



AN ANALYSIS OF OCCUPATIONAL STRESS AMONGST WORKING WOMEN FROM TEACHING PROFESSION AT RAJKOT AND JAMNAGAR REGION IN GUJARAT, INDIA

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ABSTRACT

The main objective of study is to find the level of occupational stress and major demographic factors causing it amongst working women from teaching profession in Rajkot and Jamnagar region. The data is collected using structured questionnaire with very well known and pre-validated tool "Occupational Stress Index" developed by Srivastava and Singh (1984) from 763 respondents. The stress level amongst female university teachers was significantly higher than school teacher. The other demographic factors viz. designation, education and marital status were found insignificant for occupational stress. Based on finding, it was suggested that individual coping techniques can be used to reduce stress levels and women teachers at school and college can try to balance between good stress and bad stress.

KEYWORDS : Occupational stress among working women, Job Stress, Stress Management

INTRODUCTION

Women began to come out of the domestic sphere and have begun to take up professional roles outside their homes. With the passage of time, the concept of "working women" came into existence. A working woman refers to a woman who works outside her home for a wage or salary. Stress is becoming a global phenomenon affecting all professions and all categories of employees. It is often assumed that teachers, because of their nature of work, are more vulnerable than other professionals to the effects of stress. Challenges posed by the changing education scenario are forcing teachers to perform their task under a very compelling situation. The need of the study is that as the employees have stress towards their work based on different reasons it has to be minimized to reduce the stress in future period of time. The faculty members experience huge stress in completing the portions on time, conducting periodical tests, assessment and review of test papers and assignments.

As a result of the various changes in university education structure the academicians are expected to bear the additional administrative responsibilities which cause stress problems. Stress leads to depression and harms health, outlook and job performance by causing an imbalance in one's life. Physical, mental and emotional problems are inter-related that creates personal stress

RESEARCH METHODOLOGY

Objectives

The main objectives of the study are:

1. To find out the level of stress faced by working women at workplace from teaching profession.
2. To compare stress between school teachers and college & university teachers / professors.
3. To check effect of demographic factors viz. profession, level of designation, education level, marital status and family type on stress level at workplace amongst working women.

Research Design

The research design of this study is descriptive and cross sectional in nature.

Scope of the Study

The scope of the research would be covering working women from teaching profession at Rajkot and Jamnagar region in India. The data collected from schools and colleges.

Hypothesis of Study

Following null hypothesis were formulated for the purpose of

research. H_0 1: There is no significant difference in level of stress amongst teachers from school and teachers in college and University. H_0 2: There is no significant difference in level of stress amongst different level of designation. H_0 3: There is no significant difference in level of stress amongst different level of education. H_0 4: There is no significant difference in level of stress amongst different marital status. H_0 5: There is no significant difference in level of stress amongst different types of family

Data Collection

The data collected are primary in nature. It is collected through structured questionnaire. The data collected through both online and offline mode.

Tool for Data collection

To measure stress at workplace, well known and pre-validated tools "Occupational Stress Index" developed by Srivastava and Singh (1984) was used as is a widely acceptable scale for measuring stress at workplace. It has been used effectively by psychologists in researches. The authors have claimed that the tool may be conveniently administered to all categories of employees. The scale consisted of forty-six items, each to be rated on five-point scale. Out of 46 items, 28 were true keyed and rests 18 were false keyed. The responses were collected on 5-point Likert scale ranging from strongly disagree (1) to strongly agree (5).

Sampling

The sampling method for data collection is stratified random sampling. The total sample size for research is 763 out of which sample size of school teacher is 616 while university / college teacher is 147.

DATA ANALYSIS

The data for the research is collected using structured questionnaire. The sample consists of 763 working women as teachers. The distributions of samples as per different demographic factors of samples were as follow:

Table - I: Occupational Stress Measurement Scale

No.	Factor	No. of Statements	Low	Mod erate	High
1	Role Overload	5	6-14	15-22	23-30
2	Role Ambiguity	4	4-9	10-12	13-20
3	Role Conflict	5	5-12	13-17	18-25
4	Unreasonable Group and Political Pressure	4	4-9	10-14	15-20
5	Responsibility for persons	3	3-7	8-11	12-15

6	Under-participation	4	4-8	10-12	13-20
7	Powerlessness	3	3-7	8-11	12-15
8	Poor-Peer Relations	4	4-8	9-13	14-20
9	Intrinsic Impoverishment	4	4-9	10-13	14-20
10	Low Status	3	3-6	7-11	12-15
11	Strenuous Working condition	4	4-9	10-12	13-20
12	Unprofitability	2	2-4	5-7	8-10
	Total	46	46-122	123-155	156-230

Table – II: Demographic Distribution of Respondents

Sr. No.	Demographic Factors		Frequency	Percentage
1	Profession	School Teacher	616	80.7
		College & University Teacher	147	19.3
		Total	763	100
2	Level of Designation	Top	23	3
		Middle	728	95.4
		Higher	12	1.6
		Total	763	100
3	Education	Diploma / Undergraduate	30	3.9
		Graduate	213	27.9
		Post Graduate	476	62.4
		Doctorate and Above	44	5.8
		Total	763	100
4	Marital Status	Unmarried	214	28
		Married	518	67.9
		Widow	22	2.9
		Separated / Divorcee	9	1.2

Table – III: Descriptive Statistics of Occupational Stress Factors

Sr. No.	Occupational Stress Factors	Mean	Std. Dev.	Median Class
1	Stress due to Role Overload	1.74	0.59	2 (Moderate)
2	Stress due to Role Ambiguity	2.00	0.71	2 (Moderate)
3	Stress due to Role Conflict	1.92	0.53	2 (Moderate)
4	Stress due to Unreasonable Group and Political Pressure	1.77	0.56	2 (Moderate)
5	Stress due to Responsibility for persons	1.95	0.53	2 (Moderate)
6	Stress due to Under-participation	2.53	0.62	3 (High)
7	Stress due to Powerlessness	2.00	0.50	2 (Moderate)
8	Stress due to Poor-Peer Relations	2.74	0.51	3 (High)
9	Stress due to Intrinsic Impoverishment	2.29	0.50	2 (Moderate)
10	Stress Due to Low Status	2.19	0.42	2 (Moderate)
11	Stress due to Strenuous Working condition	2.02	0.66	2 (Moderate)
12	Stress due to Unprofitability	2.01	0.59	2 (Moderate)
	Overall Occupational Stress	1.98	0.45	2 (Moderate)

Table – IV: Inferential Statistics of Occupational Stress

No.	Hypothesis	Test Statistics	p value [#]	H ₀ Status
H ₀ 1	There is no significant difference in level of stress amongst teachers from school and teachers in college and University.	38524*	<0.001	Rejected
H ₀ 2	There is no significant difference in level of stress amongst different level of designation	0.228**	0.892	Failed to Reject
H ₀ 3	There is no significant difference in level of stress amongst different level of education	3.646**	0.302	Failed to Reject
H ₀ 4	There is no significant difference in level of stress amongst different marital status	3.452**	0.327	Failed to Reject
H ₀ 5	There is no significant difference in level of stress amongst different types of family	4.626**	0.042	Rejected

*Mann Whitney U Test Statistics
 **Kruskal Wallis Test Statistics (Chi-Square Value)
[#]p value is significant at 5% tolerance level

From above table, it is found that Null Hypothesis H₀1 and H₀5 are rejected while H₀2, H₀3 and H₀4 are failed to reject. Thus, it is inferred that

- There is significant difference in occupational stress level

5	Family	Total	763	100
		Nuclear	360	47.1
		Joint	343	45
		Staying away from family	60	7.9
		Total	763	100

From above table it is observed that majority of the respondents are school teachers and working at middle level. The respondents are mainly from graduate and post graduate background. They are mainly married and coming from joint and nuclear background.

The following table shows descriptive statistics of factors affecting occupational stress amongst working women from teaching profession. The occupational stress index classified stress level in three categories viz. Low (1), Medium (2) and High (3).

From above table, it is observed that overall occupational stress is at moderate level amongst female teachers. It is also found that Poor Peer Relations and under participation cause higher occupational stress while other factors cause moderate occupational stress.

The following table shows inferential statistics to check the hypothesis for the study. Since data is collected on ordinal scale, non-parametric test was used to test the hypothesis. Mann-Whitney U Test is used to compare between two groups while Kruskal Wallis Test is used to do comparison of more than two groups of demographic factors affecting occupational stress.

of school teachers and teachers at college and University. The mean rank suggests that the occupational stress level of teachers at college / university is significantly higher than school teachers.

- There is significant difference in occupational stress level amongst working women coming from different family background. The mean rank suggests that the working women leaving away from their family having significantly higher stress than working women from joint and nuclear family.

There is no significant difference in occupational stress amongst working women from teaching professional with different level of designation, education and marital status.

FINDINGS

The findings based on descriptive analysis and suggestions based on the analysis of the data collected were depicted as follow:

1. It is found that the college and university female teachers are having significantly higher stress as compared with school female teachers at work place in Rajkot and Jamnagar Region.
2. The family structure is significant demographic factors affecting stress level at work place amongst working women in teaching profession. Women working as teachers staying away from their family are found in significantly higher stress than working women coming from joint or nuclear family..
3. The demographic factors viz. level of designation, marital status and education level is not significantly affecting stress level amongst working women in teaching profession in Rajkot and Jamnagar region.

SUGGESTIONS

Based on data analysis and findings following suggestions are proposed to manage occupational stress amongst working women in teaching profession.

1. Educational institutes may plan for stress management programs.
2. Individual coping techniques can be used and trying to balance between good stress and bad stress.

CONCLUSION

Family and work are inter-related to the extent that in the life of a woman the kind of experiences in one area affect the quality of life in the other. So, it's important to strike the right balance between the two and understand the degree of priority of work and family in the life of a working women

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