



# OCCUPATIONAL STRESS AND ITS EFFECT ON TEACHERS PERFORMANCE

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## Abstract

Occupational Stress is a negative psychological and physical effects an employee experience due to the responsibilities, environmental or other pressures of the workplace. Stress is a natural human response that prompts us to address challenges and threats in our lives. Everyone experiences stress to some degree. It is a normal reaction the body has when changes occur, resulting in physical, emotional and intellectual responses. In teaching profession, due to many reasons like challenging student behaviours, lack of support from leadership and colleagues, feeling unappreciated societal pressures, difficult parents etc. teachers feel stressed. Here we are trying to analyse the occupational stress among teachers and its effect on teachers' performance. For this study, 260 teachers working at primary, secondary, junior and senior college of Nagpur city were taken as sample. The relationship between occupational stress and teachers performance was derived using Occupational Stress Inventory and IBM SPSS Version 26. The data was analysed using coefficient 'r' to ascertain the relationship. The result reveals that there is no significant relationship between the occupational stress and teachers' performance.

## Keywords :: Occupation, Stress, Teachers, Performance

Stress is a normal human reaction that happens to everyone. In fact the human body is designed to experience stress and react to it. When you experience changes or challenges (stressors), your body produces physical and mental responses. That is stress. Stress responses help your body adjust to new situations. Stress can be positive, keeping us alert, motivated and ready to avoid danger. But stress becomes a problem when stressors continue without relief or periods of relaxation.

Occupational stress is a work related stress, when the pressures of work become more than you can cope with. It can make you feel ill both physically and mentally. Pressure at the workplace is unavoidable due to the demands of the contemporary work environment. Pressure perceived as acceptable by an individual may even keep workers alert, motivated, able to work and learn, depending on the avoidable resources and personal characteristics. Occupational Stress can damage an employees health and the business performance.

Teachers Occupational stress is a most talked topic in these years. Such type of stress among teachers lessen the productivity and skills and same causes the suffering in teachers mind owing to intense workload, unsecured job status, low pay emoluments, lack of professional growth, loss of contact, peer teachers / workers / students/ other abuse at school or college, family and financial issues. This is having a detrimental impact on their success at work. Teacher stress can be described by a teacher as the experience of undesirable, negative feelings, such as rage, anxiety, distress etc.

Meanwhile ,research reveals that teachers that teachers play a vital role in the core for the personal welfare and emotional support of the students. Teachers' job satisfaction is generally seen as emotional status caused by teachers' evaluating their work lives and can be defined as the degree of liking their jobs or being happy with them. (Spector, 1997; Sun and Xia , 2018; Won and Chang , 2019) Job satisfaction is conceptualized as a dynamic structure determined by the interaction among many factors. (Yuh and Choi, 2017 ) Job satisfaction , which expresses the feelings perceived by employees against their work , has both rational and emotional elements , (Borah, 2019)

### **Significance of the Study ::**

Occupational Stress among employees is an important concern from the perspective of employee performance in the workplace when teachers are stressed , they are unable to provide adequate support to their students ; thus , academic achievement is hampered. A positive school climate , is essential for students development, learning , and achievement . So to find out the hidden reasons of the occupational stress of teachers and to throw more light to the concerned aspects , it is needful to study thoroughly.

### **Objectives of the Study ::**

To study the Occupational Stress among school and college level teachers. To study the performance of the school and college level teachers. To study the effect of the occupational stress of the teachers on their performance.

### **Hypothesis::**

There is no significant relationship between the occupational stress and the teachers' overall performance.

### **Methodology::**

Present study is an empirical study and is exploratory in nature . In the present study data has been collected from all Govt aided and Govt schools and colleges of Nagpur, Dist Nagpur Maharashtra.

The study is derived using occupational stress Inventory and IBM SPSS Version 26.

### **Sample ::**

The present study is conducted by the researcher at Nagpur District of Maharashtra state. The 260 teachers of four different categories , primary , secondary , junior and senior college level teachers from Nagpur city are taken for study.

### **Sources and Method of Data Collection ::**

The responses that were collected from the respondents via a questionnaire created using Google Forms and Microsoft Word was the major primary source of data. The questionnaire consisted of closed ended questions and were mandatory . 260 valid responses were considered and then the data was processed into the MS Excel and subsequently to SPSS for further analysis.

### **Occupational Stress Factor::**

The questionnaire for the Occupational Role stressors Role Overload, (RO) Role Insufficiency,(RI) Role Ambiguity (RA), Role Boundary (RB), Responsibility, Physical Environment (PE) was referred from Occupational Stress Inventory Revised (OSI-R), a stressor model developed by Samuel Osipow( Osipow S. 1987).

### Data Analysis Tool::

Various Statistical methods and software were used to analyse, evaluate and verify the primary data source. For the ease of data visualization, different inbuilt tools present in the software were used to present data in tabular form as well a figuratively. The data for the final 260 responses was downloaded as CSV.files and then imported into SPSS. IBM SPSS Version 26 was used for the primary data analysis and other statistical calculations on the data.

### Analysis And Results

All of the collected data was analysed and the results are presented in tabular form. The tables show the demographic profile of respondents, descriptive analysis of the impact of stress in the teachers performance, analysis that determines the relationship between occupational stress factors, the dominant factor of occupational stress impacting teachers' performance and their interpretations.

Teachers traits constitute features like gender, age,highest education level , marital status , work experience, work level and monthly income.

### Demographic Profile of Respondents.

#### FACTORS

Demografic Variables	No of Respodents	Percentage
Gender	(N)	%
Male	178	68.5
Female	81	31.2
Prefer not to say	1	0.4
<b>Age (in years)</b>		
18-24	50	19.2
25-31	170	65.4
32-38	30	11.5
39-45	10	3.8
<b>Highest Education Level</b>		
Intermediate (10+2)	4	1.5
Bachelor's level	202	77.7
Masters and above	54	20.8
<b>Marital Status</b>		
Married	58	22.3
Single	200	76
Divorced	2	0.8
<b>Work Experience</b>		
Less than a year	29	11.2
1-3 years	101	38.8
4-6 years	77	29.6
7-9 years	27	10.4
10 years & above	26	10
<b>Work Level</b>		

Associate	74	28.5
Mid	99	38.1
Senior	87	33.5
<b>Monthly Income (Rs)</b>		
Below 50000	92	35.4
50001 – 100000	88	33.8
100000 – 150000	41	15.8
150001 – 200000	19	7.3
200000 & above	20	7.7
<b>Total</b>	<b>260</b>	<b>100</b>

Out of the total 260 teachers, there was comparatively a greater number of male teachers with a value of 68.5 percent, female accounted for 31.2 percent of the respondents and others were about 0.4 percent. Even though there is a widespread knowledge of the disproportionate gender ratio of men to women in the teaching sector, the gender gap still persists in this sector.

Now in terms of age, nearly two-thirds of the teachers respondents in my study were of the age group 25-31 years, ( around 65.4%) with a small share of people of age group 39-45 years ( around 3.8 percent). Thus from these figures, we can say that people of mid age group are more involved in teaching sector than other age groups.

Similarly, 77.7 percent of the people have complete their Bachelor's degree and 20.8 percent have completed Masters and above degree. Only a few numbers of the respondents (about 1.5 percent) have only completed their Intermediate (+2) level. Basically in terms of service provided by the teachers in their institution , 11.2 percent had worked for less than a year , 38.8 percent worked between 1-3 years, 29.6 percent worked between 4-7 years, 10.4 percent employees worked between 8-10 years and only one tenth of than worked above 10years, illustrating that teachers generally work mostly up to 4-7 years in an institution.

Similarly, while categorizing the teachers data in terms of the work level , 28.5 percent of lecturers are of Associate level, 38.1 percent of teachers are of Mid-level and about a third of employees are of senior level . This means furthermore , in terms of the monthly wages paid to teachers. 35.4 percent teachers were paid below Rs 50000, 33.8 percent of teachers received pay between Rs 50000 and Rs 1,00000. 15.8% of employees received pay in the range of Rs 100001 to Rs. 150000, 7.3% received pay in the range of Rs 151001 to Rs 200000 and 7.7% received pay above Rs 200000.

### Correlation Analysis of Overall Variables

Occupational Stress and teachers overall performance have significant impact on the institutional productivity, students performances and success. Considering the impact of occupational stress on teachers' performance , the study on the concerned subject is gaining popularity throughout the world. In general, occupational stress is related more to the teachers' performance and the teachers' performance is related with the organizational and institutional productivity.

Teachers that face occupational stress are not motivated to perform better. This situation may display a low consistent level of teachers performance which will lead the teacher to be less productive at work.

**Conclusion:**

The purpose of the study was to determine the cause of occupational stress among teachers and investigate its influence on their performance in the schools and colleges in Nagpur city . Most of respondent admitted that stress was a reality in their schools. Increased workload as indicated in the findings may have lead to occupational stress. Interpersonal relationship were not very good among the teachers, while some schools suffered from inadequate resources. There were some administrative factors that affected teachers negatively for example decision making and lack of effective communication. The academic performance of most of the schools involved in the study was average indicating that much needs to be done to improve performance. This study is a justification that occupational stress influences teachers' performance in the schools as well as colleges in Nagpur City Maharashtra. All education stakeholders should create an environment that will reduce occupational stress amongst the teachers so as improve on their performance.

**Recommendations:**

1. The government should ensure that there are enough teachers in schools to avoid work load.
2. The various stakeholders should ensure that there are adequate resources to create a conducive environment for teaching and learning.
3. Team building and conflict resolution seminars and workshops should be held to enhance good interpersonal relationships.
4. Those in administration should attend more seminars and workshops on the area of administration. These include the principals, deputy principals and the heads of various departments in the schools.
5. Stress management seminars should be organized for teachers by management of the schools to promote their mental health.

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