3. From the result of the study, it was clear that the Privates school female teachers where found to be highly Occupational stress compared to Government school female teachers.
4. From the result of the study it was clear that the Private school male, teachers were found to be highly Occupational stress compared to Government school female teachers.
5. From the result of the study, it was clear that the Government school male teachers were found to be highly Occupational stress compared to Private school female teachers.

**Recommendation:-**

- School authority should seek some help from counselors to guide teachers in releasing their anger and frustration in productive manner.
- Teachers should make commitments only if they can complete them, this way they don't get stressed unnecessarily.
- Teachers should include yoga, meditation, exercises in their daily routine activities, it will help them in channelizing their pent-up energy.

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