



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

OCCUPATIONAL STRESS AND TEACHER'S MENTAL HEALTH

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Abstract

Occupational Stress is a term commonly used as a professional stress received by the employee due to the responsibilities, conditions, environment, or other pressures at the work place. Occupational stress among teachers is now much talked issue. The reasons are vary, such as planning lessons, managing classrooms discipline, classroom demands and resources, pressure of students' parents etc. Other cited reasons for teacher stress are lack of administrative support and the excessive number of tasks that are required of new teachers who have not acquired successful task management skills. Mental Health is a term which helps to determine how we handle stress relate to others and make healthy choices .It includes our emotional, psychological, and social well being. Teachers' mental health can be affected with all the reasons given above. But they try to ignore it for their love to education and teaching children. Keeping these facts into consideration present study aimed to access the level of Occupational Stress and personal mental health of teachers of all level. For this study 200 teachers teaching of all levels of Nagpur city were taken as sample. The study was derived using Occupational Stress Index and Pramod Kumar's Mental Health Check List. The data was analyzed using descriptive analysis and coefficient 'r' to ascertain the relationship.

Keywords : Occupational Stress, Teachers, Mental Health,

Stress can be defined as any type of change that causes physical, emotional or psychological strain. Stress is your body's response to anything that requires attention or action. Stress can be a reason from expectations of others or demands placed on one. The cause of stress are highly individual.

Occupational Stress is a psychological stress related to one's job. Occupational Stress refers to a chronic condition. Occupational Stress can be managed by understanding what the stressful conditions at work are and taking steps to remediate those conditions.

Teaching profession has traditionally been regarded as low stress occupation but during the past two decades the situation is somersaulted. Teaching is becoming a more challenging profession worldwide .

Surveys conducted worldwide revealed widespread concern about the effects of stress on teachers' sense of well being and their willingness to stay in the profession. Researches showed that the reasons of teachers' occupational stress are varied like poor working conditions, workload, students' behaviour, poor relations with super ordinates and late payment of teachers' salaries were major sources of stress among teachers.

Meanwhile, research reveals that teachers play a vital role in the care for the personal welfare and emotional support of the students. Prilleltensky Neff and Bessell(2016) indicates that teachers' stress has many negative responses such as anger or depression, to events pertaining to a teachers' job. Some researches even attributes the substantial attrition rates among teachers in some parts of the world. According to (Chaplain 2008,Kyriacou and Kune, 2007) some of the

researches found that significant levels of job related stress is due to teaching unmotivated students , sustaining discipline in the class, a demanding workload , being exposed to a frequent changes. Etc

Significance of the Study

Occupational Stress among teachers is an important concern from the perspective of teacher's performance in the workplace. In educational field teachers performance most probably depends upon the teaching system, educational objectives and the stress experienced by them . It is absolutely true to say that only contended state of teachers can help the school or college to achieve its desired goals and meet the educational objectives, to balance the mental state for the succeed output. So to find out hidden reasons of the occupational stress of teachers and to throw more light to the corrected aspects. It is needful to study thouroughly.

Objectives of the Study

To study the Occupational Stress among school and college level teachers. To study the Mental Health of the school and college level teachers

Methodology

Present study is an empirical study and is an exploratory in nature. In this study the data has been collected from all kinds of schools like Govt and Govt aided schools and colleges of Nagpur District Maharashtra. Survey method has been deployed by administering teachers Occupational Stress Index by Dr Srivastava and Dr A.P. Singh. And Pramod Kumar's Mental Health Check List.

Sample

The present study is conducted by the researcher at Nagpur District of Maharashtra State. The 200 teachers of all levels were selected as sample.

Scoring Procedure

The questionnaire consists of both true keyed and false keyed items two different patterns of scoring having to be adopted for two types of items.

Scoring Procedure for Occupational Stress Index --

Category of response	Score	
	For True-Keyed Items	For False-Keyed Items
Never/Strangely Disagree	1	5
Seldom/Disagree	2	4
Sometimes/Undecided	3	3
Mostly/Agree	4	2
Always/Strongly Agree	5	1

Mental Health

A numerical value of 1,2,3 and 4 is assigned to the 4 response categories i.e.for 'rarely', 'at times','often', and 'always' respectively. The total scores various from 11 to 44, showing the highest to the lowest (poorest) mental health status of the person.

Showing Mean , Median and SD (No 122)

Mean	Median	SD
15.10	15.05	2.25

Reliability and Validity of the Tools

Reliability and Validity are essential to the effectiveness of any data-gathering procedure. Reliability is the degree of consistency that the instrument or procedure demonstrates; whatever it is measuring, it does so consistently.

1. Hypothesis Testing

The level of occupational stress among school teachers is low.

Table 1 – Frequency and Percentage for Occupational Stress among teachers.

Variable	No. of Samples	Range	Category	Frequency	%
Occupational Stress	200	0-107	Low	67	33.5%
		108-141	Moderate	36	18%
		142-200	High	97	48.5%

From the above table we inferred that maximum percentage falls under the high level. Hence the above mentioned hypothesis is not retained. Therefore the level of occupational stress is found to be high among the teachers in Nagpur District.

2. Hypothesis Testing –

There is no significant difference between the school and college level teachers with respect to Mental Health based on their Gender.

Table 2 : Significance of difference between school and college level teachers with respect to Mental Health based on their Gender using Mean scores.

Variable	Gender	N	Mean	SD	t-value	L.S.
Mental Health	Male	60	27.47	2.19	0.0683	NS at 5% S
	Female	60	10.02	27.58		

From the above table we infer that the mean value of the male teachers (27.47) is greater than the mean value of the female teachers(10.02)

The calculated value (0.0683) is lesser than the table value (1.96) at 5% level. The null hypothesis is not significant. Hence the above hypothesis is accepted.

3. Hypothesis Testing –

There is no significant difference between the teachers with respect to occupational stress based on their gender.

Table 3 : Significance of difference between the teachers with respect to occupational stress based on their gender.

Variable	Gender	N	Mean	SD	t-value	L.S.
Occupational Stress	Male	54	144.61	47.62	0.0983	NS at 5%
	Female	66	143.74	48.56		

From the above table we infer that the mean score of the male teachers is 144.61 is more than the mean score of the female teachers 143.74. The calculated value 0.0983 is lesser than the table value 1.96 at 5% level. Hence the hypothesis is accepted.

Results –

There were high and significant positive correlations between all scales. The highest correlations were found between occupational stress and mental health. It is commonly accepted that female teachers experience more occupational stress and health problems compared to male teachers. Male teachers in this study were less likely to report occupational stress than females. The findings of the study thus in line with previous one as female teachers scored significantly higher than male teachers.

Conclusions –

The study helps the future researcher to develop the present study in a scientific way. The problem faced by the teachers in the society must be eradicated to develop the education system of our country. The study shows that most of our teachers suffer due to several factors. The study examined the occupational stress and mental health of the teachers in Nagpur District. The appropriate Tools were used to secure quantitative data. The findings reached the conclusion that the level of occupational stress and mental health of the teachers in highly distracting in their teaching profession. The study clearly shows that all the teachers are facing the stress and the burnout problems in their job. The coping strategies are needed to reduce the stress and burnout at all the times in any levels.

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