



Occupational Stress Amongst Teachers of Professional Colleges in Punjab

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ABSTRACT

An attempt is being made to study the occupational stress amongst teachers of professional colleges in Punjab affiliated to Punjab Technical University, Jalandhar and to recommend suitable interventions to alleviate the occupational stress level. A sample of two hundred teachers has been selected randomly from professional colleges. "The Occupational Stress Index", developed by Dr. A.K.Srivastava and Dr. A.P.Singh is used for the study. The statistical analysis revealed that there is no significant difference between male and female teachers with respect to occupational stress level, however there is a significant difference between teachers teaching in the professional colleges located in rural and urban areas and the teachers employed on Ad-hoc and Permanent basis. To reduce the level of occupational stress deliberate efforts has to be made to greater job security, accountability, workload, provisions for timely promotions, medical facilities and provisions of perks.

Keywords : Occupational Stress, Professional colleges, Occupational Stress Index.

INTRODUCTION

ORIGIN OF STRESS

The word Stress originally has been derived from a Latin word 'STRINGERE' meaning to 'draw tight'. In the 15th century the term stress was used as the shortened form of distress. According to International Dictionary of Education, "Stress is a state of anxiety, conflict, heightened emotion and frustration, diagnosed from psychological and physiological symptoms". Stress is a universal phenomenon, excess of which results in intense and distressing experience. As a positive influence, stress can compel us to action; it can result in a new awareness and new exciting perspectives. While as a negative influence, it can result in feeling of distrust; rejection, anger and depression, which in turn can lead to health problems.

WHAT IS OCCUPATIONAL STRESS?

Stress related with job or occupation is called occupational stress. Occupational stress refers to a situation where occupation related factors interact with employee to change, disrupts or enhance his psychological and physiological conditions such that the person is forced to deviate from normal functioning. The person cannot work efficiently due to stress. An employee's job role is composed of quality work life and is responsible for bringing in maximum amount of job satisfaction or minimum amount of job stress & anxiety. Occupational stress usually results from conflicting incompatible or unclear expectation that is derived from work environment.

Modern world is marked as world of stress that has become a prevailing feature of human life. The ever increasing needs and aspirations, tough competition, pressure of meeting deadlines, uncertainty of future and weakened social support have made life very much demanding and highly stressful.

REVIEW OF LITERATURE

- Gaur, Shubhla P., and Dhawan, N (2000) investigated the relationship between work related stress and adaptation patterns among women professionals and found that women in all the four professions i.e. teachers, bank officers, doctors and bureaucrats reported moderate work related stress.
- Kutty, S. (2000) proposed reasons for stress at work place as work pressure, meeting deadline, positions in work place, interpersonal relationship, job content or profile, promotion and growth opportunities, imbalance between

personal and professional commitments, commuting time especially from long distance suburban areas to the office.

- Deostnalee, Pravin G. (2000) found that age has no effect on the stress experienced by engineers. However the gender as well as education has displayed significant effect on job stress. Male engineers experienced more stress than that of females whereas the higher the education the lesser the stress the engineers experienced.
- Marshall, V.G. (2003) revealed that there were no significant difference found in occupational stress as measured by occupational role, adjustment psychological strain and an availability of personal coping resources based on demographic variables of race, age, marital status, work schedule, education, work hours, gender and job title.

OBJECTIVES OF THE STUDY

The objectives of the present study are:-

1. To study the occupational stress amongst teachers of professional college affiliated to Punjab Technical University, Jalandhar.
2. To investigate whether occupational stress is gender biased
3. To find out level of stress of teachers teaching in rural and urban area.
4. To study occupational stress among permanent and Ad-hoc teachers teaching in private colleges.
5. To propose some viable recommendations to alleviate the occupational stress levels of the teachers of professional colleges.

RESEARCH METHODOLOGY

HYPOTHESES

1. There is no significant difference between Male and female teachers with respect to occupational stress.
2. There is no significant difference in occupational stress between teachers employed on the Permanent and Ad-hoc basis.
3. There is no significant difference in the occupational stress between the teachers teaching in professional colleges located in urban and rural areas of Punjab.

SAMPLE

A sample of 200 teachers (male and female) of professional

colleges located in Punjab and affiliated to Punjab Technical University, Jalandhar was randomly taken. Teachers having the experience varying from 2 years to 15 years were taken for the study. The categories of teachers included in the study were teachers on Ad-hoc basis and permanent basis. The cadre structure of the teachers included Professors, Associate Professors, Asst. Professors, Senior Lecturers and Lecturers. Teachers teaching both in rural and urban areas were taken into consideration. Only those colleges were taken into consideration in this study which has been affiliated to the University for Minimum of five years.

SAMPLING TECHNIQUE

The stratified convenient sampling technique was used in this study. The stratification was done keeping urban and rural areas in view. Thereafter the convenient method of sampling was followed at random depending upon the availability of the teachers in the college.

TOOL USED

A standardized scale developed by Dr. AK Srivastava and Dr. AP Singh was used for the above study. The instrument which is used for the study of Occupational Stress Index (OSI) of college teachers i.e. "The occupational stress index "By Dr.A.K. Srivastava and Dr. A.P. Singh (1979).The scale had 46 items each to be rated on the five-point scale. Out of 46 items, 28 are "true keyed" and the balance 18 is "false keyed". The items relate to almost all relevant components of the job life which causes stress in some way or the other such as role-overload, role-ambiguity, role conflict, group and political pressure, responsibility for persons, under participation, powerlessness, poor peer relationship, intrinsic impoverishment, low status, strenuous working conditions and unprofitability.

The reliability index ascertained by split half (odd-even) method and Cronbach's Alpha Coefficient for the scale as a whole were found to be .935 and .90 respectively. The validity of the instrument was determined by computing coefficient of correlation between the scale on the OSI and various measures of job attitudes and job behaviour. The levels of occupational stress were categorized on the basis of percentile values as Low (P-25 and below with the scores between 46-127), Moderate (P-26 to P-75 with the scores between 128-150) and High (P-76 and above) with the score of 151 to 230.

RESULT AND INTERPRETATION

The result shows that means of teacher teaching in the professional colleges is 129.84 which fall in between 128-150 and according to the norms mentioned in the manual of the scale used, this score stands for the moderate level of occupational stress. Male and female teachers do not differ significantly with respect to occupational stress. The mean, standard deviation and t- ratio of male and female teachers teaching in private colleges with respect to occupational stress have been presented in following table:

Table
Table showing N, Mean, Standard deviation and t-value of Occupation Stress of teachers in Professional colleges of PTU, Jalandhar

Statistics-N Group	Mean	SD	t-value	Results
Male 100	128.25	22.14	0.96	Significant at 0.05 level
Female 100	131.4	25.18		
Ad-hoc 100	141.54	6.84	6.96	Significant at 0.05 level
Permanent 100	133.42	9.54		
Urban area 100	129.20	5.80	10.59	Significant at 0.05 level
Rural area 100	140.20	8.50		

Hypothesis No. 1:

Table shows that mean of male teachers in professional colleges is 128.25 and mean of female teacher is 131.4. The

S.D. of male teachers is 22.14 and that of female teachers is 25.18. Our calculated "t" value is 0.96 which is less than table value i.e. 1.96 at 0.05 significance level hence it is not significant. Thus it is very clear that there is no significant difference in the Occupational Stress of male and female teachers in professional colleges of PTU, Jalandhar. Hence the hypothesis 1 is accepted.

Hypothesis No. 2:

Further the above Table also depicts that means of Ad-hoc teachers in professional colleges and Permanent teachers as 141.15 & 133.42 respectively. The Standard Deviations of Ad-hoc teachers and Permanent teacher are 6.84 & 29.80 respectively. The calculated 't' value is 6.96 which is Greater than table value i. e. is 1.96 at 0.05 level of significance hence it is significant.

Thus it is concluded that there is a significant difference in the Occupational Stress level of the Ad-hoc and Permanent teachers employed in Professional colleges. Hence the hypothesis No. 2 is rejected.

Hypothesis No. 3:

Further Table also depicts that means of teachers teaching in the professional colleges located in Urban and Rural areas as 129.20 and 140.20 respectively. Standard deviations of teachers in both cases of urban and rural area are 5.80 and are 8.50 respectively. The calculated 't' value is 10.59 which is greater than table value i. e. is 1.96 at 0.05 level hence it is significant. Thus it is proved statistically that there is a significant difference in the Occupational Stress level of the teachers teaching in the urban and rural areas in Professional colleges. Hence the hypothesis No. 3 is also rejected.

RECOMMENATIONS

It is statistically proved that there is a significant difference between the male and female teachers of professional colleges with respect to their occupational stress levels. This is due to many factors such as college environment, peer group pressure, lack of audit of work, teacher's qualifications, socio economic status, home environment. The result of the present study is helpful in guiding the teachers, administrators and counselors who may provide maximum facilities and good environment in professional colleges for their teacher. Some of the recommendations inferred from the above study may help in alleviating the occupational stress of the teachers of professional (Management) colleges in Punjab which are affiliated to Punjab Technical University, Jalandhar:-

1. Extension of career ladder and enhance competencies of teachers..
2. Re-Designing jobs with more meaningful contents.
3. Equal distribution of workloads and Recognition of good performance at the right time.
4. Role clarity.
5. Providing job security.
6. Channels of communication should be clearly understood in friendly environment.
7. Bringing work life balance amongst women by prioritizing and organizing well schedule of events.
8. By creating conducive ambience in the college.

SUGGESTIONS FOR FURTHER RESEARCH

Research is an unending process. Due to lack of sufficient time all aspects of the problem cannot be dealt with at one time. Therefore, the present study opens up certain agencies for further research which are briefly given below:-

1. The investigator has taken only 200 teachers for this study. It can be further extended to a large sample so that the results obtained may be more reliable.
2. Teachers are taken from professional colleges of PTU, Jalandhar only; the same study can be undertaken from other universities of Punjab State so that viable measure could be taken to overcome the stress at teaching occupation thereby improving the quality of future students

- of the state.
3. A similar study can be conducted by taking into consideration other variables such as study habits, self-concepts, achievements, age, socio-economic status, qualification and pay scale etc.
 4. The present study was undertaken on the teachers teaching in professional colleges. The study may be further extended to the teachers teaching in Govt. colleges as well.
 5. The study of same nature may be undertaken on the heads of the institutions, colleges or school whether these are privately owned/self financed or Fully Govt. aided or not aided.
- The list given above is NOT exhaustive but illustrative. There are vast areas in the field of higher education which have so far remained unexplored, rewarding and instructive.

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