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Research Paper Psychology

On Job Stress: A Study of Private and Public School Female Teachers from Urban Area

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ABSTRACT

Working women are handling two important tasks. These tasks involve, justifying the responsibilities at work place and handling the responsibilities at home front. Balancing these two roles at home and work is very challenging task and causes stress at different levels. Different facets involves in evolving the stress in working women's life. These stresses cause the imbalance at the front of work and handling family responsibility. The study is focusing on the stress causes among working women of urban area school teachers. A sample of 200 working school teachers from Urban area participated in this study. Out of this, 100 each are from private and public school respectively. A non-experimental, cross-sectional survey design was conducted using Demographic information form. The inventory used is based on 5 point scale. Using correlation and regression analysis, the result shows that there were significant difference in stress level between female teachers working in public and private schools. The measurement of stress level of occupational stress among working female teachers indicates the impact and occurrence of justification of job duties. The result can be applied for further research on working married women, especially concerning the impact and occurrence of job stress on student's mental health. These results can be further applied to the studies concerning to mental health among the working women.

KEYWORDS : Occupational stress, working women, female teacher's work stress, correlation and regression, mental stress

1. Introduction:

Stress is very significant factor in human behaviour which affects the performance and health of individual. The environment of work place plays major role in generating the stress. Stress is a person's response to a stressor such as an environmental condition or a stimulus. Stress is a body's method of reacting to a challenge. According to the stressful event, the body's way to respond to stress is by sympathetic nervous system activation and it results in the response either in positive or negative manner. . The current world is full of competition. The working female has to handle several fronts apart from obeying the duty at work place. There are many factors which causes the stress. Various stress generating factors can be list out as the working environment, responsibilities at work place, nature and response of superiors, performance evaluation and justification needs, interpersonal relationship with colleagues, family problems and responsibilities of family, insecurity pertaining to the work, monetary needs and economical personal conditions are some major factors which causes the stress.

Female working employees in private and public schools have different work culture and work environment. It is considered that the public sector have better financial security and considered as stable job. In compare to this, the private sector jobs are more demanding as far as performance is concern. The working environment and factors like job security, salary, leaves and responsibilities, job protection and several other factors are at different intensity for private and public sector working female school teachers. This study aims to examine job stress of female school teachers working for private and public schools.

Internationally, a considerable amount of study has occurred on the job stress, job satisfaction and occupational stress among school teachers. Teacher job stress can have impact on both economic and personal implications. The stress leads to stress-related employee absenteeism, burnout and a negative impact on pupil outcomes (Kyriacou, 1987). According to Sodoma and Else (2009) a sharp increase in responsibilities in recent years has made the job of school teachers more stressful. . Research on these topics is especially relevant in a context where teacher workloads are changing as a result of a number of factors, including the mainstreaming of pupils with special educational needs, greater ethnic diversity in classrooms and the increase in class sizes resulting from recent expenditure cuts (Merike Darmody and Emer Smyth, 2010).

Asad and Khan(2003) states that job stress is the effect of tension on an employee by the job pressures to fulfil job assignment and to respond to deadlines. Salik and Kamal(2007) mentioned that most people spend a considerable amount of their lives at work. D'souza, et al.,(2005) argued that the specific stress experienced by people often depends on the nature and demands of the setting in which people live. Smith and Bourke (2002) in Australia explored work-related stress and job satisfaction among secondary school teachers and identified four aspects of teacher stress: staff tensions and conflict, time pressure, students and classroom conditions, and lack of rewards and

recognition. Teaching context, workload and satisfaction were found to affect stress directly.

2. Objectives:

The main Objectives of this study are:

a. To identify the stress scenario among the private and public school female teachers.
b. To analyze the stress among the private and public school female teachers.
c. To analyze the stress among the secondary female teachers of public school and private schools.
d. To analyze the stress among the primary female teachers of public and private schools.

3. Hypothesis:

H0 (Null Hypothesis) :

There is no significance difference between of stress level among the school teachers working at public and private schools of urban area.

Ha (Alternative Hypothesis):

School teachers working in private schools of urban area have higher stress level compare to school teachers working in public schools of urban area.

4. Methods and Methodology:

This research work covers the female school teachers of private and public schools from urban area of Valsad district. For the purpose of this study, using random sampling method, total sample size of 52 is covered where 26 samples represents female school teachers from private schools and 26 represents female school teachers from public schools. The data collected using Standardised Questionnaires for occupational stress. The questionnaire is based on 5 point scale. The data collection is using random sampling method obtained from the urban area female school teachers working at private or public schools. Against 60 questionnaires distributed, 29 questionnaires from female teachers working in public school and 31 questionnaires from female school teacher working in private school were received. Eight questionnaires were rejected as they were incomplete and having lack of information. The response receive is 86.66%. Out of 26 female school teachers from public school, 16 work as primary school

teacher and 12 work as secondary teacher. From the data sample of private school teachers, 15 are working for primary section and 11 work for secondary section.

5. Data Analysis :

Table 1.1 Demography of collected Data

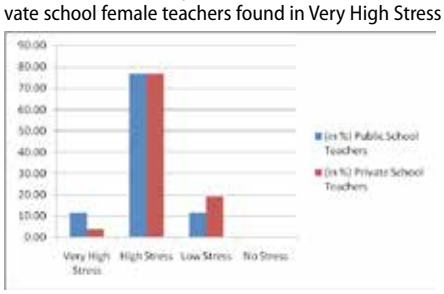
	Private School Teachers	Public School Teachers	Total
Primary School Teachers:	15	14	29
Secondary School Teachers:	11	12	23
Total:	26	26	52

Table 1.2 Decision Range

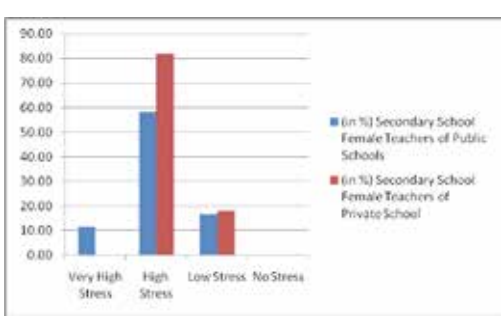
Range	Decision Criteria
< 80	Very Low Stress
>=80 and <120	Low Stress
>=120 and <160	High Stress
>=160	Very High Stress

5.1 Data Interpretation:

The data received is from public and private school female teachers working in primary and secondary section. No sample data from private and public school female teachers were found having scored <80, it depict that none of the teachers from public and private schools are in the range of very low stress. 11.54% of public school female teachers were found in low stress category and 19.23% of private school female teachers found in low range category. In case of High Stress category, 76.92% public and private school female teachers found. 11.54% of public school female teachers and 3.85% of private school female teachers found in Very High Stress category.



Out of total sample data of public School female teachers, 53.85% are from primary section and 46.15% are from secondary sections. In case of Private School female teachers, 57.69% are from primary section and 42.31% from secondary section. It shows that none of primary school female teachers from public and private schools are in no-stress category. 16.67% of secondary section public female teachers and 18.18% secondary section private female teachers are having low Stress. 58.33% of secondary section public female teachers and 81.82% secondary section private female teachers are having high Stress. 11.54% of secondary section public female teachers and 0.0% secondary section private female teachers are having Very High Stress.



In case of secondary section of public and private female teacher, none of school female teachers of public and private schools are in no-stress category. 7.14% of primary section public female teachers and 20.00% primary section private female teachers are having low Stress. 92.86% of primary section public female teachers and 66.67% primary section private female teachers are having high Stress. 0.00% of primary section public female teachers and 7.69% primary section private female teachers are having Very High Stress.

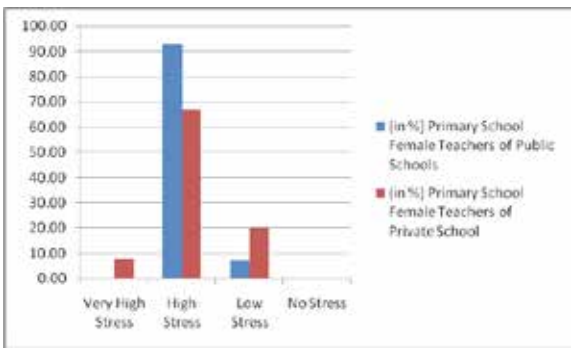


Table 1.3 : t-test analysis

	Public School Teachers	Private School Teachers	
N	26	26	Sample Size
$\sum x$	3655	3642	
M_x	140.5769	140.0769	Mean Value
$\sum x^2$	521131	516220	
$(\sum x)^2$	13359025	13264164	
$(\sum x)^2/n$	513808.7	510160.2	
$\sum d^2$	7322.346	6059.846	
σ^2	292.8938	242.3938	
S_d^2			20.58799
S_d			4.537399
t- value (Calculated)			0.110195
t-value (Critical) $\alpha = 0.05$			2.01

t(50)=0.110195, p<0.05

6. Conclusion:

For the calculated absolute value of t = 0.110195 for df(degree of freedom) = 50 and $\alpha = 0.05$, the corresponding critical value of t obtained is 2.01. Since, $t_{caclucated} < t_{critical}$, we accept H_0 and conclude that there is a no significant difference between the stress level of female school teachers of public school and private school.

Significant difference was found between female school teachers of private school from urban area and female school teachers of public school from urban area in terms of their work stress, t(50) = .110195, p = .05. On a five-point scale work stress test, public school female teachers of urban area averaged 140.5769 (SD = 17.11414) and private school female teachers of urban area averaged 140.0769 (SD = 15.569).

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