

## **Occupational Stress among the Private School Teachers**

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### **Abstract**

The present study was conducted to assess the professional stress faced by the teachers teaching in private schools. The study revealed that private secondary teachers are facing a high level of stress due to workload, job insecurity, inadequate salary, student's managements, poor working conditions/environment, lack of breaks, long working hours, etc. The study was conducted in Private Higher Secondary Schools in Imphal East District of Manipur, by collecting information's through self-constructed questionnaires. The analyses of the collected information revealed the effects and issues faced by teachers. It is pertinent for private owned higher secondary schools to find solutions and developed policies accordingly to avoid negative productivity at work.

**Key words:** Occupational stress, effects, teachers, productivity, Higher Secondary School.

### **Introduction**

Occupational stress is caused by conditions in the work place that negatively affects an individual; performance or the overall well-being, physically and mentally. Elvira Mullai (2018) had specified that employees go through stress due to various reasons such as job demands, pressures they do not relate to the knowledge and skills that pose a challenge to them, tense situation where employees feel that they have less support from their administrators, colleagues and when they have little control over their work or they do not know how to withstand demands and pressure at workplace.

The teaching profession is considered to be highly stressful. Teachers from various streams show high levels of stress and burnt out symptoms. Experiencing a high level of stress seems to be detrimental for teacher's wellbeing and man indirectly harm student's achievement and heal Private school teachers face high labor intensity and stress level. Operating under such condition for a long time affects their health status. It also seems to influence teaching quality, and teacher's intentions of leaving the profession or attitude and their decision to leave teaching and their teaching quality.

Private educational institutions have become more of a business sector in addition to the basic purpose of imparting knowledge. There is a huge competition among the private owned educational institutions to gain more popularity and be able to attract more number of students. This is one cause of exponential increase of workload and pressure among the private school teachers. There is availability of high number of qualified people for a job in the teaching field leading to cut throat competition. This has led to situations such as insecurity and high demand for performance. These conditions lead to increase stress among teachers working in private owned educational institutions.

Yas, R (2019) stressed that female Government Secondary School teachers have less occupational stress, anxiety and more job satisfaction as compared to female private school teachers. The present study also mentioned the common effects on physical health of females and male due to job stress.

### **Methodology**

The effort of the present study found out the overall level of jobs stress, gender wise effects of job stress, and the effects of job stress on teaching and learning. The study confined among the teachers of private higher secondary schools at Imphal East district in Manipur. The study was conducted through a quantitative survey method by using self-developed questionnaire. Only teachers teaching in private secondary schools represent the population of the study. A sample of 150(83 male and 77 female) respondents for both male and female represents the sample of the present research. The questionnaire schedule comprises of scaling questions. The respondents were provided options to give their opinions on the graded scale of a given range of values. The questionnaire bear inquires related to the role of stress, job demands and symptoms of physical and mental health problems as well as effects on the teaching learning purpose.

### **Analysis and interpretation of the study results**

The study applied percentage (%) method to study the overall effects of stress and gender wise effects of stress among the teachers in Private Higher Secondary schools. It is a common scenario that teachers have to make so many personal sacrifices in order to be able to perform and deliver well in their responsibilities as a teacher.

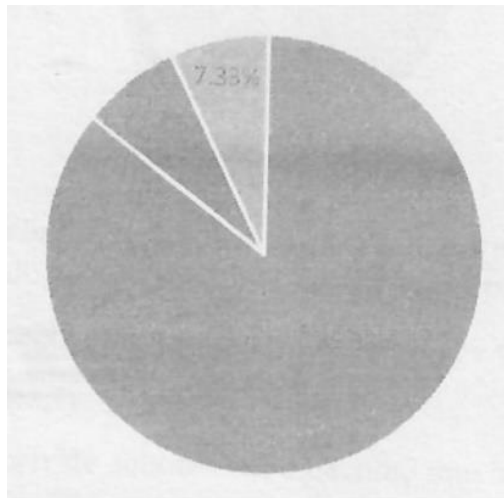
**Inference (I):** Trying to meet the demands of job and the personal responsibilities is a cause for stress among majority of the private school teachers. Majority of the respondents do agreed that trying to come with personal responsibilities and professional responsibilities is a stress full thing. The analysis found out that 14.66% of the respondents disagree with the statement, 8% neither agree nor disagreed, 77.33% agreed with the statement.

**Inference (II):** Teachers in private schools do feel that most of them are overburdened with multi responsibilities. This has resulted in additional stress among the teachers in private schools.

Here, majority of respondents agreed with the statement that teachers are required to provide longer hours of service at the school due to additional responsibilities.

**Figure No. 1**

• Agreed • Disagreed • neither agreed disagreed



The pie chart shows that 85.33% agreed with the statement, 7.33% disagreed, and 7.33 neither agreed nor disagreed.

**Inference (III):** Most of the teachers in the private schools are now required to provide longer hours of service at the school due to multi-additional responsibilities.

The given statement is agreed by 87.33% of the respondents, disagreed by 7.33% and 5.33% not with a specific responds.

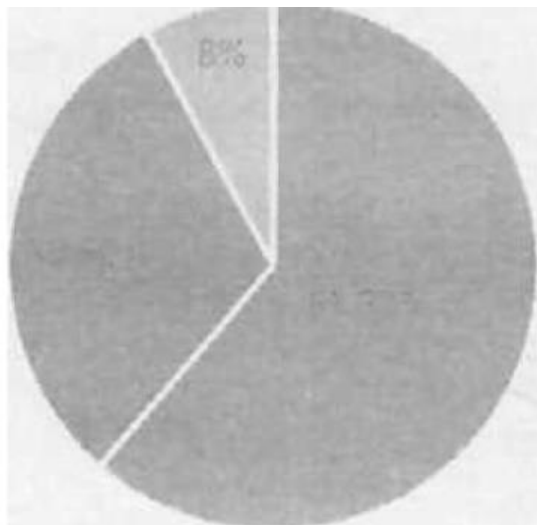
**Inference (IV):** Most of the teachers in private schools face the problem of insecurity of their job. Such a situation is stressful for the teachers in private schools.

Majority of the respondents agreed with the given statement, i.e., 9.33% agreed, 19.33% disagreed and 71.33% of the respondents were indifferent towards the investigation statement.

**Inference (V):** Due to longer working hours, time for personal life has become much restricted. Inability to allocate time for personal and family is one of the important causes of stress among the teachers in private schools.

## **Figure No. 2**

• Agreed • Disagreed • Did not responded



*The Pie Chart showing that majority of the respondent agreed with the inference.*

Majority of the respondents do agreed that time available for personal life is much restricted. In this regard, 61.33 of teachers agreed with the statement, 30.66% of teachers disagreed, and 8% of the teachers did not responded clearly.

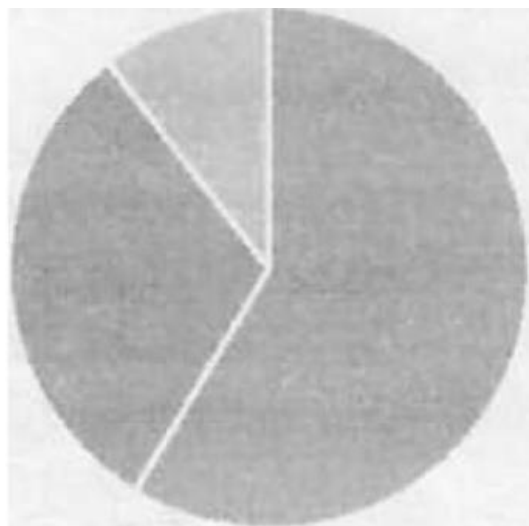
Inference (VI): Now a day, private schools have become much more competitive. This has resulted in much higher level of responsibilities to the teachers. As such pressure of job has become multifold resulting in increased level of stress among the private school teachers.

In this regard, 92% of respondents agreed with the statement, 8.66% neither agreed nor disagreed and 6% disagreed with the statement. The majority of the respondents do agreed that too many responsibilities have made for the teachers difficult to focus on the teaching learning processes. Inference (VII): There is much limited scope for progress in the career of private school teachers which is quite a demotivating factor to them.

### **Figure No. 3**

- Agreed
- Disagreed
- Neither agreed nor disagreed

10.68%



**The Pie Chart showing that bigger percentage of the respondents supported the inference.**

It is responded by the majority of the respondents that too much of pressure on the job has greatly hampered the performance of teachers in the teaching learning process and there is less scope for progress in the career of the private school teachers.

Hence, 58.66% agreed with the statement, 30.66% disagreed and 10.68% neither agreed nor disagreed. It is revealed through the analysis that those teachers in the private schools are facing tremendous amount of pressure from their job. This has hampered their performance in the teaching learning process.

#### **Effects on teaching- learning effects:**

The table below shows the response of teachers towards the effects of stress in the professional activities of the teachers in the teaching - learning process.

**Table No. 1**

| SL.NO. | PROCESS   | NO. OF RESPONDENTS HEARING PROBLEM | PERCENTAGE |
|--------|---|------------------------------------|------------|
| 1      | Irregular in making lesson plan                           | 108                                | 72         |
| 2      | Affects class - room management.                          | 98                                 | 65.33      |
| 3      | Unable to maintain good rapport among the students        | 42                                 | 28         |
| 4      | Unable to pay attention to weaker students in the class   | 97                                 | 64.66      |
| 5      | Unable to plan for individual students developments.      | 82                                 | 54.66      |
| 6      | Forget to use proper - teaching - learning aids           | 88                                 | 58.66      |
| 7      | Unable to set targets for curriculum                      | 76                                 | 50.66      |
| 8      | Unable to check home assignments of the students in time. | 43                                 | 28.66      |
| 9      | Not able to get updates on new knowledge and informants.  | 85                                 | 56.66      |
| 10     | Less time to listen to students' views or opinions.       | 48                                 | 32         |

The above table reveals the negative effects of stress in the teaching learning - process. Table No. 2 showing the Common symptoms of physical and mental health among respondents due to job stress.

**Male: 83 Respondents.**

**Female: 77 respondents.**

**Table No. 2**

| MALE                                |                            | FEMALE                          |                            |
|-------------------------------------|----------------------------|---------------------------------|----------------------------|
| Effect of Physical<br>Mental Health | Effect on Mental<br>health | Effect of Physical<br>Health    | Effect on Mental<br>Health |
| Headache                            | Restlessness               | Fatigue                         | Restlessness               |
| Sleeplessness                       | Anxiety                    | Low                             | Anxiety                    |
| Irritability                        | Inability to concentrate   | Appetite                        | Frustration                |
| Backache                            | Weak memory                | No interest in aesthetic values | Short memory               |
| Stomach disorder                    | Inability in planning      | Headache                        |                            |
| fatigue                             |                            | Anger                           |                            |
| anger                               |                            | tiredness                       |                            |

**Conclusion**

From the analyses, it could be concluded that there is high level of stress among the teachers Private Higher Secondary Schools. The respondents are affected by one or the other type of j stress. Because of long and stressful working conditions to meet the demands of the job, the respondents are going through physical problems, mental problems and various challenges in teaching – learning process. It is clear that jobs and its demands are very much associated with various types of stress. Therefore, private educational institutions should formulate better ways improve the working conditions of the teachers and help them to enhance their performance.

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