



## A STUDY ON JOB STRESS AND JOB SATISFACTION AMONGST TEACHERS OF GOVERNMENT ARTS AND SCIENCE COLLEGES IN VELLORE DISTRICT

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### **Abstract**

Stress is common in all kind of job. Teachers play an important role in our educational system. Generally they work with some sort of pressure in their job. It obviously creates stress among the faculty, which in turn leads to job dissatisfaction. The present study aims to identify the relationship between job stress and job satisfaction among the teachers of Government Arts and Science colleges in Vellore district. This study used descriptive research type and simple random sampling method was adopted with a sample of 113 teachers. Correlation analyses are used to identify the relationship between job stress and job satisfaction among the teachers. In order to reduce job stress, the management should enhance job satisfaction measures.

**Keywords:** Job Stress, Job Satisfaction, Teachers.

### **INTRODUCTION**

Job is one of vital parts of our daily lives which cause a great deal of stress. Stress is common in all kind of job. Teaching is one of the professions which create more job stress. Teachers are considered as a key player of the teaching learning process and aim of the teaching process cannot be materialized without fully satisfied teachers. Teachers play an important role in our educational system. Hence their satisfaction in job is very important in order to better results. Job satisfaction and stress are inter-related things. If a person is stressed on his job and is not satisfied he will not be able to deliver their efforts and it's obviously affects the educational system. Good organizations try that such an environment should be provided to their employees that they remain satisfied and unstressed with aim that their organizations excel to the maximum.

### **LITERATURE REVIEW**

Stress is the reaction of people due to excessive pressure or other types of demand placed on them. It arises when they worry about something. Stress is a demand made upon the adaptive capacities of the mind and body. According to Selye (1996), stress is a scientific concept which has suffered the mixed blessing of being too well-known and too little understood. According to The Oxford Dictionary (2003), stress is strain, especially worry and nervous tension.

#### **Job Stress**

Mondal, Shrestha, & Bhaila (2011) in their study they investigating the gender differences, they found a significant difference between male and female teachers. Male teachers reported more psychological stress than compare to the female teachers. Also, physical stress was more significant among the males than the females.

Ansarul Hasan (2014) he compares the occupational stress primary private and government school teachers. In this he revealed that compare to government primary school teachers, the private primary school teachers are being faced more stress.

Adnan Iqbal & Husam Kokash (2011) in this study the author focused on the Teaching Faculty perception towards occupational stress. They concluded that the top management and administration should focus on Teaching Faculty stress, especially student's interaction and professional identity.

De Nobile and McCormick (2007) investigated biographical differences in relation to several aspects of occupational stress among 356 staff members of Catholic primary schools in New South Wales, Australia. They also reported males to have greater occupational stress generally than female colleagues. In Algeria, Mokdad

(2005) surveyed 126 primary school teachers and reported a significant difference between sex and occupational stress. The findings are collaborated with the results from the study by Olaitan et al. (2010).

### **Job Satisfaction**

Oshagbemi (2000) reported that female faculty is found more satisfied with compared to their male counterparts, and senior teachers' carries higher level of satisfaction than juniors. The satisfaction level is significantly related with the rank and gender and significant with age variations.

In context of Pakistani educational settings, Khan and Muneer (2001) conducted a study on job satisfaction of female primary school teachers of rural areas of Lahore district. Fifty female primary teachers from 10 government girls' primary schools of rural areas of Lahore district have selected as a sample for this study.

Fredy Wilson (2009) To examine the factors that are associated with teachers job satisfaction. The result suggest that job satisfaction is the multidimensional phenomenon and thus administrators/owner need to pay special attention to make teachers happy

George et al. (2008) they aim to determine Job satisfaction among the urban secondary school teachers. The results showed that significant level of dissatisfaction pertaining to the factors relating to school area.

Job satisfaction is an emotional relation to an employee's work condition. Job satisfaction is defined to be an overall impression about one's one job in terms of specific aspects of the job (work, pay promotion, co-workers, job in general). Job satisfaction also an extension of a staff member has favorable or positive feeling about work or the work environment (De Nobile 2003). It also refers to the employee reactions towards their work experiences (Berry 1997) and work situations in the organizations (wood, wood and Boyd 2007).

### **Job Stress and Job Satisfaction**

Muttie Rehman et al. (2012) to examine the impact of job stress on employee job satisfaction. They found that job stress is positively related with job satisfaction which is essential for successful firm in modern era.

Satvinderpal Kaur (2011) studied the job satisfaction and occupational stress of the school teachers. The author found that in order to reduce occupational stress among teachers the job satisfaction must be enhanced.

### **RESEARCH QUESTIONS**

1. What are the factors causing job stress?
2. Is there any relationship between teachers job stress and job satisfaction?

### **OBJECTIVES OF THE STUDY**

- To find out the demographical profile
- To identify the factors affecting job stress
- To identify the relationship between job stress factor and job satisfaction among teachers of Government Arts and Science colleges in Vellore Districts

### **RESEARCH METHODOLOGY**

There are three Government Arts and Science colleges in Vellore District. The population size of the present study is 160 and the sample size of the study is 113 teachers of Government Arts and science colleges in Vellore and was selected randomly. The instrument used in the study was a structured questionnaire which has three parts. The first is the demographic data of respondents. This enquires concerning their age, income, qualification, gender, number of working hours, etc. The second part of the questionnaire is the Job Stress Scale (JSS) which was used to measure the stress factor of the respondent. The JSS consists of 20 items with response options in a Likert-5 point scale (1= strongly disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = strongly agree). The third part is that which measured Job Satisfaction of respondents also using Likert five point scales.

## Results

**Table - 1, Respondents Profile**

<b>Particulars</b>	<b>Frequency</b>	<b>Percent</b>
<b>Age of the respondent</b>		
20-29 years	70	62
30-39 years	15	14
40-49 years	28	24
Total	113	100
<b>Gender of the respondent</b>		
Male	28	25
Female	85	74
Total	113	100
<b>Marital Status of the respondent</b>		
Single	30	27
Married	83	73
Total	113	100
<b>Type of Family</b>		
Nuclear	46	41
Joint	67	59
Total	113	100
<b>Monthly Income</b>		
Below Rs. 5000	42	37
Rs. 5000 - Rs. 10000	69	62
Above Rs. 15000	2	1
Total	113	100
<b>Educational Qualification</b>		
PG	31	26
M. Phil	55	51
Ph. D	20	18
Others	7	5
Total	113	100
<b>Experience of the respondent</b>		
Less than 1 Year	32	28
1 to 5 years	59	53
5 to 10 years	16	14
Above 10 years	6	5
Total	113	100
<b>Working hours per week</b>		
Below 15 hours	56	51
15 to 18 hours	36	31
Above 18 hours	21	18
Total	113	100
<b>Designation of the respondent</b>		
Asst Prof	2	1
Asst Professor	30	26
Lecturer	81	73
Total	113	100

Source: SPSS

**Analysis**

**H0: There is no significant relationship between Salary and Job satisfaction**

**Table - 2**

<b>Correlations between Salary and Job satisfaction</b>			
		Salary	Job satisfaction
Salary	Pearson Correlation	1	.150
	Sig. (2-tailed)		.135
	N	113	113
Job satisfaction	Pearson Correlation	.150	1
	Sig. (2-tailed)	.135	
	N	113	113

**H0: There is no relationship between Poor infrastructural facility and Job satisfaction**

**Table - 3**

<b>Correlations between Poor infrastructural facility and Job satisfaction</b>			
		Poor infrastructural facility	Job satisfaction
Poor infrastructural facility	Pearson Correlation	1	.172
	Sig. (2-tailed)		.088
	N	113	113
Job satisfaction	Pearson Correlation	.172	1
	Sig. (2-tailed)	.088	
	N	113	113

**H0: There is no relationship between Conflict with peers and Job satisfaction**

**Table - 4**

<b>Correlations between Conflict with peers and Job satisfaction</b>			
		Conflict with peers	Job satisfaction
Conflict with peers	Pearson Correlation	1	-.476 <sup>**</sup>
	Sig. (2-tailed)		.000
	N	113	113
Job satisfaction	Pearson Correlation	-.476 <sup>**</sup>	1
	Sig. (2-tailed)	.000	
	N	113	113

\*\* . Correlation is significant at the 0.01 level (2-tailed).

**H0: There is no relationship between Work overload and Job satisfaction**

**Table - 5**

<b>Correlations between Work overload and Job satisfaction</b>			
		Work overload	Job satisfaction
Work overload	Pearson Correlation	1	-.158
	Sig. (2-tailed)		.016
	N	113	113
Job satisfaction	Pearson Correlation	-.158	1
	Sig. (2-tailed)	.016	
	N	113	113

**H0: There is no relationship between Work nature and Job satisfaction**

**Table - 6 Correlations between Work nature and Job satisfaction**

		Work nature	Job satisfaction
Work nature	Pearson Correlation	1	-.366**
	Sig. (2-tailed)		.000
	N	113	113
Job satisfaction	Pearson Correlation	-.366**	1
	Sig. (2-tailed)	.000	
	N	113	113

\*\* . Correlation is significant at the 0.01 level (2-tailed).

## DISCUSSION

The results indicate that the Government Arts and Science college teachers overall job stress and job satisfaction are having significant relationship. Among the surveyed aspects, Salary, Poor infrastructural facilities are shown insignificant relationship with job satisfaction. But work overload, Conflict with peer, Work nature are shown significant negative relationship with job satisfaction. Hence its clearly shows that the job stress factor like inadequate salary and lack of infrastructural facility are not affects the teaching faculty job satisfaction, but the factors like work overload, Conflict with peer, Work nature are affects the teaching faculty job satisfaction.

## CONCLUSIONS

Teaching is one of the professions which create more stress. In this present study the author concluded that there is significant relationship between job stress and job satisfaction among teachers of Government arts and science colleges in Vellore district. The author also fined the factors affecting job stress and its relationship between job satisfactions. The author provides suggestions that the institution should provide more amenities to the teachers to improve their job satisfaction and it obviously reduce the job stress. Teacher's satisfaction in job is very important in order to provide better results. Job satisfaction and stress are inter-related things. If a person is stressed on his job and is not satisfied he will not be able to deliver their efforts and it's obviously affects the educational system.

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