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## ASSOCIATION OF OCCUPATIONAL STRESS AND JOB SATISFACTION OF PHYSICAL EDUCATION PROFESSIONALS

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### ABSTRACT

The present study was conducted to explore the relationship between Occupational Stress and Job Satisfaction among college level physical education professionals of Chhattisgarh and Uttar Pradesh. Samples of 160 physical education professionals were selected. To measure occupational stress, scale developed by Dr. A.K. Srivastava and Dr. A.P. Singh was used and to measure job satisfaction, scale developed by Dr. Amar Singh and Dr. T.R.Sharma was used. The result of the study showed that a significant correlation between occupational stress and job satisfaction among college level physical education professionals of Chhattisgarh and Uttar Pradesh. On the basis of the result of the study, it can be concluded that there is negative and strong relationship between the occupational stress and job satisfaction.

**Key words:** Occupational stress, Job satisfaction, Physical Education Professionals, College level.

### INTRODUCTION

Teaching has been recognized as one of today's most stressful occupations. The causes behind this are comparable to those seen in other demanding jobs across the world. Teachers face the difficulty of dealing with such a varied range of youngsters on a regular basis. They have also been charged with teaching and molding these children into useful members of society. Teachers might experience significant levels of stress when there are rules, regulations, standards, and performance expectations all around them. The work is extremely tough since it has no end.

Today, one of the biggest sources of concern is occupational stress. The majority of lifestyle diseases are induced by stress, whether at work or elsewhere. Stress is the wear and strain on our body as a result of our constantly changing environment. Stress has an effect on a person both physically and mentally, causing both positive and negative degrading feelings. The encouraging upbeat note can assist a person stay attentive and active, whilst the negative note might lead to depression. It causes exhaustion and suffering, as well as profound vain and misery. International health corporation's (WHO) defines Occupational or work related strain as, "the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope."

Job satisfaction is essential for every organization. Many people in the organization operate for the purpose of money and profit. If an organization's workers are dissatisfied with their jobs and experience stress on the job, the employees will not finish their task in a timely manner, which has a negative influence on the organization's goodwill. Job satisfaction refers to how happy a person is with his or her job. There are two types of job satisfaction: emotional job satisfaction and cognitive job satisfaction. Affective work satisfaction is a person's emotional reaction to their job over the course of their employment. Cognitive job satisfaction refers to how pleased employees are with certain aspects of their jobs, such as compensation, periods, or profitability. Now, the business feels that if employees are dissatisfied with their jobs, it will have a negative influence on the firm's productivity. Employees of a company have various expectations from their occupations, and if those expectations are not met, they experience job stress and are dissatisfied with their work. Increased and reduced productivity are caused by employee work satisfaction. It means if an organization has the latest machinery and high level of capital but the employees of the organization are not working well or not satisfied with their jobs then as a result of this situation the productivity of the organization becomes low and the company is unable to full fill their objectives.

### **Objective**

To find out the relationship between occupational stress and job satisfaction of college level physical education professionals of Chhattisgarh and Uttar Pradesh.

## **METHODOLOGY**

### **Selection of Subjects**

The subjects for this study were selected from different colleges of Uttar Pradesh and Chhattisgarh. A total of 160 college level physical education professionals were selected for this study.

### **Selection of Variables**

Occupational stress and job satisfaction were selected as variables for the preset study.

### **Selection of Questionnaire**

Occupational stress scale developed by Dr. A.K. Srivastava and Dr. A.P. Singh and Job satisfaction Scale developed by Dr. Amar Singh and Dr. T. R. Sharma were adopted to collect data for Occupational stress and Job satisfaction.

### Administration of Questionnaire

All the subjects were distributed two questionnaire i.e. Occupational stress scale developed by Dr. A.K. Srivastava and Dr. A.P. Singh and Job satisfaction Scale developed by Dr. Amar Singh and Dr. T. R. Sharma. The Occupational stress Scale consists of 46 items each to be rated on the five-point scale. Out of 46 items, 28 are true-keyed and rest 18 are false-keyed. The items relate to almost all relevant components of the job life which cause stress in some way or the other. The 12 dimensions of this scale are:

Role Overload

Role Ambiguity

Role Conflict

Unreasonable Group and Political Pressures

Personal Responsibility

Under participation

Powerlessness

Poor Peer Relations

Intrinsic Impoverishment

Low Status

Strenuous Working Conditions

Unprofitability

Reliability of the scale Occupational Stress is .935 and Validity of this scale is .59. The Occupational Stress Index consists of True keyed and false keyed items. True keyed items are item no. 1,2,3,4,5,9,11,12,13,16,17,20,23,24,25,26,27,28,29,34,35,36,37,39,42,44,45,46. These 28 items are rated as 1,2,3,4,5. The False keyed items are item no.6,7,8,10,14,15,18,19, 21,22,30,31,32,33,38,40,41,43 which are rated as 5,4,3,2,1. The five alternatives for each 46 items are strongly disagree, disagree, undecided, agree and strongly agree.

The Job satisfaction Scale consists of 30 statements both positive and negative with five alternatives. Out of which item no. 4, 13,20,21,27 and 28 are negative, others all are positive. Reliability and validity of this scale is 0.97 and .74 respectively. The five dimensions of this scale are:

- Job Concrete
- Job Abstract
- Psycho-Social
- Economic
- Community/National Growth

The Job Satisfaction Scale consists of 30 items both positive and negative. The negative items are item no. 4,13,20,21,27,28 which are rated as 0,1,2,3,4. The rest 24 items are positive items which are rated as 4,3,2,1,0.

### Statistical Technique

For determining the relationships between selected variables, descriptive statistics and the Pearson's Product Moment Correlation was used, the data analyzed with the help of SPSS (16.0 version) software and the level of significance was set at 0.05 level of confidence.

## RESULT AND FINDINGS OF THE STUDY

**Table: 1**  
**Descriptive Statistics of Occupational Stress and Job satisfaction of college level physical education professionals**

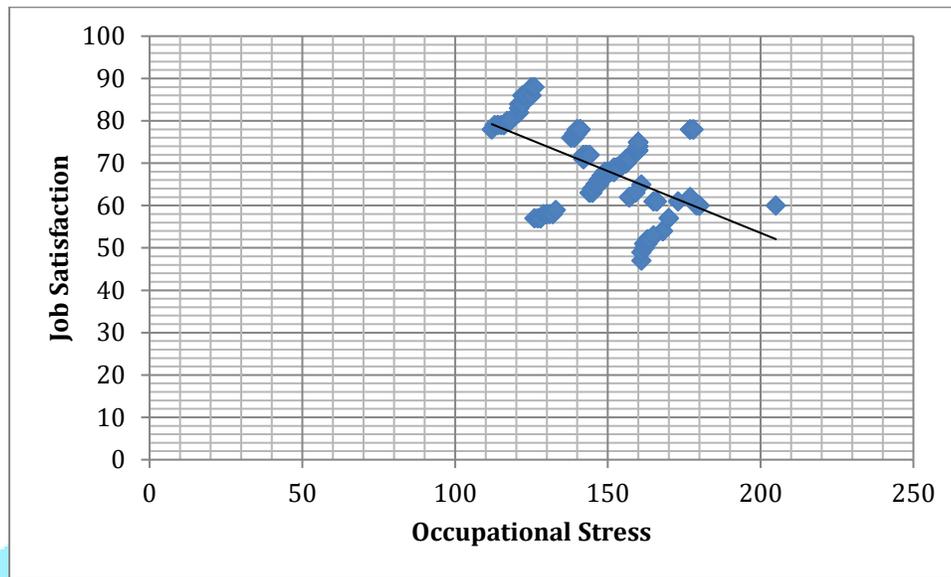
Variables	N	Mean	Std. Deviation	Correlation coefficient (r)	Sig. value
Occupational Stress	160	148.22	17.05	-.524*	.000
Job Satisfaction	160	68.65	9.49		

\*P <0.05, Statistically Significant.

Table-1 indicates the descriptive statistics i.e Mean and SD of selected variables. The Mean and SD of selected variables are i.e. Occupational Stress (148.22±17.05), and Job Satisfaction (68.65±9.49). Table 1 also indicates that there exists a significant relationship of Occupational Stress with Job Satisfaction (r= 0.524), as the p-values were less than 0.05.

Fig. 1

**Graphical representation of Correlation between Occupational Stress and Job satisfaction of college level physical education professionals**



### DISCUSSION OF THE FINDINGS

The research reveals an association between occupational stress and work happiness. This means that the harsher the working environment, the less job satisfaction college level physical education instructors and coaches experience. These findings are congruent with those of other research, like Kumar and Singh (2012), who discovered a substantial association between teachers' working circumstances and their satisfaction. Workplace conditions, according to Taylor and Tashakkari (1995), are vital in keeping employees happy and able to work well with their colleagues. When employees are dissatisfied with their jobs, they are more prone to become disengaged and explore for alternative options. According to this study, workload-related stress has a detrimental impact on teachers' job satisfaction. The findings are congruent with those of Usman and Kabir (2019), who discovered a negative link between workload and job satisfaction at public secondary schools in Nigeria's Kaduna Metropolis. Regarding stress coping mechanisms used by teachers, this study confirms what previous studies have revealed, including those of Aydin and Kaya (2016) and Osagie (2018).

### CONCLUSION

On the basis of the result of the study, it can be concluded that there is significant relationship between the Occupational Stress and Job satisfaction. Result of the study shows that the positive relationship between Occupational Stress and Job satisfaction it means those physical education professionals has higher Job satisfaction, their Occupational Stress is lesser.

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