

Discriminating the Factors Influencing Stress Among the School Teachers – A Pragmatic Analysis

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Available online at: www.ijcseonline.org

Abstract— Now-a-days everyone seems to be talking about stress. The term is discussed not only in our daily conversation, but also on radio, television, in newspapers, magazines, and in conferences etc. Different people think about this term in different ways as stress is experienced from a variety of sources. Stress is a part of day-to-day living. Stress is an unavoidable phenomenon in human life. Stress is physical, mental and chemical reasons to circumstances that frighten confuse and irritate. Job-related stress is an important factor in teacher's motivation and retention.

Teachers are the real builders of the nation. *Teaching is one of the most significant and visible profession in the world.* In the present complex and competitive environment stress level is increased among school teachers due to various reasons. Besides that, the large number of students in a classroom, packed timetable, uneven duties, uncomfortable working conditions, co-curriculum activities, meetings, in-house trainings, courses to attend extra classes and the unnecessary amounted paper work are some of the main contributions to the increased causes of stress among teachers. In short, in almost all human activities, people experience stressful situations and sometimes feel that their own occupation is most stressful. Samples are collected from 150 respondents of teachers working in school. The reliability and validity of the scale was tested using the Cronbach's alpha coefficient test shows that 0.87 is highly reliable. Present study is an empirical study and is exploratory in nature. Collected data were arranged in logical of sequential order to analysis the data, percentage analysis, Friedman rank test and correlation test has been applied. The study can be taken as a guide for further improvement and strategies can be changed and developed as the environment is dynamic. Keeping ready well ahead, taking rest, avoiding strenuous posture, taking balanced diet, walking, using sleeping pills and hot water therapy were practiced by the teachers when they were physically stressed. Offering prayer, positive thinking, working in-group, avoiding painful reminders, delegating the tasks and listening songs were practiced when they were mentally stressed.

Keywords—*Stress, Causes of Stress, Physiological, Psychological, Work Environment, Coping mechanism to overcome stress.*

I. INTRODUCTION

Now-a-days everyone seems to be talking about stress. The term is discussed not only in our daily conversation, but also on radio, television, in newspapers, magazines, and in conferences etc. Different people think about this term in different ways as stress is experienced from a variety of sources. Stress is a part of day-to-day living. Stress is an unavoidable phenomenon in human life. Stress is physical, mental and chemical reasons to circumstances that frighten confuse and irritate. Job-related stress is an important factor in teacher's motivation and retention.

Teachers are the real builders of the nation. *Teaching is one of the most significant and visible profession in the world.* Teachers nowadays have to deal with so many different demands and pressures, emotional, physical, and

administrative and management duties but also to some in considerate parents' demands and wants. In the present complex and competitive environment stress level is increased among school teachers due to various reasons. The teachers' role in the growth, development and prosperity of the nation is undeniable. It is the teachers who mould the future society and influence the coming generations towards successful achievement of the national goals Besides that, the large number of students in a classroom, packed timetable, uneven duties, uncomfortable working conditions, co-curriculum activities, meetings, in-house trainings, courses to attend extra classes and the unnecessary amounted paper work are some of the main contributions to the increased causes of stress among teachers. In short, in almost all human activities, people experience stressful situations and sometimes feel that their own occupation is most stressful.

Stress at Job

Stress at job can be caused by too much or too little work, time pressures and deadlines having too many decisions, fatigue from physical strain of the work environment, excessive travel, having to cope with the changes at work and the expenses (monetary and Careers) of making mistakes. These factors may be the source of pressure for individual at some time or the other. The major factors mostly identified among other were: working conditions and work over head. Poor mental health was directly related to unpleasant work conditions, the necessity to work fast, to expand a lot of physical effort and to excessive and inconvenient hours. Physical health as well, is adversely affected by repetitive and dehumanizing environments.

II. REVIEWS OF LITERATURE

Abdul Moeed et al (2013) have used questionnaire method to collect a data from 300 respondents. The researchers found that, majority (44.7%) of worker's age is 25-28, 55% among them are 3-10 years experienced. Further they found that, employees are stressed because of their relatives and married women feel more stress than unmarried, some suffered from stress because of non-supportive of their husbands and 82% of them are stressed because of time management between family life and work life.

Daisy Rani.V (2014) enlightened that the study is an attempt to explore the stress phenomenon of women school teachers. It is clearly stated that higher level of teachers occupation stress generates and attitude of apathy, non involvement and non-co operation which will lead to low quality of education, increase in wastage, increase in cost, work breakage, low efficiency and strained relation of the teachers with the management and with the fellow teachers. The objectives were mainly framed to enumerate the level of job stress with the demographical factors like age, experience, domicile of area, etc., Descriptive research design and t-test were applied for the study. It enhance the existing environment to be peaceful and democratic their teaching skills and implementing the strategies required for the effective teaching in the classroom.

Anbu . A(2015) highlighted that teaching is the noble profession, the teachers are the wall on which the students have to draw, hence it is inevitable to have a strong body and mind to nourish the future challenging generation. The main objectives are to found out the level of professional teachers stress of higher secondary school teachers with respect to the demographical factors. Survey method is used for this study. The sample consists of 200 post graduate teachers working in government and private higher secondary school in and around Nagercoil region. It reveals that the demographic factors like gender, typed of school and

marital status of the teachers has been significant impact upon their stress level, whereas the professional qualification, location of the school, medium of instruction and their years of teaching experience didn't differ significantly in their level of professional stress component.

Dr. Manisha & Reena.K.S (2016) have used exploratory research method & collected data from 71 respondents with the help of questionnaire and chi-square test was used to analyze data. They found that, majority of them are graduated having less than 3 years of experience. Further researchers found that, married women are more stressed than unmarried. Time management, overwork,, work schedule, working in house are the main reason for their stress.

M. Muthuchitra (2017), stated that the variable factors influenced such as career development, employee role in organization, workload, job related factor, relationship with superior and team members, family events, individual needs and capability to be identified. This study is related to the assistant system engineers. The effects of stress have been analyzed in three forms of an individual's (i.e.) physiological, psychological and behavioral. The statistical tool applied for the study related to chi-square, Man-whitney U test, Krushal Walli test. Finally to overcome the consequences of the stress coping mechanism such as yoga, meditation, physical exercise, laughter therapy, proper food diet etc.,

Jyothi Narayanakkutty and Rajagopala Nair (2017), stated the objective regarding the stress management strategies and to identify the common problems. The sample size is taken for the research is 50 school teachers. The statistical tools were used as percentage (%) analysis, Weighted Average, ANOVA etc., for the analysis of data. It suggested to perhaps incorporating physiological techniques to obtain the measurement of stress level. Through the coping mechanism (exercise, meditation, relaxation, etc.,) that one can take a strong decision making authority that lead to be generalized. It reduced absenteeism, low morale, health problems so on.

III. NEED OF THE STUDY

Teacher education occupies a strategic position in the educational pattern of the country. It is the foundation stone for whole education and plays an important role in social construction and economic development of the country. So, school teachers play a vital role in the educational process. They perform dynamic functions in schools by teaching and participating in varied works and activities. Teachers' social reaction, social status and adjustment influence the pupils.

Teacher stress has become an area of interest among researchers and practitioners in many fields during the past few decades. To date, researchers have identified numerous personal background characteristics of educators who appear to be experiencing stress to a greater degree than their

colleagues. The teacher stress is reflected in recent studies conducted in countries like UK, United States, Israel and Australia.

School type was found to account for a significant amount of variance in perceived stress after controlling for background variables of sex, pay scale or grades, type of schools, teaching experience and level of education. Value patterns have also been found to be related to perceptions of stress. Higher level of stress were associated with poorer physical health, higher rates of absenteeism, lower self confidence and more frequent use of regressive coping strategies.

IV. STATEMENT OF THE PROBLEM

Teaching profession is generally considered as a noble profession with lots of expectations from the parents towards their children's education and the development of their personalities. Teaching is highly valued especially because the success of the next generation depends on today's teaching. Individual's perception about stress is mostly based on number of factors such as family background, educational qualification, personality value system, age, number of departments, etc. Stress management continues to be the major concern of the department of human resource development in any organization and educational institution. These expectations may also contribute as a source of stress. Present study attempts to identify the various determinations of factors influencing the stress among the school teachers in Tiruchirappalli City

Research Questions

The following research questions were raised to guide the study:

1. To what extent the factors influencing stress among school teachers in Tiruchirappalli Corporation?
2. What are the preventing strategies for coping with stress among school teachers in Tiruchirappalli Corporation?

V. OBJECTIVES OF THE STUDY

1. To find out the impact factors that caused by health dimension among the school teachers.
2. To study the socio economic characteristics of school teachers and its association with stress.
3. To analyze the factors influencing stress among the school teachers.
4. To propose innovative solutions for reducing stress.
5. To suggest effective means to overcome stress at different levels.

VI. HYPOTHESIS

Ho: There is no close relationship between work stress and the factors influencing stress occurred by the school teachers.

VII. RESEARCH METHODOLOGY

a) DATA COLLECTION

Descriptive research has been adopted for the present study. The study contains both primary and secondary data. Primary data were collected through a questionnaire which measures the stress level of the teachers and identifies the various stressors. The secondary data were collected from various relevant published materials including books, periodicals, journal, dissertation, thesis, working papers and websites. Further the researcher also had a personal discussion with the respondents to know their inner feelings as the present study also involved a few psychological factors. Samples are collected from 150 respondents of teachers working in school. Convenient sampling method is adopted for collecting the primary data.

b) TOOLS FOR COLLECTION AND ANALYSIS

Present study is an empirical study and is exploratory in nature. Collected data were arranged in logical of sequential order. To analysis this data, percentage analysis, Friedman rank test and correlation test has been applied.

RELIABILITY STATISTICS

The reliability and validity of the scale was tested using the Cronbach's alpha coefficient test shows that 0.87 is highly reliable.

LIMATION OF THE STUDY

- ❖ This study is based on primary data collection made only from 150 respondent's opinion.
- ❖ This study was conducted only to the school teachers who were working in Triuchirappalli Corporation.

VIII. RESULTS AND DISCUSSION

Table No : 1 Discriminating the personality factors causing stress for the school teachers

Personality characteristics	Total Yes score/150	Percentage (%)
Loss of control	94	62.67
Fear of failure	66	44.00
Anger	68	45.30
Submissiveness	88	58.67
Dependency	80	53.30
Introvert	84	56.00
Exhaustion	104	69.30
Assertiveness	48	32.00
Hostility	60	40.00
Friendliness	64	42.67

Test .1 Friedman Test

Friedman test is the non-parametric test used to find the significance difference between mean ranks.

Table No:2 Friedman test for factors influencing the respondents in work of school teachers

Variable Factors	Mean Rank	Assigned Rank	Friedman Test
Monotonous Work	2.48	1	N= 150
Working Environment	1.66	5	$\chi^2=128$.
Growth Opportunity	1.62	7	71
Job Security	2.02	3	DF= 8
Travel Time	1.63	6	Sig =
Health Issues	1.81	4	0.000<
Work Life Balance	2.43	2	0.05
Students and Parents Behaviour	1.52	8	Significant

Sources: Primary Data

From the table depicts that significance level of P is 0.00 which is less than 0.05, the test is significant, which means that there is a significant difference in ranking the various variable factors that influencing the teachers work in the school.

Test.2. Correlation Test**Table No:3 Correlation between Sources of stress and factors influencing stress**

Sources of Stress	Factors influencing Stress	Correlation	Level of Significance	Statistical Inference
Work Stress	Physiological Stress	0.279	P < 0.001	Significant
Family stress	Psychological Stress	0.262		

The Correlation Value is 0.279 & 0.262 that shows the significance value of P is 0.000 which is less than the table value (P<0.01). Therefore the test is significant at 1% level of significance.

Thus the above table reveals that there is a significant relationship between the sources of stress and the factors influencing stress. It is further inferred that work and family stress such as heavy workload, insufficient break, lack of time to cover syllabus, extra class work, poor physical working condition, non-academic work and economic condition of family, behavior pattern of spouse, family support, etc., and factors influencing stress are angry, nervous, exhausted, anxiety, lack of concentration and illness, heart diseases, poor health, sleeping problem so on.

IX. SUGGESTION**To Reduce Stress among Teachers**

1. **Increased salary-** At present, the salaries of teachers are so pitifully low that they cannot manage their affairs reasonably in such limited income. This causes many mental anxieties and tensions to crowd their minds. If their salaries are increased, many of their routine problems will be solved; thus, much of the mental ill-health likely to occur in the

future will be checked. With a better salary, the teacher will regard himself as one of the better classed in society and this will mean enhanced social and economic status for him.

2. **Security of employment-** Teachers should have security of employment so that they may work in the school with full confidence about their future. The rules of service should be improved and they should be compulsorily observed.

3. **The school environment-** The school environment has a direct impact upon the teacher's mental health. This environment should be infused with cooperation and sympathy and made free from cattiest feelings.

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

5. **Interest in social activities-** Teachers should be encouraged to participate in social activities from time to time. They should also be required to participate in various social activities.

6. **Democratic view point-** Every teacher should be given an opportunity to express his views. The headmaster should maintain a sympathetic attitude towards all his teachers and he should organise teachers meetings at regular intervals where efforts should be made to sort out teachers' problems, both collectively and individually.

7. **Reduced work-load-** At present, teachers are kept so busy that they keep on working from morning to evening and this exhausts their mind and also makes it prey to various fears and tensions. Their mental work load is almost unbearable because they do only mental work over long periods. This work-load should be reduced.

8. **Means of entertainment-** In every school arrangements should be made for providing means of entertainment for teacher. This will help to reduce the tension in teacher's minds.

9. **Other facilities-** As in case of other professions and services, teachers must be provided with other facilities such as a medical care, housing, pension, children's education etc.

10. **Hobbies-** After finishing his teaching routine, each teacher should spend his leisure in some hobby. This will give him suitable opportunity for developing his powers and capacities.

11. **Facilities of teaching-** In the school, there should be proper facilities of teaching and suitable teaching materials so that the teacher may be able to teach in a satisfactory and satisfying manner.

12. **Selection of teachers-** Before granting admission to teacher's training institutions, it is essential to assess the attitude, aptitude and mental condition of the prospective entrants. Besides, each school and each teacher has its or his own individual problems, and these influence the teacher's mental health. If we want teachers to be mentally healthy, we will have to equip each school with all the necessary facilities. Besides, the teachers themselves must also analyse

their own problems and limitations and try to overcome them.

CONCLUSION

Teachers they are the backbone of our country. They produce great leaders that can change the fate of our country. Now-a-days, stress among school teachers is becoming popular. Teachers' mental health is a great concern in our society. Teacher does the great work for society. They prepare the new generation for future but he is totally ignored. This ignorance of him caused him mentally ill healthy. Home, school and society should play their role making a teacher to be well-healthy. Increased in salary, security of job, school environment, training, social activities, democratic values, reduction in work load and many other facilities may reduce tension among teachers and make their life better.

The study can be taken as a guide for further improvement and strategies can be changed and developed as the environment is dynamic. Keeping ready well ahead, taking rest, avoiding strenuous posture, taking balanced diet, walking, using sleeping pills and hot water therapy were practiced by the teachers when they were physically stressed. Offering prayer, positive thinking, working in-group, avoiding painful reminders, delegating the tasks and listening songs were practiced when they were mentally stressed.

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