

A Study On Occupational Stress Among College Teachers With Special Reference To Nalbari District, Assam

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ABSTRACT:

In today's world, every individual experiences a different amount of stress, some have personal and some have occupational stress. The present study tries to know the level of occupational stress among college teachers, with special reference to Nalbari district, Assam. The major objectives of the paper are- to study the level of occupational stress among college teachers, to comparing the level of occupational stress on the basis of gender and to comparing the level of occupational stress on the basis of types of colleges. In this study of total of 100 teachers of private and government colleges were selected from Nalbari district of Assam and the sample were collected through a simple random technique. The occupational stress index developed by Dr. A. K. Srivastava and Dr. A.P. Singh was used as tool to measure the occupational stress. The results were analyzed by using percentage, Mean, Standard Deviation and t-test. The result indicates that 18% teachers have low occupational stress, 39% teachers have moderate occupational stress and 43% teachers have high occupational stress. Insignificance difference has been observed in the mean score of occupational stress between male and female teachers and significance difference has been observed in mean score of occupational stress between private and government college teachers.

KEYWORDS: Occupational Stress, College teachers, Nalbari district, Assam

INTRODUCTION:

The 21st century is the century of stress, as it is believed that virtually everyone experiences stress to some degree, from young children to the elderly. Stress is the general response of the human body to various demands and can manifest physically, physiologically, psychologically and emotionally. It can be triggered by a wide range of situations or factors. Like personality is a significant factor influencing on how people perceive and copy with stress, as different people may react differently to the same stressor. That is why the present study is conducted on occupational stress on teachers. In psychology, stress is described as a feeling of strain and pressure that is considered a form of psychological pain. But some level of stress can be beneficial and even necessary for optimal performance; excessive stress can have detrimental effects on health.

OCCUPATIONAL STRESS:

Occupational stress is a universal issue in the workplace, arises when an individual face a disparity between the demands of job and their capacity to fulfill the demands of job. One of the important causes of occupational stress is work overload, occupational stress occurs when the employees are burdened with excessive works without adequate support. Occupational stress can be defined as negative emotion, psychological and physical reactions of an individual perceive a mismatch between the requirements of job and the ability to effectively manage them. Basically, it results from a conflict between the demands and the level of control which they have over meeting these demands.

TEACHER AND OCCUPATIONAL STRESS:

By all definitions, the profession of a teacher is very prestigious place in all societies. Hold a special place as educators are often regarded with high esteem and titles like Guru, Master and Mentor. Throughout history of teaches have played a very crucial role in shaping the world around them. However, the modern teaching profession has evolved into a demanding occupation with significant stressor. Teacher face heavy responsibilities, task of imparting knowledge beyond textbook to their students, making a stressful and hard work.

Occupational stress is an important issue in the teaching profession primary due to increased job complexities. Teacher often face distress when schools and colleges fail to fulfill their social needs and job demands. It is crucial for teachers to understand their role in shaping the nation and to feel satisfied in their profession for personal growth. Teachers are always overloaded with heavy workloads, including teaching responsibilities and additional tasks like election duties and census duties. This can lead to high levels of stress, especially in countries where classrooms are overcrowded, workloads are demanding.

Now a day at college level teachers are often seen discussing regarding their stress. Though it is a prestigious job but at present teachers have to face lot of challenges. Specially during the post Covid period they have to adjust with the new

normal which creates different level of stress. In the present day situation occupational stress is a major factor that caused so many diseases among the teachers.

REVIEW OF LITERATURE:

Khalifa, et al. (2022) Conducted a study to determine the prevalence of occupational stress and depression among school teachers. This study was conducted the age of participants between 22 to 58 and the total sample were 106, results show that 55.7 % teachers had a high stress level and 19.8 % teachers had a moderate stress level.

Doss, et al. (2018) conducted a study to compare occupational stress and professional burnout between teachers in private and government schools. They utilized a convenient sampling technique to selected 120 teachers. The finding revealed that government school teachers experienced higher levels of occupational stress then private schools.

Dubey & Mishra, (2016) aimed to examine job satisfaction and occupational stress among government, semi government and private school teachers. This study selected the sample 75 randomly, with the participant aged between 25 to 38 years. The result found that job satisfaction is higher in government teachers as compare to semi government and private teachers and private teachers have more stress than semi government and government teachers.

Hasan, (2014) conducted a study on occupational stress of government and private primary schools teachers. The researcher selected the 100 sample through random sampling technique. The result found that the level of stress of private school teachers is higher than government school teachers. This study found that 65 % teachers had high level of stress and 20 % teachers had moderate level stress.

NEED AND SIGNIFICANCE OF THE STUDY:

Occupational stress has become increasingly common in the teaching profession due to rising occupational complexities and heightened economic pressures on individuals. A significant source of distress among teachers is result of failure of colleges to address the social needs and jobs demands of educators. It is crucial to recognize their role in shaping the nation. However many teachers feel overload by their heavy teaching workload. Occupational stress is a key factor to contributing work related challenges in organizations. Stress related issues can lead to decreased quality of performance and reduced job satisfaction.

STATEMENT OF THE PROBLEM:

This study is entitled as “A STUDY ON OCCUPATIONAL STRESS AMONG COLLEGE TEACHERS WITH SPECIAL REFERENCE TO NALBARI DISTRICT, ASSAM”

OPERATIONAL DEFINITIONS OF THE TERMS:

Occupational Stress: In the present study occupational stress refers to the stress relating to teacher's job, which becomes increasingly common in teaching profession due to rising occupational complexities.

College Teachers: In the present study, both male and female teachers from government and private colleges of Nalbari District, Assam, have been included.

OBJECTIVES OF THE STUDY:

The objectives of the study are-

1. To study the level of occupational stress among college teachers.
2. To compare gender wise occupational stress between male and female teachers.
3. To compare the level of occupational stress between private and government college teachers.

HYPOTHESIS:

HO-1: There exists no significant difference between the occupational stress of male and female teachers.

HO-2: There exists no significant difference in occupational stress between private and government teachers.

DELIMITATIONS OF THE STUDY:

1. The present study was delimited to college teachers only.
2. This study was conducted in Nalbari district of Assam only.

METHOD OF THE STUDY:

Present study was based on descriptive survey method.

Sample of the study:

This study was conducted among the different private and government colleges of Nalbari district. Total of 100 teachers were selected by using 'simple random sampling technique' for the study as sample. Out of 100 teachers, 50 male teachers and 50 female teachers were taken as a sample.

Table-1: Showing the table of Sample Distribution-

Private colleges		Government Colleges	
Male Teachers	Female Teachers	Male Teachers	Female Teachers
25	25	25	25
Total =50		Total =50	

Nature of Data:

Both primary and secondary data have been used in the study. For primary data, Teachers Occupational Stress Scale Index (OSI) developed by Dr. A.K. Srivastava and Dr. A.P. Singh (1981) was used. And for secondary data other sources like internet, book, journal etc. were used.

Variables:

Independent variable-

Types of Colleges – Private and Government colleges

Gender – Male and Female Teachers

Dependent variable-

Occupational Stress level

RESEARCH TOOLS USED IN THIS STUDY:

In this study, Teachers Occupational Stress Scale Index (OSI) developed by Dr. A.K. Srivastava and Dr. A.P. Singh (1981) was used. The scale consists of 46 items and items were on a 5 point likert type scale ranging from strongly disapproved to strongly approve.

PROCEDURE:

The permission was obtained from various colleges in Nalbari district for data collection after establishing rapport. Personal information and the occupational stress scale were administered, and the data was collected, scored according to the manual and analyzed. The statistical technique used in this study was the t-test and the results were interpreted accordingly.

ANALYSIS AND INTERPRETATION:

The detail analysis and interpretation has been presented below-

Table-2: To study the level of occupational stress among college teachers.

LEVEL	NUMBER OF TEACHERS	PERCENTAGE
Low Occupational Stress	18	18 %
Moderate Occupational Stress	39	39 %
High Occupational Stress	43	43 %
TOTAL	100	100 %

Source: Investigator's field survey

The above table-2: shows the level of occupational stress among teachers. Out of 100 teachers, 18 teachers have low occupational stress, 39 teachers have moderate occupational stress and 43 teachers have high occupational stress. Result shows that 18% teachers have low occupational stress, 39% teachers have moderate occupational stress and 43% teachers have high occupational stress.

Table-3: To compare gender wise occupational stress between male and female teachers.

LEVEL	NUMBER OF TEACHERS		PERCENTAGE	
	Male	Female	Male	Female
Low Occupational Stress	8	10	16%	20%
Moderate Occupational Stress	20	19	40%	38%
High Occupational Stress	22	21	44%	42%
TOTAL	50	50	100%	100%

Source: Investigator's field survey

Testing of Hypothesis (Ho) 1:

Table-4: Shows the mean score of the occupational stress between male and female teachers.

Gender	N	Mean	SD	t-value	Level of significance
Male	50	54.72	8.82	1.49	0.05
Female	50	53.84	8.55		

Data source: Table no. 3

The above table-4 shows the mean score of occupational stress among the male and female college teachers. The mean score of male teachers is 54.72 and the mean score of female teachers is 53.84. The SD of male teachers is 8.82 and SD of female teachers is 8.55. Our calculated t-value is 1.49 which is less than the critical value 1.96 at 0.05 level of significant. Therefore our null hypothesis no.1 'There exists no significant difference between occupational stress of male and female teachers' is accepted and it is insignificant. This means there is no difference between occupational stress of male and female teachers.

Table-5: To compare the level of occupational stress between private and government college teachers.

LEVEL	NUMBER OF TEACHERS		PERCENTAGE	
	Private College	Government College	Private College	Government College
Low Occupational Stress	7	11	14%	22%
Moderate Occupational Stress	19	20	38%	40%
High Occupational Stress	24	19	48%	38%
TOTAL	50	50	100%	100%

Source: Investigator's field survey

Testing of Hypothesis (Ho) 2:

Table-6: Shows the mean score of the occupational stress between the private and government college teachers.

Types of Colleges	N	Mean	SD	t-value	Level of significance
Private Colleges	50	56.32	9.94	2.97	0.01
Government Colleges	50	54.5	8.87		

Data source: Table no. 5

The above table-6 shows the mean of occupational stress between private and government college teachers. The mean score of Private college teachers is 56.32 and the mean score of government college teachers is 54.5. The SD of private college teachers is 9.94 and the SD of government college teachers is 8.87. Our calculated t-value is 2.97, which is greater than the critical t-value 2.58 at 0.01 level of significant. Therefore our null hypothesis is rejected at 0.01 level of significant and it is significant. That means our null hypothesis 'There exists no significant difference between occupational stress of private and government college teachers' is rejected. The conclusion draw from the data analysis is the level of occupational stress is significantly difference between private and government college teachers.

RESULT OF THE STUDY:

1. Out of 100 college teachers; 18 teachers have low occupational stress, 39 teachers have moderate occupational stress and 43 teachers have high occupational stress. It indicates that majority of the teachers have high occupational stress.
2. According to the results of the study, male and female college teachers have similar level of occupational stress.
3. The result shows that level of occupational stress is significantly difference between private and Government college teachers. It has been found high among private college teachers.

CONCLUSION:

Occupational stress is increasing prevalent in the teaching profession due to economic pressure and growing challenges. Occupational stress among teachers is often a result of working conditions and the overall environment within the education system. In this study gender did not show to be a significant factor in determining occupational stress, although private and government teachers had significantly difference occupational stress.

One of the main sources of related to stress for teachers comes from their peers. There is a lack of support within the profession, and teachers may face negative comments when expressing stress. It is crucial for teachers to prioritize self care as stress management is a highly personal experience. Some teachers may benefit from personal coping strategies such as mindfulness and exercise, while others friends, family, colleagues, administrators or healthcare professionals. It is essential to creating a supportive environment where teachers feel comfortable discussing stress without fear of judgment. To minimize negative impact of stress on teachers, policymakers, stakeholders, educators and management need to find ways to reduce stress levels. This can include improving working conditions, reducing workloads, ensuring job security and providing necessary resources and support for teachers.

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