

## **EFFECTS OF STRESS ON PERFORMANCE OF WOMEN SCHOOL TEACHERS IN PUNJAB: A REVIEW**

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**Abstract-** The aim of this paper is to basic survey the existing literature on occupational related stress of a woman teacher and explores its discoveries to build up another bits of knowledge and future bearings for additional research. Poor working conditions and strained relationship between management and workers cause excessive stress. Internal stressors such as pessimistic attitude and excessive worries too affect the work satisfaction and performance. The teachers plays an important role in the education sector. So in this paper we will study the effects of stress on performance of women school teachers.

**Keywords-** Stress, Performance, Work, Woman.

### **INTRODUCTION**

The word stress has been derived from 'strictus', meaning hardship, adversity and later evolved in Middle English to be known as stress and in old French as EU stress [1]. The stress is "a state of affair involving demand on physical or mental energy" [2] as defined by the Oxford Dictionary. It has been used in physical sciences, medical sciences, psychology and behavioural sciences. Psychologically it is a condition or circumstance which may be positive or negative which can disturb the normal physiological and psychological functioning of an individual and extreme stress conditions are detrimental to human health. It can be useful in many circumstances, though it is synonymous with negative conditions [3]. Medically 'stress' is defined as a perturbation of the body's homeostasis. This demand on mind-body occurs when it tries to cope with various changes in life. Behaviourally, this condition is 'relative' in nature. At present, with the fast diversification of human activity, we come in contact with various causes of stress and the symptoms of anxiety and depression. Physically, "nothing gives one person so much advantage over another as to remain always cool and unruffled under all circumstances" (Thomas Jefferson). A large number of researches in all these fields have studied and researched the subject of stress from various angles [1]. Major studies remain on work stress. Since working women stress primarily emerges from their place of work, it should fall under the category of work stress. In India, the women had the highest share of employment in the education sector at 24.47 lakh workers as compared to other sectors while the men employed in education sector were 25.51 lakh as shown in April-June, 2018 Quarterly Employment Survey (QES). It is an unavoidable consequence of modern living [4]. South West Malwa region is the most backward and least researched area in Punjab especially on stress in women in education area. Thus women in education sector in South West Punjab have been chosen for the study on stress.

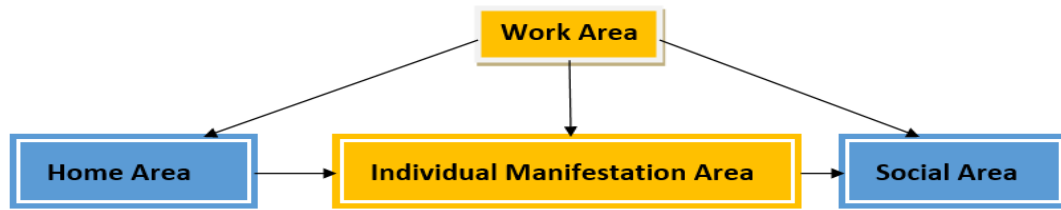
### **Sources of Stress**

Sources of stress are not only work or relationships related but also environmental. In addition to pollution, continuously rising prices, decreasing incomes and vast corruption have taken over human thoughts [5]. Whenever we are stressed we think more negative and these negative thoughts increase the level of stress. Outcomes are glaring social stress, work pressure, financial problems, poor health and broken relationships etc. These are now affecting all age groups even causing mental health breakdowns and blanks quite often. Burnt out stress syndrome is the new term given to this new type of stress [6].

Multiple pressures and role that an individual has to perform unremitting or prolonged causes role stress. The present era is considered as an era of strain, frustration, conflict, tension, depression, psychometric diseases and anxiety which has become regular part of life. Women are best recognized for organizing their role as professional and house maker pretty flawlessly due to their managerial skills, patience and their ability to meet demands .So they have to play dual roles. Stress in the work place is a major issue in present era and managing it becomes vital in order to keep up job performance as well as relationship with co-workers and family members. At times changing the work environment and making it competitive between employees decreases some amounts of stress but not very appropriate. Studies reveal that women live longer than men, it can be seen as a paradox that they report lower perceived health, consume more health care and are more often on sick-leave than men due to the multiple roles she has to play [7].

**Symptoms of Stress**

One’s occupation or work is the cause of a good deal of stress which is the significant part of their life. Part stress is of increasing concern as a result of it is of significant economic inference for the organization.



**Fig. 1: Stress symptoms in body and behavior**

Headaches, irritable bowel syndrome, eating disorder, allergies, insomnia, spinal pains, frequent cold and fatigue to disease for example hypertension, asthma, diabetes, heart illnesses including heart attacks and even cancer all are the symptoms of prolonged or accumulated stress. Relationships demands at work and at home, interminable medical issues, stress at working environments, traffic snarls, fulfilling the time constraints, growing up strains or an abrupt bearish pattern in share market can trigger serious stress conditions as shown in fig. 1 [1].

**Malwa Region of Punjab**



**Fig. 2: Graphical View of Population of Punjab**

Division of Punjab is done into three regions i.e. Malwa, Majha and Doaba (as shown in figure 2). Majha region’s people are moderately educated. Large population in the Majha region belongs to rural area and agriculture is the main occupation of them. Doaba region’s people are more educated as compared to the Majha and Malwa region. With respect to literacy rate, the district Hoshiarpur positions first while regarding per capita income Nawanshahr positions first among all the districts of Punjab. Large population of Doaba region belongs to the low caste. But, presently the region has modernised and propelled well. The enormous number of the people of this area is settled down outside India and therefore this region is also called NRI belt of Punjab. The educational level of the Malwa region’s people of Punjab is low. Right around 60-70% zone of Punjab state is a part of this area. The people of this region are called 'Malwai'. Punjabi is the primary language of this region [8]. Punjabi is one of the India’s 22 official languages [9].

**Stress among Women Employees of Punjab**

Gender is a social build. It characterizes and separates the rights, roles, duties, and commitments of men and women. The natural contrasts among females and males form the structure the premise of normal practices that characterize wrong conduct for men and women and that decide men and women’s differential social, economic, and political power [10].

Women comprise 47.23% of total population of Punjab when contrasted with 48.5% at all India level. The percentage of female job searchers to total number of job searchers enrolled in employment exchanges was 30.30% in 2012 when

contrasted with 69.70% of male job searchers. Number of women employees was 68,758 (25.38%), out of total 2,70,908 Govt. employees working in the state in 2011. In other words, female comprise only one-fourth of the total employees working in the government/semi-government division. The percentage of female employees to total employees in group A, B, C and D is 23.47%, 32.28%, 27.49% and 16.05% respectively. [11].

## LITERATURE REVIEW

Sahu and Mishra [12] conducted a research study on stress role on working professionals in a degree college. It was found that stress plays both negative as well as positive effect on employees. At times emotionally a person gets weak but on the other hand it equally motivates him to work more and enhance the skills which he possesses, mostly directs us to accomplish our goals judiciously. So there is a deep relationship between the two. Researchers have even shown that workload often leads to conflicts. Even if employee is not appreciated for his work he gets demoralized. As such his performance decreases. This in turn often results in absentia from workplace.

Karimi and Alipour [13] investigated theoretically how 'locus of control' which states that individual's success, failures and outcomes are controlled by individual's actions and behaviour. The study investigated can reduce occupational stress to have an effective performance improvement as job stress is increasing globally in all countries as well as organizations. It also leads to negative consequences such as absenteeism, low productivity as well as psychological and physical illness. Locus of control can be effective tool to reduce workplace stress by job satisfaction and also increasing the quality of life.

Roslan(2011) [14] studied the factors related to work stress among Bank Rakyat Employees. Data of 154 employees was collected through 40 questioners based on five point Likert scale. Stated that Stress arises when individuals pressure increases to cope up with the situations arises. It leads to absenteeism, decreased quality as well as decreased job satisfaction. Stress consists of both internal as well as external factors which influence the employees in their performance, health as well as emotional well-being.

Treven and Zizek [15] founded that workers who are more stressed are unsuccessful at their work places as they cannot focus properly on their given tasks. They broadly classified stress into three types-Transient stress, Post Traumatic Stress disorders and Chronic Stress.

Vijayan [16] stated that IT workplace stress is becoming a major issue in today's fast and competitive world. Work load, role conflict and work over load are the main causes of stress among employees in IT Sector, which reduces their work performance.

Jadoun, Kushwah, Barodiya and Haloni [17] analyzed that stress management is important as it will save not only you but also your relationships. When an individual is stressed goals in life are diverted to another direction. It has many negative consequences such as marriage break ups, suicides as well as violence.80% of the illness both physical as well as mental is caused by it.

Ali and Rizwan [18] studied the impact stress on Job performance of employees of private sector Universities of Karachi, Pakistan. It was an Empirical research which was conducted on 133 employees of Private Sector Universities of Karachi that are providing Education in various streams of Management, Textile etc. They analyzed that work load and role conflicts lead to stress. Associations can decrease the stress level on employees by upgrading occupations in order to bring down the workload on employees and cut back role struggle, and give sufficient pay to employees. Other than this associations ought to likewise give guiding to employees to learn stress management methods so as to defeat stress issue.

Hantsoo and Epperson [19] studied various personality types and its effects on the behaviour. They analyzed that women experience higher level of anxiety as well as more work burden. Women suffer from anxiety and stress almost twice as men. They also face other issues such as maternity, menopause, gender roles etc. It also leads to unhealthy ways such as smoking, drinking as well eating poorly.

## CONCLUSION

In this paper we reviewed the various papers on the effects of stress on performance of women school teachers. The investigation shows the accompanying examination issues for the current examination identified with issues and difficulties faced by working women in the working environment. With the point of investigating the utility of role stress

corresponding to teaching profession, this paper has set the discussion for planned researchers to deliberate completely about the relationship between stress and work performance.

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