



Analysis of Job Stress between Male and Female Teachers of Senior Secondary School of Gwalior

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ABSTRACT: For workers everywhere, the troubled economy may feel like an emotional roller coaster. "Layoffs" and "budget cuts" have become bywords in the workplace, and the result is increased fear, uncertainty, and higher levels of stress. The purpose of the study was to analyze the Job stress of male and female teachers. 100 teachers (50 male and 50 female) were randomly selected as subjects of the study from different private senior secondary CBSE schools in Gwalior city of Madhya Pradesh State. The data was collected with the help of Standard Questionnaire. The Collected data was analyzed and interpreted on the objectives of the study with the help of statistical techniques like mean, S.D., Percentile and 't' test. The level of significance was set at .05 for comparative statistics. Within the limitations of present study and on the basis of the findings, it was concluded that there is very high degree of Job stress between male and female teachers and male teachers have more stress than female teachers. It is recommended that effective measure should be taken by school administration to conduct a good environment in schools so the teachers do not have high level of job stress in their job.

Key Words: Job Stress, Employee, Overloadness, Role conflict, Powerlessness, Role ambiguity, Motivelessness, Frail interpersonal relationship

I. INTRODUCTION

Education is the key to success in life, and teachers make a lasting impact in the lives of their students.

-Solomon Ortiz

There's a dictum which says "development and destruction nurtured in the lap of teacher" if the teacher is not well in spirits how can we expect a well in spirit student from him. Employees suffering from high stress levels have lower engagement, are less productive and have higher absenteeism levels than those not working under excessive pressure.

The nature of work is changing at whirlwind speed. Perhaps now more than ever before, job stress poses a threat to the health of workers and, in turn, to the health of organizations. Teacher's role and responsibility in providing leadership to the most informed citizens of his or her society can hardly be under minded especially in the context of developing nations. The role of teacher's in the preparation of the future builders of the nation is far more important. Teachers are the guides and philosophers who shoulder the responsibility of directing the children and youth of the nation in the path of progress through meaningful education.

While some workplace stress is normal, excessive stress can interfere with your productivity and affect your physical and emotional health. And your ability to deal with it can mean the difference between success and failure.

Teaching is considered a highly stressful occupation. Burnout is a negative affective response occurring as a result of chronic work stress. While the early theories of burnout focused exclusively on work-related stressors, recent research adopts a more integrative approach where both environmental and individual factors are studied. This study analyse the stress level of male and female employees because I feel a teacher would perform better if he has no stress in his job.

II. RELATED LITERATURE

Fontana and Abouserie Conducted a study on "Stress levels, gender and personality factors in teachers. The Professional Life Stress Scale (PLSS) was used to assess teachers' stress levels and the Eysenck Personality Questionnaire (EPQ) was used to assess their personality dimensions. The study sample consisted of 95 teachers, 51 females and 44 males.

The results revealed that the majority of teachers i.e., 72.6 per cent were experiencing moderate levels of stress, and 23.2 percent serious levels. T-test results showed no significant difference between male and female teachers in stress levels. Correlation analysis between stress level and personality dimensions revealed significant positive correlation between stress and Psychoticism. A significant negative correlation emerged between stress and extroversion, and a significant positive correlation between stress and neuroticism. A multiple regression analysis revealed that extroversion and neuroticism were the best predictors of stress levels. It was concluded that personality dimensions appear to contribute more to stress levels than do the variables of either age or gender.

Wu conducted a research study on Study of the intervention measures for the occupational stress to the teachers in the primary and secondary schools. The purpose of the study was to study the status of the occupational stress and the work ability of the teachers in the primary and secondary schools. For the subject teachers in nine primary and secondary schools in Sichuan Province were taken as subjects for the study. The levels of stressor and strain was measured with the occupation stress inventory revised edition (OSI-R) and the work ability was measured with the work ability index (WAI). The same test was carried out after one year for the teachers in the nine schools to evaluate the effect of intervention measures. As result it was found that (1) After intervening, among the six items of occupational role questionnaire, the scores of role overload, role boundary, responsibility and physical environment of the teachers in the study group significantly decreased, compared with the teachers in the control group. The scores of the role overload, role boundary and physical environment were significantly lower ($P < 0.05$). Among the four items of personal strain questionnaire, only the scores of interpersonal strain of the teachers in the study group significantly decreased ($P < 0.05$), compared with the teachers in the control group. The scores of the vocational strain and interpersonal strain were significantly lower ($P < 0.05$). Among the four items of personal resources questionnaire, the scores of the recreation, self-care and rational cognitive coping of the teachers in the study group significantly raised and were significantly higher than those of the teachers in the control group ($P < 0.05$). The score of WAI of the teachers in the study group significantly raised and was significantly higher than that of the teachers in the control group ($P < 0.05$). It was concluded that the intervention measures are efficient to reduce the occupational stress of teachers, strengthen their coping resource and improve their work ability.

Rajvir & Pradeep (2012) conducted a study to analyse the Job Stress and Job Satisfaction among different faculties of Jawahar Navodaya Vidyalays of India. For the purpose two hundred and forty teachers (120 Male and 120 Female teachers which consists 30 Male and 30 Female teachers belonging to each faculty namely Physical Education, Arts, Commerce, and Science) were randomly selected for the study. The Collected data was analyzed and interpreted on the objectives of the study by using descriptive statistics i.e. Mean and Standard deviation. The data was also analyzed by using percentile technique of statistics. It was found that there is very low degree of Job satisfaction among and very much job stress among teachers of differences faculties of Jawahar Navodaya Vidyalayas of India.

A. Selection of subject

100 teachers (50 male and 50 female) were randomly selected as subjects of the study. These teachers were teaching in different private senior secondary CBSE schools in Gwalior city of Madhya Pradesh State.

B. Selection of Variables

Job Stress was selected as criterion variable for the study. In order to measure Job stress of teachers prepared and standardized by Dr. (Mrs.) Meena Buddhisagar Rathod and Dr. Madhulika Verma was selected. For present scale Indore teacher's job stressors are the integrated whole of problem / demands profession, due to this teacher feel overloadness, powerlessness, conflict in role, ambiguity in role and also frail interpersonal relationship at work place, which leads him / her face stress. For present scale, six main job stressors for teachers were identified. they are mainly related with the school situations and adversely affect the teacher's performance. They are as follows: Overloadness (OL), Role conflict (RC), Powerlessness (PL), Role ambiguity (RA), Motivelessness (ML), Frail interpersonal relationship (FIR).

C. Administration of test and Collection of Data

Prior to the administration of test, a meeting of the entire teachers selected was called in each school staff room in which their principals were present. In the meeting the procedure and purpose of the study was explained to the subjects. All the subjects voluntarily agreed to co-operate throughout the data collection period.

D. Statistical Analysis of Data

The Collected data was analyzed and interpreted on the objectives of the study with the help of statistical techniques like mean, S.D., Percentile and 't' test In order to compare the scores of job stress of teachers of private senior secondary CBSE schools of Gwalior.

III. RESULT AND DISCUSSION

The results of the analysis of Job Stress among Male and Female Teachers of is described in table 1.

It is evident from Table 1 that male and female teachers of private senior secondary CBSE schools of Gwalior are highly stressed as the analysed value of stressor for male and female is 179.06 and 173.18 respectively falls in the range of 95 and 90 percentile of stress.

Table 1: Analysis of score of Job Stressors between male and female teachers of private senior secondary CBSE schools of Gwalior.

Category	Calculated Score	Interpretation
Male	179.06	Highly Stressed near about 93 %
Female	173.18	Highly Stressed near about 90 %

Interpretation Source: percentage interpreted from norms Table.

Percentile norms for Teachers job stressors scale are given in Table 2

Table 2: Percentile Norms for job stressors scale for school teachers.

Percent	95	90	75	50	25	10	5
Total Score	187	173	154	128	114	101	91

When comparison was made between male and female teachers the results are shown in Table 3.

Table 3: Comparative analysis of mean and S.D. of Job stress between male and female teachers.

Variable	Source of variable	Mean	S.D.	Mean Difference	Standard Error Difference	't' ratio
Job Stressors	Male	33.03	2.41	0.75	.829	6.10*
	Female	38.09	5.34			

*significant at 0.05 level of confidence

Table 3 reveals that calculated value of 't' is 6.10 which is much greater than the tabulated value i.e. 1.14. It means there is statistically significant difference in the stress level of Male and Female teacher of private senior secondary CBSE schools of Gwalior. The table 1 and table 2 show that male teachers are more stressed than female teachers.

IV. DISCUSSION OF FINDINGS

It is evident from the descriptive analysis of data that the teachers of private senior secondary CBSE schools of Gwalior have very high degree of stress as their score for stressors of all the factors were found between 179.06 and 173.18 for men and women respectively which is very high degree of stress.

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