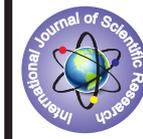


Occupation stress & Teacher effectiveness: A Big Challenge



Education

KEYWORDS:

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ABSTRACT

The 'goodness' of an educational system is dependent on the quality of teachers. The school's excellent material resources, equipments, building, library and other facilities along with a curriculum which is adopted to related the community needs, is likely to be ineffective and wasted if the teachers are misfit or indifferent to their responsibilities. The development of a nation depends on knowledge acquired their citizen through education and also its practical applications. The main pillars of quality education system are effective instructional strategies and high potentials of teachers, in which they used when the contents were delivered. Moreover we can say that nation's greatness is the quality of her citizens which depends upon the quality of their teachers. Qualitative teachers are the reformer of the society and also national reconstructor. But teacher is not just a teaching machine but a sensitive human-being who is conscious of his role and responsibilities as a teacher. Teachers play many roles for welfare in the society. But in the present system teachers faced many difficulties for fulfillment of their role and responsibilities. So such kind of things increased the stress in the teachers. Teacher stress is a specific type of occupational stress. The present paper indicates that it is very important for teacher to know all the causes of stress and negative effects on his/her profession and how to improve their effectiveness and reduce occupational stress which is helpful in his/her teaching and professional growth. Because teachers are responsible for molding the students as true citizens by inculcating the right values in their minds. This is possible only if the teachers have effectiveness and only if they have peaceful and stress free mind.

Introduction: - Teaching is the most laborious and complex profession in our society, and also an important job. Teachers mostly tried their best to help students reach their maximum potential as human beings. Yet teachers are often overworked, underpaid, and underappreciated. For strengthening teacher education system and teaching learning strategies in India many commissions were constituted like as: Radhakrishnan Commission (1948) for higher education, Mudaliar Commission (1952-53) for secondary education, Kothari Commission (1964-66) for all levels of education etc., and they also gave their suggestion, recommendation time to time. Teacher effectiveness is very important component for successful teaching. Many factors affects on teacher effectiveness, occupational stress is one of the factors which affect the effectiveness of the teachers. In the present system of education stress is always found among the teachers. There are many reasons of this occupation stress such as absentees of the students, dealing the problems of children with special needs, numbers of problem creates through daily routine work of students, insufficient funding, lack of cooperation of personal, colleagues and administrative, job insecurity, heavy work-load, poor working condition, indiscipline, Unnecessary interference of administrative authority and society, health problems, and many so other reasons was found. So it is necessary to reduce occupational stress for the improvement in the effectiveness of the teachers. Because the future of the country lies in the hands of the teachers.

Occupational stress:-

"It is the experience by a teacher of unpleasant emotions such as tension, frustration, anger and depression resulting from aspects of his/her work as a teacher" (Kyriacou, 1987). "Overall, teachers manifesting high levels of stress also show signs of high levels of psychological distress, usually demonstrated by high anxiety and low psychological well-being, as well as decreased job satisfaction i.e. mental ill-health, burnout and job dissatisfaction among the teachers" (Traverse and Cooper, 1996). Occupational stress, in particular, is the inability to cope with the pressures in a job" (Rees, 1997). "It is a mental and physical condition which affects an individual's productivity, effectiveness, personal health and quality of work" (Comish and Swindle, 1994).

Teacher effectiveness:-

The effective teacher is "a unique human-being who has learnt to use his self effective and sufficiently for carrying out his own and Social

purposes" (Comb, 1964). The five criteria for an effective teacher discussed by Collins (1990) (a) is committed to students and learning, (b) knows the subject matter, (c) is responsible for managing students, (d) can think systematically about their own practice, and (e) is a member of the learning community".

Qualities of effective teachers:

There are many qualities in the effective teachers; here we discussed some most important qualities which must be found in the effective teachers. The effective teachers are those who have the greatest potential to effect the student's education, spend their mostly time for betterment of the students, short out their personal and academic problems, use appropriate methods and techniques in their teaching and also adopt cooperation approach towards parents and school members. They have the ability to maintain the policy and procedures of school system, and also play the role and responsibilities for all the activities which happened inside and outside of the schools. They have the dynamic approach in their personal and profession life, and also have all the qualities of good human being. In generally we can say that teacher should be adaptor, visionary, collaborator, good learner, communicator, risk taker, qualities of good leader and also play the role model for the students.

Effects of occupations stress on teacher's effectiveness:-

The occupations stress effects on the mental, emotional, and physical condition of the teachers. These things affect on their ability, their energy and also they gets tired easily. They also lose their self confidence, and of their motive of life, spend their mostly time in anxiety, frustration and depression. They found difficulty in concentrating on their teaching and all the other activities. The teachers suffers with frequently headaches and other health problems, all these things lead to loss of appetite and sleep disturbance, and teachers spend their mostly life with worsened condition. All these drawbacks of occupation stress negative effects on effectiveness of teachers. The education system should be improved by increased the effectiveness of teachers. It must be possible if we found the solution of these problems.

Some suggestion:-

- There is requirement of interventions programmes for strengthening and reinforcing teacher's self-confidence and positive attitude, and weakening the stress creating factors.

- The improve self esteem, build self confidence, develop competencies, and also develop a good sense of humour in the teacher for reducing occupation stress.
- To encourage teachers for eating well balanced diets, and get adequate sleep, practice yoga and meditation, exercise regularly.
- To fostering a supportive friend circle, cultivate hobbies, develop effective communication skills, and engage in creative activities among the teachers.
- To solve the problems in the surface level.
- The occupational stress also prevented through school organizational interventions at the management level like as selection of suitably qualified teachers, proper job designing and training, adequate work conditions, effective supervision and incentive system, effective communication system, participative management, etc.
- To increase positive intensity such as high or extra salary, non-financial incentives, social support, generating team feeling, participative decision making, etc.

All the above mention suggestions are helpful in reducing occupation stress, and also improving the effectiveness of the teachers.

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