

Assessment of the Level of Job Strain among School Teachers at Selected School

M. Ramya Rathi Devi*, Gayathri. H**

Abstract

Occupational stress has become increasingly common in teaching profession largely because of increased occupational complexities and increased economic pressure on individuals. A major source of distress among teachers is result of failure of school to meet the social needs and job demands of the teachers. *Statement of the problem:* A study to assess the level of job strain among school teachers at selected school, Nellikuppam, Kancheepuram District. *Objectives:* To determine the level of job strain among school teachers and to associate the level of job strain among school teachers with their demographic variables. *Materials and Methods:* Quantitative approach and descriptive design was adopted for the study. A total of 50 samples were selected using non probability convenient sampling technique. The tool of the study comprises of 2 Parts, Part A -Demographic Data and Part B - Standardized tool on job strain questionnaire formulated by the Mr. Shailendra Singh which includes 14 questions to assess the level of job strain among school teachers. Data collected were analyzed by using descriptive and inferential statistics. *Results:* The findings of the study revealed that, among 50 school teachers, 45 (90%) teachers have moderate level of job strain, 5 (10%) teachers have mild level of job strain and none of them have severe level of job strain. There was significant association between the level of job strain among school teachers with the demographic variables of marital status and type of family. *Conclusion:* Most of them had moderate level of job strain. So the investigator helped them to cope up with any stressful situations through an educational approach.

Keywords: Assess; Knowledge; Job Strain; School Teachers.

Introduction

Stress in general and occupational stress in particular is a universal and frequently disabling human phenomenon. Stress is the result of the interaction between the work environment and the characteristics of the individual [1]. Job satisfaction is defined as all the feelings that individual has about

his or her job satisfaction results when needs, expectations or wishes are met [2]. Teachers are the leading individuals involve the teaching learning process. Institutions are providing these facilities to teach the learners. But most of the teachers bear a lot of stress while doing this important job. Teachers are considered as the role models whereas the job of the teachers is very challenging and they have to work under a lot of pressures and they have to fulfill the demands of the society and the institutions [3].

It is important to work for the health and the mental relaxation of the teachers" (Williams & Gersch, 2004) [4].

Occupational stress has become increasingly common in teaching profession largely because of increased occupational complexities and increased economic pressure on individuals. A major source of distress among teachers is result of failure of school to meet the social needs and job demands of the teachers. With the changing socio-economic scenario and increasing unemployment, the values of teacher and their professional concerns associated with the

Author's Affiliation: *Assistant Professor, SRM College of Nursing, SRM Institute of Science and Technology, Kattankulathur, Kancheepuram District, Chennai, Tamil Nadu 603203, India. **Staff Nurse, SRM General Hospital, Kattankulathur, Kancheepuram District, Chennai, Tamil Nadu 603203, India.

Reprint's Request: M. Ramya Rathi Devi, Assistant Professor, SRM College of Nursing, SRM Institute of Science and Technology, Kattankulathur, Kancheepuram District, Chennai, Tamil Nadu 603203, India.

E-mail: rathisakthi02@gmail.com

Recived on 20.03.2018, Accepted on 11.04.2018

job have undergone a change, increasing stresses and hassles of teachers [5].

The teaching profession has been proposed as a potentially high stressful occupation due to enhanced psychosocial stress at the work place. Teacher's work overload has been the subject of intense research, and the results of these studies show that a substantial proportion of teachers perceive their job as very stressful. Various research studies indicate a need to educate school teachers about health in order to improve their knowledge and their capability to disseminate health knowledge and information to students [6].

Materials and Methods

Quantitative approach and descriptive research design was adopted for the present study. The study variables was level of job strain among school teachers, whereas the demographic variables include age, sex, marital status, type of family, religion, socio economic status, education, income, number of section handled, number of students handled by the teacher, number of classes per week, years of experience. The study was conducted in Government Higher Secondary School, Nellikuppam, Kancheepuram. The sample size was 50. Non-probability convenient sampling technique was adopted to select the samples for the study. The tool of the study comprises of 2 Parts, Part A -Demographic Data and Part B - Standardized tool on job strain questionnaire formulated by the Mr. Shailendra Singh which includes 14 questions to assess the level of job strain among school teachers. The tool was validated by nursing experts. Suggestions were incorporated in the tool. In order to

assess the reliability of the questionnaire, the test - retest method was done on the samples in the school. On statistical analysis the reliability of the tool was found to be 0.8.

Ethical Considerations

The study was approved by the dissertation committee of SRM College of Nursing, Kattankulathur, and Kancheepuram District. Permission was obtained from Head Master of the Government higher secondary school and informed consent was obtained from each participant for the study before starting data collection. Confidentiality and anonymity was ensured and they are free to withdraw from the study at any time. The investigator explained the objectives and methods of data collection. The data collection was done during the day time. Self-introduction about the investigator and details about the study was explained to the samples and their consent was obtained. Data collected were analyzed by using descriptive and inferential statistics.

Results

The Table 1 depicts the frequency and percentage distribution of school teachers. Majority of the school teachers 21 (42%) are above the age of 35, 39 (78%) are females, 39 (78%) are married, 31 (62%) are in nuclear family, 37 (74%) are Hindus, 37 (74%) are in middle upper class socio economic status, majority of the teachers 22 (44%) are post graduates, 21 (42%) teachers are earning more than Rs 31506, 16 (32%) teachers handles 4 and above sections, 18 (36%) of teachers handles 31-35 students, 14 (28%) teachers have 16-20 classes per week; 14 (28%) teachers have 21-25

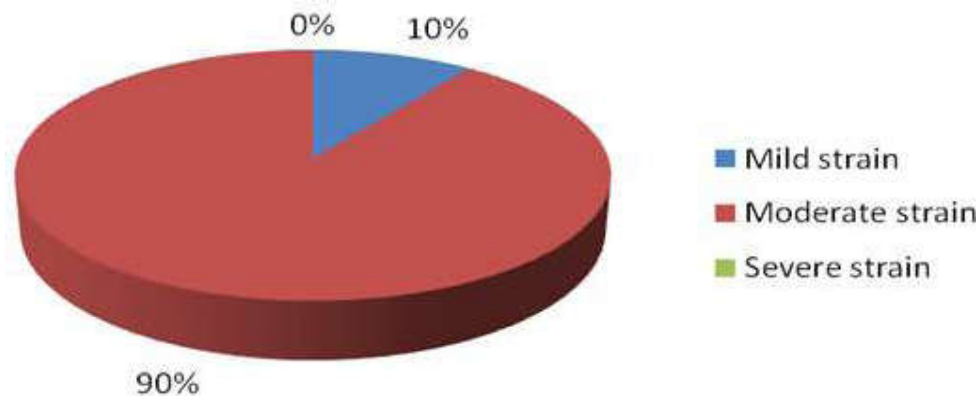


Fig. 1: Determination of level of job strain of school teachers

Table 1: Frequency and percentage distribution of school teachers

N = 50

Demographic variables		Teachers	
		Number	%
Age in years	21-25	6	12
	26-30	9	18
	31-35	14	28
	>35	21	42
Sex	Male	11	22
	Female	39	78
Marital status	Married	39	78
	Un married	9	18
	Divorced	1	2
	Widow	1	2
Type of family	Nuclear	31	62
	Joint	19	38
Religion	Hindus	37	74
	Christians	13	26
	Muslims	0	0
	Others	0	0
Socio economic status	Upper class	2	4
	Middle upper	37	74
	Lower middle	11	22
Education	Diploma	3	6
	UG	21	42
	PG	22	44
	Doctorate	4	8
Income	Rs 1590-4726	3	6
	Rs 4727-7871	5	10
	Rs 7878-11816	5	10
	Rs 11817-15753	6	12
	Rs 15754-31506	10	20
	>Rs 31506	21	42
No. of sections handled	1 Section	11	22
	2 Sections	11	22
	3 Sections	12	24
	4 and above	16	32
No. of students handled by the teacher	31-35	18	36
	36-40	8	16
	41-45	16	32
	45-50	8	16
No. of classes per week	10-15	12	24
	16-20	14	28
	21-25	14	28
	26-30	10	20
Years of experience	1-5 years	18	36
	6-10 years	12	24
	>10 years	20	40

The above Table 1 represents the frequency and percentage distribution of school teachers

Table 2: Shows the level of job strain of teachers

N = 50

Level of job strain	Number	Percentage
Mild	5	10
Moderate	45	90
Severe	0	0

The above table 2 shows that 5 (10%) school teachers have mild level of job strain; 45 (90%) teachers have moderate level of job strain and none of them have severe level of job strain.

Table 3: Shows association between the level of job strain among school teachers with their demographic variables N = 50

Demographic variables		Level of job strain						Chi square test
		Mild		Moderate		Severe		
		N	%	N	%	N	%	
Age	21-25	0	0	6	13.3	0	0	X ² = 0.97
	26-30	1	20	8	17.8	0	0	P = 0.80
	31-35	2	40	12	26.6	2	14.3	NS
	>35	2	40	19	42.2	0	0	
Sex	Male	1	20	10	22.6	0	0	X ² = 0.12
	Female	4	80	35	77.8	0	0	P = 0.90 NS
Marital status	Married	2	40	37	82.2	0	0	X ² = 19.04
	Un married	1	20	8	17.8	0	0	P = 0.000
	Divorced	1	20	0	0	0	0	Significant
	Widow	1	20	0	0	0	0	
Type of family	Nuclear	4	80	27	60	0	0	X ² = 5.83
	Joint	1	20	18	40	0	0	P = 0.05 Significant
Religion	Hindus	3	60	34	75.5	0	0	X ² = 0.56
	Christians	2	40	11	24.5	0	0	P = 0.45 NS
Socio economic status	Upper class	0	0	2	4.4	0	0	X ² = 1.96
	Middle upper	5	100	32	71.1	0	0	P = 0.27
	Lower middle	0	0	11	24.4	0	0	NS
Qualification	Diploma	1	20	2	4.4	0	0	X ² = 3.22
	UG	1	20	20	44.4	0	0	P = 0.35
	PG	3	60	19	42.2	0	0	NS
	Doctorate	0	0	4	8.9	0	0	
Income	Rs 1590-4726	1	20	2	4.4	0	0	X ² = 8.67
	Rs 4727-7871	0	0	5	11.1	0	0	P = 0.12
	Rs 7878-11816	0	0	5	11.1	0	0	NS
	Rs 11817-15753	0	0	6	13.3	0	0	
	Rs 15754-31506	3	60	7	15.6	0	0	
	>Rs 31506	1	20	20	44.4	0	0	
No. of sections handled	1 Section	0	0	11	24.5	0	0	X ² = 6.56
	2 Sections	1	20	10	22.2	0	0	P = 0.08
	3 Sections	0	0	12	26.6	0	0	NS
	>3 sections	4	80	12	26.6	0	0	
No. of students handled by the teacher	31-35	2	40	16	35.6	0	0	X ² = 1.08
	36-40	1	20	7	15.5	0	0	P = 0.78
	41-45	2	40	14	31.2	0	0	NS
	45-50	0	0	8	17.8	0	0	
No. of classes per week	10-15	1	20	11	24.5	0	0	X ² = 2.78
	16-20	0	0	14	31.2	0	0	P = 0.39
	21-25	2	40	12	26.6	0	0	NS
	26-30	2	40	8	17.8	0	0	
Years of experience	1-5 years	1	20	17	37.8	0	0	X ² = 3.95
	6-10 years	0	0	12	26.6	0	0	P = 0.13
	>10 years	4	80	16	35.6			NS

classes per week, majority 20 (40%) of the teachers have more than 10 years of experience.

Table 3 reveals that there is significant association between the level of job strain among school teachers with their demographic variables of marital status and type of family. There is no association with respect to other demographic variables.

Discussion

The first objective analysis revealed that 5 (10%) teachers have mild level of job strain; 45 (90%) teachers have moderate level of job strain and none of them have severe level of job strain. Hawe et. al. (2000) conducted a study job satisfaction and stress among New Zealand primary teachers. A sample of 353 full-time classroom teachers in 30 primary schools completed scales assessing overall occupational stress, sources of occupational stress, and job satisfaction.

Teachers attributed a high proportion of personal stress in their lives to their jobs. Beginning and experienced teachers reported similar levels of job satisfaction, but female teachers reported significantly higher levels of job satisfaction with teaching than their male counterparts. The teachers were able to be clustered into two groups: one consisting of teachers experiencing moderate levels of stress and job satisfaction, the other consisting of teachers experiencing very high level of stress and little job satisfaction [7].

The second objective analysis revealed that there is significant association between the level of job strain among school teachers with their demographic variables of marital status and type of family. There is no association with respect to other demographic variables such as age, sex, religion, socio economic status, Education, Income, Number of sections handled, Number of students handled by the teacher, Number of classes per week, and years of experience.

Conclusion

The findings of the study concluded that, among 50 school teachers, 45 (90%) teachers have moderate level of job strain, 5 (10%) teachers have mild level of

job strain and none of them have severe level of job strain. There was significant association between the level of job strain among school teachers with the demographic variables of marital status and type of family. So the investigator helped them to cope up with any stressful situations through an educational approach.

Acknowledgement

The investigators would like express their gratitude to Head Master for granting permission to conduct the study and to all the participants for their co-operation and support.

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