



A COMPARATIVE STUDY OF OCCUPATIONAL STRESS AND JOB SATISFACTION AMONG GENDER, AREA AND TYPES OF JOB

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Abstract: The study was conducted to explore the comparison of occupational stress and job satisfaction Gender (male-female), area (urban -rural) and Types of job (government-private) the study was conducted in Varanasi (U.P) the data were collected from 120 school teachers. Occupational stress index by Dr. A. K. Srivastava & Dr. A.P. Singh and job satisfaction by Dr. Amar Singh & Dr. T. R. Sharma were used to collect data. Data were analyzed by using analysis of Variance (ANOVA). The main conclusion is that the effect of area, Gender and Types of job found on occupational stress and job satisfaction. Higher differences are found in between Area (Rural- Urban) OSI and JSS.

Index Terms - Occupational stress, job satisfaction, rural- urban, government-private employee.

I. INTRODUCTION

Stress is an emotional process. There is also a change in a person's psychological and physical expression in a state of stress, including feeling hopeless, angry, or nervous.

In a run-of-the-mill life, we have to face many types of problems, we get out of some problems and get entangled in some problems. Stress does not arise suddenly in any person, but in one way or the other, it arises from problems like environment of the person, family problems, personal and social problems etc. And sometimes it happens when the work load on the person is too much it happens. As a result of which the person is not able to establish the adaptation and adjustment properly with the particular situation, as a result of which tension arises in the person.

Occupational complexities and increased Mental and physical pressure on individuals. a major source of distress among. Occupational stress has become more common in the teaching profession, mainly due to increased When the demand for work is high and when the salary is given accordingly, then work tension arises in the person. Occupational complexities and increased Mental and physical pressure on individuals. a major source of distress among.

Occupational Stress is stress at work. Stress is defined in terms of its physical and physiological effects on a person (or thing). Stress is mental, physical or emotional and related to environmental factor. strain or tension or it is a situation or factor that can cause this. Occupational stress occurs when there is a discrepancy between the demands of the.

According to Schwab and Ivanicki (1982), occupational stress among teachers can be Emotional exhaustion leads to a variety of negative consequences, including feelings impersonation, and a sense of failure with one's personal accomplishment—a The condition authors refer to as "burnout." burnout is one of the main reasons that teachers leave the teaching profession, a loss that results in additional costs for training and Recruitment to Education (Niles & Anderson, 1993). In other words, the negative consequences of teacher occupational stress can be both internal and external.

It is necessary condition for a healthy growth of teacher's personality Job satisfaction is the way an employee feels about his or her job and is he satisfied or not. According to Kumari (2008), job satisfaction is a sense of satisfaction and pride felt by those who Enjoy their work and do it well. Job satisfaction is also the extent to which job satisfaction provides, Reality, and enjoyment of the worker. Job satisfaction is also used to refer to the degree to which a teacher Happy with her success in meeting her career goals and expectations. (Heller, 1988). Jay. Towards the job based on the evaluation of various aspects of the job. (1972) A pair of theses examined several definitions of job satisfaction.

Locke (1969) defined job satisfaction as "the pleasant emotional state resulting from the evaluation of one's job that achieves or facilitates the achievement of one's job values. Contrary to this definition, he defined job satisfaction." Defined dissatisfaction as a non-happiness emotional state resulting from appraisal. Depressing or devaluing one's job as blocking the attainment of one's job values." Both satisfaction and dissatisfaction were seen as "a functwhich affect the job satisfaction of the teacher i.e., intelligence, education qualification.

Teaching has become a more demanding and intensive task. It has been identified as one of the occupations associated with extremely high levels of occupational stress (ACRT, 2002). Teacher job satisfaction has been the focus of much of the literature (Dinham & Scott, 2000; Woods & Weissmer, 2004). The relationship of job satisfaction with occupational stress and other negative factors such as intention to quit teaching has been studied in a variety of circumstances (De Nobel, 2005; Abdulkadir 2013). Singh and Valsarja (2011) studied the comparison of occupational stress among teachers in different schools in Uttar Pradesh, India and found that there was significant difference in occupational stress of teachers in different schools. High levels of occupational stress are associated with poor teacher performance, absenteeism, and job loss (Kirikou, Kunk, Stephens & Holtgren, 2003).

Occupational stress is known as stress at work. This occurs when there is a discrepancy between the demands of the workplace and the individual (Tsutsumi, Nagami, Yoshikawa & Kogi, 2009).

Occupational stress is defined as the experience of negative emotional states such as hopelessness, anxiety, worry and depression that are attributed to work-related factors (Kyriakou, 2001). Occupational stress in human services professions, particularly among teachers, has been a focus of study over the past two decades. Most surprisingly, school teachers are believed to be under stress (Ghani, Ahmed & Ibrahim, 2014), going through a process of stress or suffering from depressive symptoms (Kyriakou, & Chien, 2009). There exists a large body of literature describing teaching as a stressful occupation and suggesting that teacher stress appears to be a growing problem (Antoniou, Polychroni, & Vlachkis, 2006).

Objective Of the Study

1. To compare the level of occupational stress between the male and female teachers.
2. To compare the level of job satisfaction between the male and female teachers.
3. To analyze the level of occupational stress between the government and private school teachers.
4. To analyze the level of job satisfaction among the government and private school teachers.
5. To analyze the level of occupational stress and among rural and urban area teachers.
6. To analyze the level of job satisfaction among rural and urban area.

Hypothesis

- H.1- There would be significant difference in the level of occupational stress among rural and urban school teachers.
- H.2- There would be significant difference in the level of job satisfaction among rural and urban school teachers.
- H.3 -There would be significant difference in the level of occupational stress among government and private school teachers.
- H.4- There would be significant difference in the level of job satisfaction among government and private school teachers.
- H.5 - There would be significant difference in the level of occupational stress among male and female school teachers.
- H.6- There would be significant difference in the level of job satisfaction among male and female teachers.

II. RESEARCH METHODOLOGY

Type of Research and Design

The present study is exploratory research there are three IV and two DV and this is two way ANOVA it is regarded exploratory as it attempts to examine various dimensions of occupational stress and job satisfaction discover the difference among these variables and lay the ground work for systematic and rigorous testing of hypothesis in future.

The present study is as it attempts to assess and discover inter relationship among variable rural -urban, government - private and male-female school teachers.

Sample

The sample consisted 120 school teachers of Varanasi (U.P). The sample was divided in to 8 groups on the basis of male - female, rural -urban and government -private school teacher each of the 8-group consisted. Of an equal number of subject (15 male and female) respondents.

Criteria of sample selection

Only those respondents were included in the samples who were teaching in government school teacher and private school teacher age between 21-51 years married and unmarried having a rural and urban residence and without any major diagnosed chronic physical or mental illness.

Procedure

For recording subject's responses on occupational stress. They were given occupational stress it has 46 question and each question had 5 options and the second test job satisfaction it has 30 questions and each question had 5 options.

Data collection

For collecting the data testing were conducted. A consent was taken from the subjects after informing them the purpose of the study. They were assured that the information they provided will be kept confidential and used only provided will be kept confidential and used only for research purpose. Thus, that sample of male and female respondents aged between 21-51 was selected. They were then handed over a copy of questionnaire to respond. They were helped if they had any difficulty regarding understanding or responding to the questionnaire items. Respondents were requested to respond honestly and to answer all items. After they had completed the questionnaire, they were thanked and the complete questionnaires were collected.

Tool

In the present study following tools are used occupational stress index (OSI) by Dr. A.K. Srivastava & Dr. A.P. Singh and test of job satisfaction scale (JSS-SS) by Dr. Amar Singh & Dr. T.R.Sharma.

Instructions-

To make the subject acquainted with testing paper of occupational stress and job satisfaction and asking for right response that they feel in their daily life style.

In Occupational stress Test paper as you can see it is testing booklet and on answered sheet, this questionnaire is related our daily life which you experience in your occupation related daily life. In test paper the question our related occupational stress. It has five answers were **Strongly agreed, agree, unsure, disagree completely disagree**. you give right answer which is suitable with you there is not any one answer were right or wrong.

In Job satisfaction Test paper as you can see It includes five alternative answers were **strongly agreed, agree, unsure, disagree, completely disagree**. you give right answer which is suitable with you. There is not any one answer were right or wrong.

III.RESULT AND DISSCUTION

Mean S.D and ANOVA

The results divided in two parts first in Mean S.D Table and second is ANOVA table.

Table-1 Mean Table of Area

Area		Occupational Stress	Job satisfaction
Urural	Mean	122.1333	72.3500
	S.d.	17.37373	10.25741
	N	60	60
Urban	Mena	135.6333	61.3500
	S.d.	10.98221	10.44895
	N	60	60
Total	Mean	128.8833	66.8500
	S.d.	15.98118	11.69619
	N	120	120

Table-1 shows the mean and S.D of Area (rural and urban) in relation to occupational stress and job satisfaction.

The means of urban occupational stress is higher than rural occupational stress ($M=135.6333 > M=122.1333$). The mean of rural job satisfaction is higher than urban job satisfaction ($M=72.3500 > M=61.3500$).

Table-2 ANOVA Table of Area

Area		Sum Of Squares	Df	Mean Square	F	Sig
Occupational Stress (Area)	Between Groups (Combined)	5467.500	1	5467.500	25.884	.000
	Withing Groups	24924.867	118	211.228		
	Total	30392.367	119			
Job Satisfaction (Area)	Between Groups (Combined)	3630.000	1	3630.00	33.863	.000
	Withing Groups	12649.300	118	107.197		
	Total	16279.300	119			

Table 2 Shows the main and interaction effect of area (rural and urban) on Occupational stress and Job satisfaction both are significant on the basis of area.

The interaction effect between urban rural is significant on the basis of 0.5 ($F=25.884$). The mean of urban on occupational stress and rural occupational ($M=135.6333$ and $M=122.1333$).

The interaction effect between rural and urban is significant on the basis of 0.5 ($F=33.863$). The mean of rural and urban on job satisfaction ($M=72.3500$ and $M=61.3500$).

Table-3 Mean table of types of job

		Occupational Stress	Job satisfaction
Government Teacher	Mean	126.1000	69.1500
	S.d.	15.53312	10.15444
	N	60	60
Private teacher	Mean	131.6667	64.5500
	S.d.	16.06519	12.72982
	M	60	60
Total	Mean	128.8833	66.8500
	S.d.	15.98118	11.69619
	N	120	120

Table 3 shows mean and S.D. of types of job government teacher and private teacher on number of subjects. The table shows the mean value of occupational stress and job satisfaction with reference of type of job (government and private). This table present the context in which the difference between occupational stress and job satisfaction. The mean of private teacher occupational stress is higher than government teacher occupational stress ($M=131.6667$ and $M=126.1000$) mean of government teacher job satisfaction is higher than private teacher job satisfaction ($M=69.1500$ and $M=64.5500$).

Table 4 ANOVA table types of job

Type of job		Sum of squares	df	Mean squares	F	Sig
Occupationa Sress G.t.- p.t.	Between groups(combined)	929.633	1	929.633	3.723	0.56
	Withing groups	29462.733	118	249.684		
	Total	30392.367	119			
Satisfaction G.t. – p.t.	Between groups(combined)	634.800	1	634.800	4.788	.031
	Withing groups	15644.500	118	132.581		
	Total	16279.300	119			

Table 4 shows the main and interaction effect of type of job (government and private) on occupational stress and job satisfaction, there is significant difference in job satisfaction. The interaction effect between types of job is found not significant ($F=3.723$). mean of private school teacher and government school teacher occupational stress ($M=131.6667$ and $M=126.1000$). The interaction effect between types of job is found significant (4.788) The mean of government and private school teacher job satisfaction ($M=69.1500$ and $M=64.5500$).

Table 5 Mean Table of Gender

Gender		Occupationa	Job satsfaction
		Stress	
Female	Mean	129.1833	66.5333
	S.d.	15.92194	12.65108
	N	60	60
Male	Mean	128.5833	67.1667
	S.d.	16.16891	10.75484
	N	60	60
Total	Mean	128.8833	66.8500
	S.d.	15.98118	11.69619
	N	120	120

Table 5 shows the mean and S.D. of gender on both type table has mean and S.D. based on number of subjects the table shows the mean value of occupational stress and job satisfaction wither fierce to gender this table present the contest in which the difference between occupational stress and job satisfaction. The mean of female occupational stress is higher the males occupational stress is higher the males occupational stress ($M=129.1833$ and $M=28.5833$). The mean of males job satisfaction is higher than female job satisfaction ($M=67.1667$ and $M=66.5333$).

Table 4.6 ANOVA Table of Gender

Gender		Sum of squares	df	M.S.	F	Sig
Occupation srress (gender)	Between groups (combined)	10.800	1	10.800	.042	.838
	Within groups	30381.567	118	257.471		
	Total	30392.367	119			
Job satisfaction (gender)	Between groups (combined)	12.033	1	12.033	.087	.768
	Within groups(combined)	16267.267	118	137.858		
	Total	16279.300	119			

The 4.6 shows the main and interaction effect of gender (male and female) on occupational stress and job satisfaction on the basis of gender. There is not significant difference in occupational stress and job satisfaction. The interaction effect between female and male is not found significant ($F=.042$). The mean of female and male on occupational stress ($M=129.1833$ and 128.5833) The interaction effect between male and female is not found significant ($F=.087$). The mean of male and female on job satisfaction ($M=67.1667$ and $M=66.533$).

Hypothesis

H.1- There would be significant difference in the level of occupational stress among rural and urban school teachers.

Table 2 shows the mean (135.639 and 122.133) and $F=25.884$ which represent that the hypothesis H.1 is significant of 0.05 level. Thus, we can say that on the basis of mean, urban teacher has more occupational stress than rural teachers. The major sources of occupational stress were inadequate pay inequality of work, too much work, staff shortage poor recognition and promotion, time pressure job insecurity and lack of management support.

H.2- There would be significant difference in the level of job satisfaction among rural and urban school teachers.

Table 2 shows mean (72.3500 and 61.3500) and $F= 33.863$ which represent that the hypothesis H.2 is significant of 0.05 level. Thus, we can say that on the basis of mean rural teacher have more job satisfaction than urban teachers. The teacher belonging to urban teacher were found to have more favorable job satisfaction than rural teachers. This was in conformity with earlier researches of **Basu (2009)**.

H.3 -There would be significant difference in the level of occupational stress among government and private school teachers.

Table 4 shows the mean (131.667 and 126.1000) and $F=3.723$ which represent that the hypothesis H.3 is not significant at 0.05 level. Thus, we can say that on the basis of mean, private school teacher has more occupational stress than government school teachers.

H.4- There would be significant difference in the level of job satisfaction among government and private school teachers.

Table 4 shows that mean (69.1500 and 64.5500) and $F=4.788$ which represent that the hypothesis H.4 is significant at 0.05 level. Thus, we can say that on the basis of mean, government school teacher has more job satisfaction than private school teachers.

The government school teachers were found to have more job satisfaction than private school teachers, the government school teacher's thing it is the most suitable job for them. Whereas the private school teachers do not rate teaching as profession, this study was conformity with the research conducted by **Ray and mary (2005)**.

H.5 - There would be significant difference in the level of occupational stress among male and female school teachers.

Table 6 shows the mean (129.1833 and 128. 5833) and $F=.042$ which represent that the hypothesis H.5 is not significant of 0.05 level. Thus, we can say that on the basis of mean, female teachers have minor difference occupational stress than male teachers.

H.6- There would be significant difference in the level of job satisfaction among male and female teachers.

Table 6 shows the mean (67.1667 and 66.5333) and $F= .087$ which represent that hypothesis H.6 is not significant of 0.05 level. Thus, we can say that on the basis of mean. Male teachers have minor difference job satisfaction than female teachers. The female teachers think it is the most suitable job for them were as the male teachers do not rate teaching as a profession the female teacher feels satisfaction in teaching profession only because they think the profession suitable for them. This study was conformity with research conducted by **Abbasi (2003) and Bindu (2004)**.

CONCLUSION

Summarizing the findings of this research work. It may be concluded that occupational stress and job satisfaction of area (rural and urban) in this research work urban teaches were found to de high score on occupational stress in comparison to the rural teachers. Statistically rural teachers and urban teachers found significant difference in the level of occupational stress.

Rural teachers were found to be high score on job satisfaction in comparison to the urban teachers, statistically urban teachers and rural teachers found significant difference in the level of job satisfaction.

Private teachers were found high score on occupational stress in comparison to the government teachers but statistically private teachers and government teachers not found significantly difference both teachers feel equal amount of occupational stress. Government teachers were found high score on job satisfaction in comparison to the private teachers. Statistically government teachers and private teachers found significantly difference in the level of job satisfaction.

Female teachers were found to be high score on occupational stress in comparison to the male teachers. But statistically female teachers and male teachers not found to significant difference feel equal amount occupational stress.

Male teachers were found to be high score on job satisfaction in comparison to the female teachers. but statistically male teachers and female teachers not found to significant difference both teachers feel equal amount job satisfaction.

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