

A STUDY ON OCCUPATIONAL STRESS AND JOB SATISFACTION BETWEEN PHYSICAL EDUCATION TEACHERS

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ABSTRACT

The performance of physical education teachers depends on various factors. One such factor is Stress that they are going the Rough work. Numerous factors affect the teacher's Stress and this in turn affects their college life and personal life. Many institutions are not particular to provide any measures to reduce Stress. It has been identified that no study has been conducted so far about Stress management among Physical education teachers. Thus this study is devoted towards finding various causes of Stress and its consequences on Physical education teachers and the organisation in India. Due to many risks, threats and other causes nearly all people experience some sort of Stress. In many job situations, high levels of Stress are an integral part, largely unavoidable component of the work. The need to cope with complexity, ambiguity, conflict and competing demands is a part of organisational life among individuals occupying different positions. Organisations are often unnecessarily Stressful and have a negative impact on individual's physical and mental health. Work-related stress is increasingly recognised as one of the most serious occupational health hazards reducing workers satisfaction and productivity and increasing absenteeism and turnover and it is towards this the study focuses on.

KEYWORDS: Occupational stress, physical education teachers, Job Satisfaction

INTRODUCTION

The study is being conducted among the Physical education teachers. Teacher's environment include an enclosed atmosphere, time, pressures, excessive noise, sudden swings from intense to ordinary tasks, no second chance, unpleasant sights and sounds and long standing hours. Stress is known to cause emotional exhaustion to Physical education teachers and this leads to negative feelings toward those in their care. Stress is acknowledged to be one of the main causes of absence from work. Anxiety, frustration, anger and feelings of inadequacy, helplessness or powerlessness are emotions often associated with Stress. A Teacher who is angry will find it difficult to give holistic care to students, this

makes her negligent in her duties. Occupational Stress in Physical education teachers affects their health and increases absenteeism, attrition rate, injury claims, infection rates and errors in treating student. Effective occupational Stress management among Physical education teachers is geared towards reducing and controlling Physical education teachers' occupational Stress and improving coping at work; it is towards this, my study focuses on.

Stress refers to the strain from the conflict between our external environment and us, leading to emotional and physical pressure. In our fast-paced world, it is impossible to live without Stress whether we are students or



working. There is both positive and negative Stress, depending on each individual's unique perception of the tension between the two forces. Stress bears deliberating effects on both the employees and the employer. Corporate India is finally waking up to the fact that a lot of human potential is being drained away because of Stress and burn out. Workplace Stress is the harmful physical and emotional response that occurs when there is a poor match between job demands and the capabilities, resources, or needs of the worker. These conditions may lead to poor work performance or even injury. Job Stress is also associated with various biological reactions that may lead ultimately to compromised health.

LITERATURE REVIEW

Thong & Yap (2010) in a research entitled as "Information systems and occupational stress: a theoretical framework" showed that most of the occupational stress models consider stress to be the consequence of the interaction between an environmental stimulus and the idiosyncratic response of the individual. Further analysis of these models suggests that nine key points are critical in developing a theoretical framework of occupational stress for (IS) professionals.

Vincent, Gary & Geoffrey (2014) carried out a research entitled as "The impact of emotional reaction and cognitive role of occupational stress on public accountants' performance" and the results showed that the emotional reaction of occupational stress has a negative and direct effect on public accountants' levels of organizational commitment and job satisfaction. The cognitive role of occupational stress has a direct impact on job performance. There is an indirect effect of the emotional reaction and cognitive role of occupational stress on public accountants' job performance

through organizational commitment and job satisfaction.

Lu, Siu & Cooper (2015) in a research entitled as "Managers' occupational stress in China: the role of self-efficacy" concluded that total stressors was positively related to physical and psychological strains. Related to the moderating effects of managerial self-efficacy (MSE) on the stressor-strain relationship, only a significant moderating effect was found in predicting physical strain.

Gaither et al. (2018) in a study entitled "A modified model of pharmacists' job stress: the role of organizational, extra-role, and individual factors on work-related outcomes", showed that organizational indicators in various forms has greatest impact on employees' occupational stress that include; increased work pressure, workplace conflict, find a job that is more consistent with the characteristics of a person and so on.

David, Christopher & Kate (2018) in a research entitled "Occupational stress: consensus or divergence? A challenge for training and development specialists" The analysis of publications and statements from trade unions and employers' representatives revealed an emerging consensus surrounding definitions of occupational stress based upon the UK Health and Safety Executive's definition. However, the analysis of the trade union and employer representatives' publications also revealed ongoing differences in views about the main causes of occupational stress.

Boyd, Jeffrey E. & Jeffrey K (2009) in their study entitled "A model of stress and coping and their influence on individual and organizational outcomes", based on a sample of professional salespeople, provide overall support for most of the hypothesized

relationships among work-related stressors, personal characteristics, and coping styles. Also Findings this research to support the influence of emotion-focused coping on the psychological outcomes of emotional exhaustion and job-induced anxiety; which in turn are found to influence job satisfaction and intention to withdraw. While problem-focused coping had no effect on job-induced anxiety, problem-focused coping did effect emotional exhaustion, which in turn influences job satisfaction and intention to withdraw.

John & McCormick (2010) in a study entitled "Occupational stress of Catholic primary school staff: a study of biographical differences" concluded that age, gender and position are found to be related to three out of the four identified domains of occupational stress as well as overall occupational stress. In addition, male staff experience higher levels of general occupational stress than their female colleague overall.

Aghdasi, Kiamanesh&NavehEbrahim (2011), in a study entitled "Emotional Intelligence and Organizational Commitment: Testing the Mediatory Role of Occupational Stress and Job Satisfaction" concluded that emotional intelligence does not have any direct and indirect effects on occupational stress, job satisfaction, and organizational commitment. Moreover, occupational stress not only has a direct negative effect on job satisfaction, it also has an indirect negative effect on organizational commitment. Job satisfaction has a strong direct positive effect on organizational commitment. The mediatory role of job satisfaction in the effect of occupational stress on organizational commitment is confirmed in the study.

Keshavarz&Mohammadi, (2011), in "Occupational stress and Organizational performance, Case study:" found that most of

the employees experience high rate of job stress. Also, Job stressors affecting most of the employees included: role conflict and role ambiguity, lack of promotion and feedback, lack of participation in decision making, lack of authority, workload, unsatisfactory working conditions and interpersonal relationships. These job stressors affected the general physical health of employees, their job satisfaction and performance as well as their commitment negatively.

McCormick, Barnett, (2011) in a research entitled as "Teachers' attributions for stress and their relationships with burnout", concluded that Most variance was at the individual level, supporting the view that the stress and burnout were overwhelmingly psychological phenomena. Also Findings of other suggest the centrality of stress attributed to student misbehavior in predicting each of the three dimensions of burnout: depersonalization, emotional exhaustion, and personal accomplishment. Occupational stress attributed to personal failings also negatively predicted personal accomplishment.

GarcíaHerrero, ÁngelMariscalSaldaña, Rodriguez &Ritzel (2012), in a study entitled "Influence of task demands on occupational stress: Gender differences" concluded that the indicators studied significantly increased stress levels; women initially had higher stress levels than men; and when exposed to determined task demands, stress differences between genders tended to increase.

Moeller & Chung-Yan (2013) in a research entitled as "Effects of social support on professors' work stress", Find that Using moderated hierarchical multiple regressions, the results support thehypotheses that the effects of occupational stressors on professors' psychological well-being vary depending on the level of perceived workplace social

support. However, although workplace social support buffered the effects of some occupational stressors (i.e. work overload), social support exacerbated the adverse effects of others (i.e. decision-making ambiguity).

Mellor, Smith, Mackay & Palferman (2013) in a study entitled "The "Management Standards" for stress in large organizations", concluded that the senior management commitment and worker participation are Key to managing work-related stress and are commonly reported across organizations, although to variable form and depth. Also the solution chosen to identify stress issues is a short assessment of all staff via annual staff surveys, coupled with in-depth assessments of groups at risk. Common practice also includes combining individual and organizational interventions. One significant challenge emerges as the translation from identified stress issues to focused interventions and their evaluation.

Sun Jung & Hyun Yoon (2013) performed a research in "Is the individual or the organization the cause of hotel employees' stress? A longitudinal study on differences in role stress between subjects "The results showed that the employees at four hotels showed markedly different stress levels. The analysis suggested that the hotel employees' perception of stress depends more on the particular organization than on individual characteristics. In other words, the source of stress was either the unique rules or the work environment of an organization, not so much personal characteristics.

OCCUPATIONAL STRESSORS AMONG PHYSICAL EDUCATION TEACHERS

Some words get universal meaning and certainly the word (Stress) that is being used in Persian language, is among these universal

words. This word (stress) has been used as a synonymous or equivalent for some words such as mental pressure, nervous pressure, mental disorder and tension. The reason for universal usage of this word (stress) is objective mental pressure in people's everyday life all over the world and people with any social rank experience it during their lives. So it is based on this fact that the current age is being called age of nervous and mental pressures. This word is a familiar and known word for people all over the world and there is no need to translate this word (stress) to people's mother tongue. Remarkable technological progress and sudden social changes have caused the society to become complicated and as a result to increase mental pressure in various factors (financial and family difficulties, conflicts with friends and partners, mental pressure that resulted inorganizational and environmental factors) and this phenomenon is supposed to be a threaten to humans' life. This pressure causes people to have difficulties with tasks that they can do easily in natural condition in a way that with this phenomenon, they may do these objects hardly and sometimes they can't do them. So there will be harmful damages on financial and human resources. Although in occupational domains, mental pressure phenomenon is an inevitable part of life and resulted in occupational experiences but at the same time it can dissatisfy people and waste their physical and mental ability, it is because work environment is made of physical, mental and social stimuli and each of these items, can outbreak mental pressure. Stress increases blood pressure and amount of cholesterol in body that can cause heart diseases, arthritis and stomach ulcers. Even there may be a correlation between stress and cancer. Stress has various effects over the performance and activities of organization's members, managers, employees, and clients and among them who suffer from stress get a specific



mental state and do actions that influence the performance of the organization directly. Acute stress wastes human resources of organization and caused objectives of organization to be in insecure condition. To search in stress literature shows that there is no acceptable definition for it. There are two general definitions about stress that one of them claims that stress resulted in factors outside the individuals and it is believed that external factors are stressful. Another viewpoint is that internal tensions are affected stress; means what is interpreted as facts and are passing in individuals' mind, can cause their reactions to what happen around them. Lutans, defined stress as individuals' reactions to threatening conditions in environment and knows it as a response that individual gives to adapt with different external condition such as a behavior, mental or physical behavior. In other definition, Ivancevich believed that stress is a reaction and response to stressful situations. Therefore stress or mental pressure is a reaction that body shows when facing with internal and external events and it has many adverse consequences, including disorder of metabolism, increased heartbeat and blood pressure, heart diseases, migraine headaches, ulcers, seizures, nervousness, loss of appetite and inability to make decisions. Medical science experts believe that the reason of 70 to 75 percent of all different diseases is related to stress resources. Teachers' occupational stress and their experience of negative and uncomfortable feelings such as anger, nervousness, anxiety and depression are some aspects of teachers' work and besides teachers' occupational stress will cause uncomfortable consequences that include decreased spirit of teachers, their despondency and not to have effective role in class as well as disorder in behaviour and other exhaustions. To regard teachers as one of important pillars of education requires particular sensitivity, teachers at forefront of this system act in the

way of cultural way, and realization of the objectives of the organization are in their hands. Inattention to mental health of teachers or instructors has negative effects over students and adherents in educational system. In this way, overall goal of researcher for this study was to investigate and survey Occupational stressors in teachers of physical education in India.

WORKPLACE STRESS

Workplace Stress is the harmful physical and emotional response that occurs when there is a poor match between job demands and the capabilities, resources or needs of the worker. These conditions may lead to poor work performance or even injury. Job Stress is also associated with various biological reactions that may lead ultimately to compromised health, such as cardiovascular disease. Stress is a prevalent and costly problem in today's workplace. About one-third of workers report high levels of Stress. One-quarter of employees view their jobs as the number one Stressor in their lives. TH Ree-quarters of employees believe the worker has more on-the-job Stress than a generation ago. Evidence also suggests that Stress is the major cause of turnover in many organisations.

STRESS MODELS

Transactional model

The model proposes that people can be taught to manage their Stress and cope with their Stressors. They may learn to change their perspective of the Stressor and provide them with the ability and confidence to improve their lives and handle all of types of Stressors.

Health realisation/innate health model

This model proposes that helping Stressed individuals understand the nature of thought,

especially providing them with the ability to recognize when they are in the grip of insecure thinking, disengage from it and access natural positive feelings, will reduce their Stress.

Symptoms of Stress

Absenteeism, escaping from work responsibilities, arriving late, leaving early, deterioration in duty, more of error, memory loss, over-reacting, arguing, getting irritated, anxiety, deteriorating health, improper eating-habits eating, sleeplessness, etc.

SOURCES/CAUSES OF STRESS

Organisational Factors

Discrimination in remuneration-structure, strict rules and regulations, ineffective communication, peer pressure, goal conflicts, more of centralised and formal organisation structure, less promotional opportunities, lack of employees participation in decision-making, excessive control over the employees by the managers.

Individual Factors

There are various expectations which the family-members, peer, superior and subordinates have from the employee. Failure to understand such expectations or to convey such expectations lead to role ambiguity which in turn causes Stress. Other individual factors causing Stress among employees are inherent personality traits such as being imstudent, aggressive, rigid, feeling time pressure always, etc. Similarly, the family issues, personal financial problems, sudden career changes all lead to Stress.

Job-related Factors

Monotonous nature of job, unsafe and unhealthy working conditions, lack of confidentiality etc.

Extra-organisational Factors

In today's modern and technology-savvy world, Stress has increased. Inflation, technological change, social responsibilities and rapid social changes are other extra-organisational factors causing Stress.

Managing Stress:

Stress managing is different from stress management. Stress managing is the need of the hour. However hard we try to go beyond a Stress situation, life seems to find new ways of stressing us out and plaguing with anxiety attacks. Moreover, be it our anxiety, mind-body exhaustion or our erring attitudes, we tend to overlook causes of Stress and the conditions triggered by those.

STRATEGIES FOR MANAGING STRESS

Encouraging more of organisational communication with the employees so that there is no role conflict. Effective communication can also change employee views. Managers can use better signs and symbols which are not misinterpreted by the employees; Encourage employees' participation in decision-making. This will reduce role Stress; Grant the employees greater independence, meaningful and timely feedback, and greater responsibility; the organisational goals should be realistic, stimulating and particular. The employees must be given feedback on how well they are heading towards these goals; Encourage decentralization; have a fair and just distribution of incentives and salary structure; Promote job rotation and job enrichment; create a just and safe working environment; Have effective hiring and orientation

procedure; appreciate the employees on accomplishing and over exceeding their targets; individual strategies for managing Stress are the “to-do” list daily, priorities the acts in the list and plan the acts accordingly. Strive to achieve our goals but do not do it to the harm of family, health, or peer; indulge in physical exercises which help in effective blood circulation, keeps us fit, diverts mind from work pressures. Also encourage a healthy lifestyle. Take regular sleep, have plenty of water, have healthy eating habits. Promote relaxation techniques such as yoga, listening

music and meditation; the employees should have optimistic approach about their work. They should avoid connections with negative approach employees. They should have self-awareness, self-confidence and self-control at workplace; the employees should build social support. They should have close connections with trustworthy peer who can listen to their problems and boost their confidence level. This social network will help the employees to overcome Stress.

VARIOUS CAUSES FOR STRESS

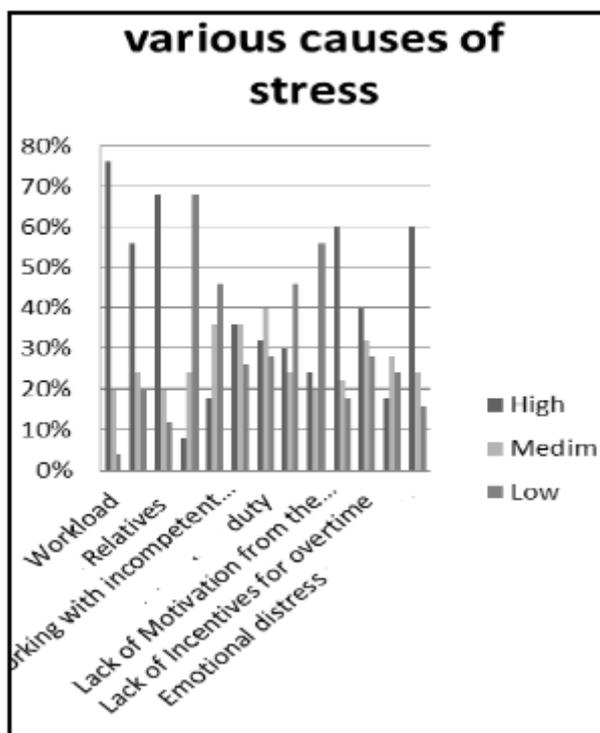


Fig 1: Various causes of stress

80 per cent of the respondents experience work overload. The next major source of Stress is harassment from students and management. Exactly 60 per cent of the respondent’s rate lack of leisure time and involvement with emotional distress of students as a major cause of stress. Majority of the respondents have no concern on irritation from doctors and superiors.

COMPARATIVE STUDY BETWEEN VARIOUS METHODS TO REDUCE STRESS

There are different measures to reduce risk. Meditation, Yoga, Training programs, Improving work conditions, Relaxation methods, Reduction of duty time, Sensible allocation of time and work and spending

more time with family are the most popular measures to reduce risk. Here it is analysing

how these different measures reduce risk among physical education teachers.

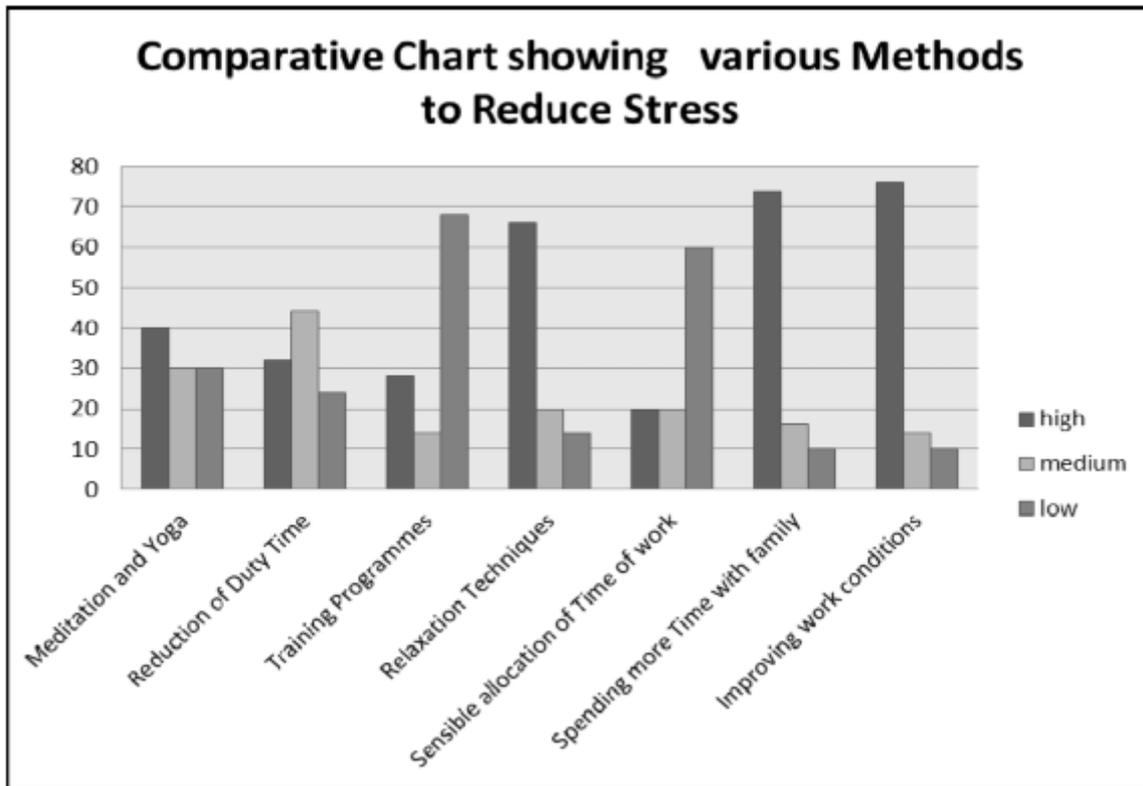


Fig 2: Various Methods to Reduce Stress

From the above chart it is clear that 76 per cent of the respondents prefer to improve the present working conditions. As all the respondents are females, majority, i.e. 74 per cent believe that spending little more time with family as the next best alternative to cope with stress. Again 66 per cent suggests relaxation techniques to reduce occupational Stress; training programmes are least preferred as a strategy to reduce stress.

CONCLUSION

Stress, is also known as managerial illness. It can be avoided by changing the habits. We need to change our habits to reduce, relieve and prevent stress. Stress in workplace not

only affects employees, but also the entire organisation. Thus it should be treated at both individual and organisational level, in the form of personal arrangement and organisational arrangement. Physical education teachers are not ever thought of as needing help but only as the care givers, and applying some techniques for nursing stress prevention are more important than we ever thought. With the global increase in the aged population, the intensity of health care problems, the incidence of illnesses and advanced technology, the Physical education teachers are faced with a variety of work-related stressors and also personal related stressors. It is necessary to try strategies that help to reduce stress situation like relaxation

techniques, yoga, meditation etc. Human beings can become sick if they work too long at a high sustained pace without stress management. They are at their most productive and healthy state if they can work at a manageable level. Here lies the importance of stress management. Therefore, the H R departments should identify strategies that target the psychosocial and organisational sources of job stress and implement proper stress management techniques to provide a healthy and friendly work environment to Physical education teachers.

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