

# The Effect of Occupational Stress upon Teachers Adjustment



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## INTRODUCTION

Teaching profession occupies important and prestigious place in society. Teachers are considered as creators of scientists, engineers, leaders, politicians, industrialists and administrators.

Anand (1986)<sup>1</sup> reported a study on mental health of School teachers and observed that only fifty nine percent teachers were mentally healthy and other were facing the problem of maladjustment.

The studies suggest that the main sources responsible for maladjustment of teachers are heavy pressure of work load, lack of acceptance by the society, autocratic administration and supervision and refresher courses.<sup>2</sup>

Because of more stress and maladjustment of School system can be negatively affected by poor teacher performance, absenteeism and turnover rates.

## Statement of the problem

The effect of occupational stress upon teacher's adjustment.

## Objectives of the study

1. To compare the levels of occupational stress between male and female teachers.
2. To compare the levels of adjustment between male and female teacher.
3. To study the effect of occupational stress upon adjustment of male tethers.
4. To Study the effect of occupational stress upon adjustment of female teachers.

## Review of Related Literature

A survey of the research area of occupational stress shows that most of the studies related to occupational stress are cantered on job satisfaction and job stress, job stress and burn out relationship, job stress and School climate. The survey of the research area of teacher adjustment shows that most of the studies related to teacher

adjustment are centered on either one variable as adjustment or with other variables such as job satisfaction, organizational climate or different types of teachers, it was also found that no study has been done on occupational stress and teachers' adjustment.

Thus, an attempt has been made by investigator to examine the effect of occupational stress upon teacher's adjustment.

### Method of Research

In present study descriptive survey method has been used as a method of study.

### Population and Sample

All the teachers of non-government aided inter colleges affiliated from U.P. Board of Azamgarh District have been considered as the population of the study. Hundred male and hundred female teachers were selected from ten male and ten female teachers Schools. Dis proportionate stratified random sampling method has been used in present study.

### Tools used

In present study manage Teacher Adjustment Inventory (MTAI Short form) and occupational stress Index by Srivastava and Singh have been used.

### Statistical Technique

t-Test was used to find out the significance of difference between two means.

### Analysis and Interpretation of Data

**Table-1.** Showing N, Mean, S.D. and t-value of occupational stress of male, and female teachers.

S. No.	Group of Teachers	No. of Teachers	Mean	S.D.	T. Value	Level of Significance
1.	Feal Teachers	100	120.33	33.488	3.32	0.01
2.	Male Teachers	100	110.33	18.87		

The comptued value of 't' is 3.32 which is greater than the table value of t=2.50 at .01 level of significance, Hence the mean difference is significant.

Thus the research hypothesis that there is a significant difference in occupational stress between male and female teachers accepted.

**Table-2**

Showing n, Mean , S.D.and t- value of adjustment of male. and female teachers.

S. No.	Group of Teachers	No. of Teachers	Mean	S.D.	T. Value	Level of Significance
1.	Female Teachers	100	60.12	7.91	4.86	0.01
2.	Male Teachers	100	54.10	9.52		

The Computed value of t is 4.86 which is greater than the table value of  $t=2.58$  at .01 level of significance. Hence the mean difference is significant.

Thus the research hypothesis that there is a significant difference in the level of adjustment between male and female teachers is accepted.

**Table-3**

Showing N, Mean, S.D. and t- value of adjustment of male teachers possessing low and high occupational stress with respect to mean.

S. No.	Group of Teachers	No. of Teachers	Mean	S.D.	T. Value	Level of Significance
1.	Male teacher possessing low occupational stress	60	63.62	4.58	5.78	0.01
2.	Male teacher possessing High occupational stress	40	54.88	8.82		

The computed value of t is 5.78 which is greater than the table value of  $t=2.58$  at .01 level of significance. Hence the mean difference is significant.

Thus null hypothesis is rejected and research hypothesis that occupational stress affects significantly the male teachers adjustment is accepted.

**Table-4**

Showing N, S.D.. Mean and t- value of adjustment of female teachers possessing low and high occupational stress with respect to mean.

S. No.	Group of Teachers	No. of Teachers	Mean	S.D.	T. Value	Level of Significance
1.	Male teacher possessing low occupational stress	56	57.54	6.54	2.76	0.01
2.	Male teacher possessing High occupational stress	44	49.20	10.37		

The computed of t is 2.76 which is greater than the table value of  $t=2.58$  at .01 level of significance. Hence the mean difference is significant .01 level.

Thus, null hypothesis is rejected and research hypothesis that occupational stress affects significantly the adjustment of female teachers is accepted.

### **Results And Suggestions**

#### **Results:**

After analysing the data following results were estimated-

1. Female teachers experience more stress than the male teachers.
2. Male Teachers are more adjusted than the female teachers.
3. Adjustment of male teachers is negatively affected by occupational stress.
4. Adjustment of female teachers is negatively affected by occupational stress.

#### **Suggestions :**

##### **Suggestions for Administrators :**

1. The first thing to be kept in mind during educational planning is the place where the teachers will be working, namely the Schools, it should be situated in calm, serene and beautiful environment.
2. The in service, training programmes must be organized for teachers so that they may not feel stagnated in their knowledge of the subjects and teaching methods.
3. There should be reservation for female candidates in managing body of colleges so that they can understand better the problems of ladies teachers.
4. The Schools management must not interfere too much with the working of schools. The teachers must be given some opportunity to try innovative ideas of teaching.

5. Some recreational facilities should be provided for teachers so that the teacher may leave their problems behind and can unwind and relax and get charged, with new energy and enthusiasm.

#### **Suggestions for Teachers :**

1. The teachers should take more and more active part in the development of school and its activities.
2. Teachers should accept himself largely as he is and take an active part in directing his life rather than being content with responding to pressures.
3. Teachers should organize the community welfare programmes in schools to get support of society.
4. Teachers should have cooperative spirit among themselves.
5. Teachers should improve teacher taught relationship, teacher should receive due regard and respect from the students.
6. The problem of maladjustment and occupational stress in teaching may be reduced by physical exercise, yoga, pranayama and mediation.

#### **Suggestions for further researchers**

1. The research may be conducted on urban areas School teachers.
2. The research, degree college teachers, primary teachers etc.
3. Studies may be taken up to study the effect of various factors of occupational stress on various factors of adjustment,
4. Study may be taken up to study the occupational stress and adjustment of other occupations personal.
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