

# OCCUPATIONAL STRESS TOWARDS THE PRIMARY SCHOOL TEACHERS OF ROHTAK DISTRICT

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## **Abstract:**

The goal of the look is to decide the Occupational Stress degree of Government and Aided Higher number one School Teachers residing in one-of-a-kind socio-cultural and financial situations. The scale used withinside the look has evolved with the aid of using research. 350 Aided school teachers and 250 Government teachers have participated withinside the gift look-at. At the give up of the look, it became visible that Aided school teachers have greater occupational stress than Government college instructors. There is a significant distinction withinside the stress factors of Government and Aided Primary Teachers. Policymakers are recommended to examine the trainer schooling and evaluation machine with the idea that private and social traits and operating situations may also have an impact on trainer occupational strain. Results additionally confirmed that instructors who said extra strain have been much less happy with coaching, said extra frequency of absences and an extra quantity of general days absent, have been much more likely to go away from coaching (professional intention), and much less possibly to soak up a coaching profession again (profession commitment). Implications for in addition studies also are discussed.

**Keywords:** Primary School Teachers, Stress, professional intention, professional commitment.

## **1. Introduction**

Stress is a not unusual place function in our lives, specifically because the tempo of improvement increases. Work is a not unusual place time period that's carried out for all forms of career. It is a fundamental circumstance for maximum human beings and is a critical

issue of the ecosystem for human survival. It is likewise a prime detail for the improvement of the man or woman in addition to the financial system of the nation.

In the antique days, there has been no idea of property. Society turned nearly egalitarian and there has been no specialization because of the career concerned. The society turned economically impartial and those who were given glad their starvation out of the herbal end result and vegetation which clearly grew on earth. Hence, we will say that during the olden days' someone had been nearly loose from the idea of occupational strain, however this international of ours, based upon technology and technology, is fantastically mechanized and materialistic. Thus, as an end result, the lifestyles has turn out to be pretty difficult and aggressive in any respect levels. Those who don't have cash or assets attempt to locate it and people who have, make efforts to get more. The executives are involved approximately low productions withinside the company, businessmen are involved approximately low earnings and employees are involved approximately their activity safety and occasional wages.

An occupational strain is any pressure that pushes a mental or bodily element at the back of its variety of stability, generating a pressure in the individuals. Knowledge that strain is in all likelihood to arise constitutes a danger to the man or woman. A danger can motive a pressure due to what it indicates to the person. As occupational strain starts to take toll at the frame and mind, a number of signs and symptoms can end result.

## **2. Review of Literature**

Kumar et.al (2019) in their study "Organizational Commitment and Hardiness personality in relation to occupational stress of Primary School Teachers" reveal that both men and women in the teaching profession have the same amount of occupational stress. They further add that organizational commitment and hardiness personality, combined together, play a very important role in managing job stress. They also suggest that future research should focus on finding the regional, cultural and occupational factors for predicting and managing job stress.

Dr. Neelam Dhar & Dr. Ritu Magotra (2018), In the studies of occupational stress among various occupational groups, teaching profession was found to be on the top of the list of stress prone occupations. But prior studies were limited mostly to the variables like male

and female, govt. and private, experienced and inexperienced, married and unmarried, locality of the school but no such study has been undertaken which deals with two educational boards as its variables.

Dr. Nain Sing & Anupama Katoch (2017), In the present study an attempt has been made to measure the occupational stress of secondary school teachers of district Mandi in Himachal Pradesh. A sample pool of 200 secondary school teachers from the government schools was randomly taken. The relevant information from the sampled subjects were collected through the standardize Occupational Stress Index. It was found that the secondary school teachers generally had occupational stress having high, moderate and low levels. Further significant differences were found in the occupational stress of male and female secondary school teachers.

Sing and Katoch (2017) in their article, “Study of occupational Stress of Secondary School Teachers” report that school authorities should ensure a supportive and collaborative culture, provide stress and time management training and also leisure facilities to the faculties to prevent occupational stress. They also opine that teachers’ involvement in decision making should be encouraged. Schools should also provide a pleasant working environment, job security, less work load, trainings to manage the behaviours of disruptive people, maximum facilities etc, to the teachers. Heads of the departments should report inadequate staff and lack of equipment’s to the school authorities.

Dr. Ansarul Hasan (2014), An attempt was made to compare teachers’ occupational stress of primary government and private school teachers of Tehsil Laksar, District-Haridwar. A sample of 100 teachers was selected, 50 each from government and private schools. Teachers’ Occupational Stress Scale constructed and standardized by Dr. Sajid Jamal and Dr. Abdul Raheem was administered. Findings revealed that in general, the primary school teachers have found to be highly stressed. Moreover, the private primary school teachers have also found to be highly stressed in comparison to their government primary school teacher counterparts.

### **3. Objectives:**

This observe is finished to examine occupational pressure some of the instructors of number one colleges in Rohtak District in Haryana.

1. To examine the elements influencing occupational stress some of the Primary faculty instructors.
2. To observe the demographic and educational traits some of the Primary faculty instructors of Government and Aided Schools.
3. To degree the tiers of occupational stress some of the Primary instructors of Government and Aided Schools.

### **Research Methodology**

The present study is based on both primary and secondary data. Primary data had been accumulated via way of means of accomplishing a survey amongst 30 pattern Primary faculty instructors of Government and Aided schools.

Secondary data had been accumulated from books, journals, newspapers, periodicals, reports, net and unpublished statistics of Rohtak District of Haryana. Initial tool become evolved via way of means of producing 108 objects after a radical know-how of occupational pressure amongst Aided and Government number one faculty instructors of Rohtak district withinside the nation of Haryana. The first a part of the questionnaire become associated with non-public info of Primary instructors, 2d component relates with measuring of occupational pressure some of the instructors with the assist of Chi-rectangular test. All the closed-ended questions have been designed to generate responses on a 5 factor likert scale to degree the occupational pressure indicated as 1 strongly agree, 2 Disagree, 3 Neutral (N), 4 Agree (A) and 5 Strongly Agree (SA). For the prevailing observe a pilot observe become initiated with a pattern of fifty number one instructors which withinside the removal of a few unrelated objects.

### **Sampling Design**

A pattern of 25 instructors become taken to meets the pattern adequacy, for accomplishing element evaluation range of pattern instructors for the observe have been decided on from the overall population. For the cause of the observe (25 Teachers) 25% consistent with cent of the samples have been decided on. Sample instructors have been decided on via way of means of the use of easy random sampling from 3 segments via way of means of the use of convenience sampling technique due to smooth accessibility and affordability. 25 absolutely stuffed in questionnaire have been finalized, non reaction price become negligible. Adequate care has been taken to keep away from redundancy in facts series from the pattern elements.

**Table 1 : Sample-size of Primary teachers and Head Masters**

Category	Head Masters	Primary School Teachers	Total
Government Schools	48 (19.20%)	202 (80.8%)	250
Aided Schools	32 (9.2%)	318 (90.8 %)	350
Total	80 (13.2%)	520 (86.8 %)	600

Source: Primary Data.

Table 1 shows that out of 600 Primary school teachers, 520 (86.8 per cent) are teachers and the remaining 80 (13.2 per cent) are head masters. Among the total teachers, 250 are belonging to government schools and the remaining 350 are belonging to aided schools. Among the 250 government school teachers, 202 (80.8 per cent) are teachers and the remaining 48 (19.20 per cent) are head masters. Among the 350 aided school teachers, 318 (90.8 per cent) are teachers and 32 (9.2 per cent) are head masters.

### Data Analysis

Teachers' Personal Profile Out of the entire questionnaire filled in 60.7% was Aided primary teachers and 39.3% Government teachers. The percentage difference between Aided and Government teachers is more; this is due to the researcher more weight given to Aided

school teachers than Government teachers. Of the total teachers 56.1% were male and 43.9% female. The percentage difference between male and female teachers is less. Of the total teachers 31.1% were in above 50 years of age group, 46.3% were between 40-50 years of age group, 20.9% were between 30-40 years of age group and the remaining 1.6% in below 30 years of age. The percentage of third group is given more than other age group because those groups of teachers are facing more stress related problems in their profession as well as family. 11.8% teachers responded that they were unmarried and the remaining 88.2% were married. The high percentages of unmarried teachers are having less stress than other groups like 40-50 years of age group.

With regards to monthly incomes, 50.2% of the teachers reported to receiving the monthly income are less than Rs.20, 000 and the remaining 49.8% are getting more than Rs.20, 000. The low percentages of income group of teachers are facing more stress related problems especially not settled in economically.

### Calculation of Occupational Stress among Aided and Government School Teachers

**Table 2 : Classification of Primary School Teachers by their level of occupational stress)**

S. No.	Level of Stress	No. of Teachers	Percentage
1.	Low	120	20
2.	Medium	372	62
3.	High	108	18
	<b>Total</b>	<b>600</b>	<b>100</b>

From Table 2, it is observed that a majority of 372 (62%) teachers had a medium level of stress, 120 (20.0%) had a high level of stress and the remaining 108 (18%) had a low level of stress.

### Level of Occupational Stress among Aided Primary School Teachers

**Table 3 : Classification of aided Primary teachers by their level of occupational stress**

S. No.	Level of Stress	No. of Teachers	Percentage
1.	Low	53	15
2.	Medium	147	42
3.	High	150	43
	<b>Total</b>	<b>350</b>	<b>100</b>

Source: Primary data.

Table 3 shows that 150 (43 per cent) aided teachers had a high level of occupational stress, 147 (42 per cent) had a medium level of stress and the remaining 53 (15 per cent) had a low level of occupational stress.

#### Age and Level of Occupational Stress

**Table 4 : Classification of Aided Primary Teachers on the basis of their Age and level of Occupational Stress**

S. No.	Age (in years)	Level of Stress			Total
		Low	Medium	High	
1.	Below 30 years	0(0.0)	7 (2)	0(0.0)	7 (2)
2.	30 – 40 years	4 (1.1)	49 (14)	17 (5)	70 (20)
3.	40 – 50 years	14 (4)	14 (4)	100 (28.5)	168 (48)
4.	Above 50 years	35 (9.9)	80 (23)	30 (8.5)	105 (30)

	<b>Total</b>	<b>53 (15)</b>	<b>150 (43)</b>	<b>147 (42)</b>	<b>350 (100)</b>
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Source: Primary data.

Table 4 reveals that out of 4 (1.1 per cent) aided teachers, only 4 (1.1 per cent) had a medium level of stress in the age group of below 30 years. Of the 70 teachers, 4 (1.1 per cent) in the age group of 30-40 years had low level of stress, 49 (14 per cent) had a medium level stress and the remaining 17 (5 percent) had a high level of stress.

From 168 teachers belong to the age group of 40-50 years, 14 (4 per cent) had a low level of stress, 14 (4 per cent) had a medium level of stress and the remaining 100 (28.5 per cent) had a high level of stress. Among the 105 teachers in to the age group of above 50 years, 35 (9.9 per cent) had a low level of stress, 80 (23 per cent) had a medium level of stress and the remaining 38 (8.5 per cent) had high level of stress.

To test the hypothesis that age is independent of the level of occupational stress, the chi-square test has been applied and the calculated value is 44.14, table value at 5 per cent level of significance 9.488 and degrees of Freedom is 4. As the calculated chi-square value is much larger than the table value, therefore the null hypothesis is rejected. Thus it may be concluded that there is a significant relationship between age and the level of stress among the aided Primary teachers.

### **Gender and Level of Occupational Stress:**

**Table 5 : Classification of Aided Primary Teaches on the basis of their Gender and level of Occupational Stress**

<b>S. No.</b>	<b>Gender</b>	<b>Level of Stress</b>			<b>Total</b>
		<b>Low</b>	<b>Medium</b>	<b>High</b>	
1.	Male	42 (11.9)	70 (20.0)	80 (22.7)	191 (54.6)
2.	Female	13 (3.8)	75 (21.6)	70 (20.0)	159 (45.4)



	<b>Total</b>	<b>55 (15.7)</b>	<b>145 (41.6)</b>	<b>150 (42.7)</b>	<b>350 (100)</b>
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Source: Primary data.

Table 5 shows that among the total teachers, 191 teachers were male, 42 (11.9 per cent) had a low level of stress, 70 (20.0 per cent) had a medium level of stress and the remaining 80 (22.7 per cent) had high level of stress. Of the 159 female teachers, 13 (3.8 per cent) had a low level of stress, 75 (21.6 per cent) had medium level of stress and the remaining 70 (20.0 per cent) teachers had a high level of stress. The chisquare test has been applied and the calculated value 6.69, table value at 5 per cent level of significance is 5.991 in degrees of freedom is 2. As the calculated chi-square value is more than the table value the null hypothesis is rejected. Thus it may be concluded that there is an association between gender and their level of occupational stress among aided primary teachers.

### Location of the School and Level of Occupational Stress

**Table 6 : Classification of Aided Primary Teachers on the basis of their School Location and level of Occupational Stress**

S. No.	Location of School	Level of Stress			Total
		Low	Medium	High	
1.	Rural	34 (9.7)	59 (16.8)	97 (27.6)	190 (54.1)
2.	Urban	17 (4.9)	40 (11.4)	17 (4.9)	74 (21.1)
3.	Semi-Urban	4 (1.1)	46 (13.5)	36 (10.3)	76 (24.9)
	<b>Total</b>	<b>55 (15.7)</b>	<b>145 (41.6)</b>	<b>150 (42.7)</b>	<b>350 (100)</b>

Source: Primary data.

Table 6 shows that out of 200 aided school teachers, 34 (9.7 per cent) working in the schools located in rural areas had a low level of stress, 59 (16.8 per cent) had a medium level

of stress and the remaining 97 (27.6 per cent) had a high level of stress. Of the 78 teachers working in urban areas, 17 (4.9 per cent) had a low level of stress, 40 (11.4 per cent) had a medium level of stress and the remaining 17 (4.9 per cent) had a high level of stress. Out of 92 teachers working in semi-urban areas, 4 (1.1 per cent) had a low level of stress, 46 (13.5 per cent) had a medium level of stress and 36 (10.3 per cent) had a high level of stress. The calculated value is 16.52 and table value at 5 per cent level of significance 9.488 in degrees of freedom is 4. As the calculated chi-square value is more than the table, the null hypothesis is rejected. Therefore, it may be concluded that there is an association between location of school and their level of occupational stress among the aided primary teachers.

### **Conclusion**

From the results of the study it is clear that the primary school teachers as a whole are found to be highly stressed. This finding support the past research that the teaching profession has become one of the most stressful professions. Similarly, private school, male and female primary school teachers have been found to differ non-significantly in the level of occupational stress. The private school male teachers have found to be significantly more stressed than their government school male teacher counterparts. Similarly, here also, as in the case of private school male teachers, the private school female teachers have also found to be significantly highly stressed than their government school female counterparts. The present study has provided comprehensive information about occupational stress among the teachers of Government and aided schools in Rohtak District in the state of Haryana. Occupational stress in the workplace is becoming a major concern for all teachers, Headmasters and government, owing to the occupational health and safety legislations requiring employers to practice duty of care by providing teachers with safe working environments which also cover the psychological well being of their staff. The reduction of occupational stress will induce the teachers to provide efficient and effective service to the society. As a result of the benefits of a systematic and joint approach to reducing stress there can be increased Education standard, decrease in absenteeism, increased schools enrolment, reduced drop-out rate, improved teachers morale, decrease in compensation claim and reduction in workplace accidents.

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