

## **OCCUPATIONAL STRESS AMONG FEMALE TEACHERS WORKING IN HIGHER SECONDARY SCHOOLS**

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### **ABSTRACT**

In today's world of rapid industrialization and increasing urbanization, "Occupational Stress" is an inevitable phenomenon in human life. It is a psychophysical disorder that affects the efficiency, effectiveness, personal health and job quality of an individual. Teacher stress is a particular form of work-related stress. Through this mod, teaching career can be recognized as a stressful occupation in this challenging modern world that can adversely affect teachers' health, which in turn affects the students and the learning environment. In this regard, female school teachers were typically faced with a lot of occupational stress, particularly by the married female teachers, as they have to play multiple roles at home and at school. In this paper, attempts were made to identify the principal Causes of occupational stress among high school female teachers, and ways to avoid and reduce it.

**KEYWORDS:** Occupational stress, Female teacher & Higher secondary school

### **INTRODUCTION**

An uncomfortable psychophysical disorder, "OCCUPATIONAL STRESS" is a common feature of this modern world where a person fails to cope with the stresses in his / her work. It has an effect on the workers' personal health and work performance. Occupational stress can be seen in various fields of work. In the last few years, the teaching profession has become more challenging worldwide, particularly at the secondary level where the students reach the adolescent stage and as such, the stress among the teachers has developed very rapidly. Various factors are correlated with the job stress of teachers, such as increased workload, low salary, lack of facilities, large size of the class, Lack of career development programs, student behavior training etc. Most frequently, the level of occupational stress of female teachers, particularly among married female teachers, is higher than their male peers because the former have to play multiple roles at home and at school. They have to do the daughter-in - law, wife, mother, sister-in-law etc. At the same time, they must play the role of a good sensitive teacher in the schools, while educating their students. It is something that is very normal, that they were confronted with occupational stress, which adversely affects both the teacher and the teacher. In this regard, attempts to minimize and prevent the main causes of occupational stress among the teachers are therefore very important for the enviable outcomes in the method of education.

An occupational stress is any force that pushes behind its range of stability a psychological or physical component, creating a strain within the person. Stress in teaching is a continuing

concern issue for those involved in education. Teacher stress is characterized as experiences of unpleasant, negative emotions such as rage, frustration, anxiety, depression and nervousness in teachers; depression and nervousness, resulting from some aspect of their work as teachers.

Working in organizations not only offers life sustaining income to individuals but also places its own burden on them. Ultimately, this can have negative consequences for both achieving the organizational goals and meeting the needs of the individuals working within them. Therefore, the work environment is a source of social and psychological stress that has adverse effects on employee well-being. Especially stress in general and occupational stress is universal and often disabling human phenomenon. Work-related stress has a negative effect on people's behavior, resulting in personal and organizational inefficiency eventually. Occupational stress can be defined as a situation in which occupational factors interfere with the worker in order to alter (disrupt / enhance) his or her psychological or physiological state, so that the mind and/or body of the employee is forced to deviate from his or her usual way of working.

Stress has a complex definition for the workplace. The stress of missing the delivery date of a big order for a major customer may be to the production manager in a chemical plant. There may be disappointment to the business executive associated with the inability to obtain appropriate short-term loans from banks to meet operating needs, and so on. Stress is an internal phenomenon that causes a psychological or physiological imbalance within a person and results from social, organizational or individual factors.

## **REVIEW OF LITERATURE**

Davis and Newstrom (1985) Stress is a state of pressure on the thought processes of one's emotions, and physical fitness. When it is intense, it may affect one's ability to deal with the situation, the general term 'stress' is applied to the stresses that people experience in life. Employees experience various stress symptoms as a result of these stresses, which can affect their job performance. Stressed people may become anxious and develop chronic worries. They are quickly provoked to rage, and cannot relax. We can be overly uncooperative or be using alcohol or narcotics. Both disorders often arise from other causes, but are raising stress symptoms.

Reddy and Ramamurthi (1991) In their research 'The Relationship between Stress Experience on Job Age, Personality and General Skills,' they examined the impact of the individual's age, temperament and general capacity to handle stress. This was found that the experience of stress was affected by only age. There was only a very small contribution of the individual's temperament and general potential to the strength of the individual's stress experience.

There was a significant negative relationship between age and stress, as well as between experience and stress. Even this study found negative association between number of family members and stress. Among various types of staff, namely officers and clerks, the level of stress was no various.

D'Souza (1993) the leaders of today not only live and work at a quicker pace, they still have to deal with it Because of confusion and with shifting. They need effective methods to cope with the sort of stress that affects everyone in positions of leadership. People popularly identify managers or chief executives as the ones most susceptible to stress and illness. People at all management levels, however, do find themselves.

Singh and Sehgal (1995) in their own study on 'Men and Women in process of change: Patterns of Stress Strain and Social Relationships' the patterns of stress and stress among men and women as well as single- and dual-career couples are highlighted. They found that there was no major difference between male and female managers on the various stress dimensions. In strains, however, gender inequality was observed. Women were characterized by anxiety, though men displayed more signs of somatic problems as compared to single and dual couples. Male managers with working spouses were found to have a higher workload than managers whose spouses were not working. Single career managers often showed less irritability than dual career managers, and overall single career managers showed greater psychological wellbeing than single career managers than others. Working woman administrators had greater physical well-being but had worse psychological well-being than their working husband did.

Lewis (1999) in his research on 'Teachers Coping with the Pressure of Classroom Discipline' he explored that the stress levels of teachers derive from being unable to discipline pupils in the way they do. Teachers should plan overall discipline maintenance; it emerged as a stressor for those worst-affected teachers who put special emphasis on empowerment of the pupils.

## **METHODOLOGY.**

### **Objectives of the Study**

- To identify the occupational stress among the female higher secondary school teachers.
- To find out the different stress management activities for reducing the occupational stress among the female higher secondary school teachers.

### **Data Analysis and Interpretation**

**The female higher secondary school teachers it is seen that they suffer from the problem of occupational stress due to various reasons such as**

- Higher secondary school teachers feel heavy work load and lack of proper teaching aids.
- large class size.
- Higher secondary school teachers responds inadequate salary and lack of inner satisfaction.
- Higher secondary school teachers facing problem in managing students behavior.
- Higher secondary school teachers feels lack of opportunities for professional enhancement.

- School teachers responds lack of healthy interaction among staff members and shortage of time limit to cover the syllabus.
- School teachers do not have family support in doing household chores.
- School teachers facing financial problems at home.
- School teachers says family interference in career.

### **Different Stress Management Activities as responded by the Female Higher Secondary School Teachers**

- School teachers sleeping for getting relieve from the occupational stress.
- School teachers watch television.
- School teachers listening music as stress management activities.
- Secondary school teachers talk with friends.
- School teachers doing shopping.
- School teachers take travelling as stress management activity.

### **FINDINGS OF THESTUDY**

- It is found that all the selected female of higher secondary school teachers have reported that they have faced the problem of occupational stress in performing their duties due to different reasons. Teachers have also given their views regarding different stress management activities, which are applied by them as following. The main causes of occupational stress, as mentioned by the female teachers, are large size of class and of use watching television and sleeping for getting relief from the occupational stress.
- The higher secondary school teachers have Problem in managing students' behavior and Lack of oppourtunities for professional enhancement.
- The higher secondary school teachers have Lack of healthy interaction among staffs and shortage of time to cover the syllabus and Family interference into their career.
- The higher secondary school teachers have facing inadequate salary and Lack of inner satisfaction.
- The higher secondary school teachers have responds Lack of proper teaching aids.
- The higher secondary school teachers have feel Heavy workload and lack of family support in doing household chores.
- The higher secondary school teachers have facing financial problem at home.
- The higher secondary school female teachers listening to music and Talking with friends.
- The higher secondary school teachers have going for shopping and travelling to places of natural beauty.

### **CONCLUSIONS**

It can be inferred from the present research that the career of higher secondary school teaching has become very difficult, as teachers have faced several kinds of problems when teaching the

students as a result of which their level of occupational stress continues to increase. Occupational tension has become an inevitable part of teaching. In one way or the other, a teacher is the target of the more prevalent workplace tension among the married female teachers. In this sense, the following recommendations can be brought forward to some degree to reduce the workplace stress issue among female high school teachers.

- Schools will provide teachers with job security.
- Organizing activities and building an organizational environment to improve teachers and authorities' engagement.
- The student teacher ratio should be limited in the classroom.
- It is important to implement counseling and stress reduction services in classrooms.
- Recruiting of additional teachers to reduce the workload teachers.
- The administration of public and private high schools should collectively arrange personality enhancement classes, yoga workshops and refresher courses for teachers to improve their personality qualities and alleviate job tension.
- The married female teachers would be supported with family support. Husbands should be more active in helping hand their wives in this way.
- The administration of public and private high schools should collectively arrange personality enhancement classes, yoga workshops and refresher courses for teachers to improve their personality qualities and alleviate job tension.
- The married female teachers would be supported with family support. Husbands should be more active in helping hand their wives in this way.
- The government will provide resources to develop teaching aids so that students can be encouraged to attend classes without disruption and teachers' stress rates can be minimized.
- The department of education will change the syllabus layout to allow teachers to complete the courses within a specified time period.
- The pay of private school teachers will be raised according to their credentials, expertise and teaching skills.

Thus, the level of occupational stress can be managed to a large degree by being conscious of the key causes of occupational stress and by correctly applying the stress reducing techniques. State, school administrators and even members of the family play a significant role in this regard. Reducing tension among teachers helps to create a pleasurable educational experience for all and also helps to promote the development of the nation by cultivating the future generation as both economic and social assets.

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