



IMPACT OF OCCUPATIONAL STRESS WITH REFERENCE TO PRIVATE SCHOOL TEACHERS IN THANJAVUR DISTRICT

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Abstract: The study throws light on the wide spread silent problem by name 'Occupational Stress', which gave rise to acute dysfunctions and are called many diseases, increase divorce rates, and other harassments.

If left uncared the extremity of stress may turn a person vulnerable and even lead to the suicide of the person. The occupational stress is found in all professions, especially the private school teachers who are highly target driven, highly pressured on results, and are squeezed both physically and mentally to the maximum on their roles and loads.

Analysis part was done by simple analysis technique such as percentage analysis and Statistical analysis technique such as Chi-square and Correlation. The study provides some findings that were interrupted from the analysis of the collected data. The suggestions were given by the researcher which may help to reduce the stress among the private school teachers.

Keywords: extremity, vulnerable, profession, roles and loads.

I. INTRODUCTION:

In today's world, the degree of occupational stress increased owing to urbanization, globalization that results into cut-throat competition. Occupational stress is inescapable part of modern life, work place is becoming a volatile stress factory for most employees and it is rightly called as the Age of anxiety. Stress has becoming significantly with the result of dynamic social factors and changing needs of life styles. Stress is the emotional and physical strain caused by our response to pressure from the outside world. Nowadays the occupational stress reactions include tension, irritability, inability to concentrate, and a variety of physical symptoms that include headache and a fast heartbeat.

Objectives of the study:

1. To know the perception of Private School Teachers towards the factors contribute to job satisfaction
2. To identify the factors that cause Job stress among Private school Teachers
3. To know the Physical effects and Behavioural effects of stress among private school teachers.
4. To study stress coping mechanisms followed by private school teachers.
5. To identify the impact of stress on employee Performance and turnover intention

Limitations:

- The main limitation was the non-cooperative nature of the private school teachers to give information.
- An important limitation was the area of the study which covers only Thanjavur district.
- The private school teachers were not willing to disclose their views openly.

II. REVIEW OF LITERATURE:

According to Pratibha Garg (2010) Job or occupational stress is mismatch between the individual

capabilities and organizational demands. Employees often experience stress because of work overload, an expected work pace, difficult work schedules, role conflict, uncertainty regarding job security, poor interpersonal relationships and unpleasant working conditions. This stress manifests in conflict, depression, headaches, hypertension, alcoholism and other conditions. The organizations do not only lose money by paying medical bills but there is a loss of productivity.

R Neelamegam and S Asrafi (2010) in their article said that Stress is a general term applied to the pressures felt in life. Stress at work is almost inevitable in many jobs. It has become a major buzzword and a legitimate concern of the time.

According to N Kathirvel (2009) Stress is the reaction that people take due to excessive pressure or other types of demand placed on them. It arises when they worry that they cannot cope. Stress is a demand made upon the adaptive capacities of the mind and body.

L.S. Kang and R.S. Sandhu (2011) in their article said that Stress is an individual's state of mind in an encounter of a demanding situation or any constraint in the organization which s/he feels harmful or threatening for her/himself. Stress emerges from various energy seeping conditions in the working environment.

III. RESEARCH METHODOLOGY

Approaches to Research

Descriptive approach is one of the most popular approaches these days. In this approach, a problem is described by the researcher by using questionnaire or schedule. This approach enables a researcher to explore new areas of investigation

Primary Data:

The data which are collected afresh for first time and thus happen to original in character is called primary data.

Secondary Data:

The data which have already been collected and analyzed by someone else is called Secondary data. The Secondary data used mainly to support primary data.

Sample Size and Design:

A sample of 550 private school teachers as respondent's chosen in Thanjavur district. For the purpose of present study a related sample of population was selected on the basis of 'convenient sampling'.

IV. ANALYSIS OF THE DATA

The collected data is tabulated and diagrammatically presented in order to facilitate analysis and interpretation. Statistical tools like percentage analysis, Chi square test & correlation is also applied to test the assumption of the study.

DATA ANALYSIS AND INTERPRETATION

CHI-SQUARE TEST

TEST OF HYPOTHESIS:

Null Hypothesis (H₀):

There is no significant difference between Age of respondents and working hours are convenient

Alternative Hypothesis (H₁):

There is significant difference between Age of respondents and working hours are convenient.

Formula:

$$\chi^2 = \sum \frac{(O_i - E_i)^2}{E_i}$$

TABLE OF OBSERVED FREQUENCY AGE OF RESPONDENTS WITH WORKING HOURS ARE CONVENIENT

AGE	WORKING HOURS ARE CONVENIENT					Total
	Highly satisfied	satisfied	Neutral	Dissatisfied	Highly Dissatisfied	
20-30 years	28	42	33	23	20	146
31-40 years	37	38	29	21	18	143
41-50 years	31	36	27	23	12	129
Above 50 years	18	52	22	21	19	132
Total	114	168	111	88	69	550

CALCULATION OF CHI-SQUARE

O _i	E _i	O _i - E _i	(O _i - E _i) ²	(O _i - E _i) ² / E _i
28	30.26	-2.26	5.11	0.17
42	43.68	-1.68	2.82	0.06
33	28.86	4.14	17.13	0.59
23	22.88	0.12	0.02	0.00
20	17.94	2.06	4.24	0.24
37	29.64	7.36	54.16	1.83
38	43.68	-5.68	32.26	0.74
29	28.86	0.14	0.01	0.00
21	17.94	3.06	9.36	0.52
18	26.73	-8.73	76.21	2.85
31	39.40	-8.4	70.56	1.79
16	39.40	-23.4	547.56	13.89
27	26.03	0.97	0.94	0.03
23	20.64	2.36	5.57	0.27
12	16.18	-4.18	17.47	1.07
18	27.36	-9.36	87.60	3.20
52	40.32	11.68	136.42	3.38
22	26.64	-4.64	21.52	0.81
21	21.12	-0.12	0.01	0.00
19	16.56	2.44	5.95	0.36
Total				31.8

STEP 4:

Level of significance = 0.05

Degrees of freedom = (r-1)*(c-1)

$$= (4-1)*(5-1)$$

$$= 3*4$$

$$= 12$$

Table value = 21.026

Calculated value = 31.8

Table Value is smaller than the Calculated Value

Accept H1

Result:

Since the Table value is greater than calculated value. There is significant difference between age of respondents and working hours are convenient.

PEARSON'S CORRELATION COEFFICIENT:

Correlation coefficient

Null hypothesis (H₀): There is no difference between the experience and skills are fully utilized and engaged in work

Alternative hypothesis (H₁): There is a difference between the experience and skills are fully utilized and engaged in work

ΣX	ΣY	ΣXY	ΣX^2	ΣY^2
135	193	26,055	18,225	37,249
138	198	27,324	19,044	39,204
114	106	12,084	12,996	11,236
120	36	4,320	14,400	1,296
43	17	731	1,849	289
$\Sigma X = 550$	$\Sigma Y = 550$	$\Sigma XY = 70,514$	$\Sigma X^2 = 54,817$	$\Sigma Y^2 = 89,274$

$$n = 5, \Sigma X = 550, \Sigma Y = 550, \Sigma XY = 70,514, \Sigma X^2 = 54,817, \Sigma Y^2 = 89,274$$

$$r = \frac{n(\Sigma xy) - (\Sigma x)(\Sigma y)}{\sqrt{[n\Sigma x^2 - (\Sigma x)^2][n\Sigma y^2 - (\Sigma y)^2]}}$$

$$r = 0.8132$$

Result:

The range of the correlation coefficient is from -1 to 1. Since our result is 0.8132 which means the variables have a moderate positive correlation.

V. FINDINGS:

- 34 percent of the respondents belonged to the range of 20 - 30 yrs and 21 percent of the respondents belonged to the range of 31 - 40yrs.
- 60 percent of the respondents belonged to the range of Single and 40 percent of the respondents belonged to the range of Married.
- 32 percent of the respondents belong to the range of graduate with B.Ed and 24 percent of the respondents are between to the range of Post graduate with B.Ed.
- 38 percent of the respondents belong to agree and 32 percent of the respondents are between to the range of stronger agreeing that their school pay the decent salary.

- 45 percent of the respondents belong to the range of agree and 38 percent of the respondents are strongly agree that the salary is paid on time.
- 48 percent of the respondents belong to the range of Strongly Agree and 39 percent of the respondents are agreed that the training activity has helped them to improve the quality of teaching.
- 39 percent of the respondents belong to the range of Strongly Agree and 37 percent of the respondents are agreed that they implemented the new teaching methods after getting trained.
- 38 percent of the respondents belong to the range of Strongly Agree and 33 percent of the respondents are agreed that necessary teaching aids and resources are available in their school.
- 39 percent of the respondents belong to the range of Strongly Agree and 37 percent of the respondents are agreed that Performance appraisal is conducted every year.
- 38 percent of the respondents belong to the range of Strongly Agree and 38 percent of the respondents are agreed that their school provides non- monetary rewards.
- 38 percent of the respondents are belonging to the range of Strongly Agree and 38 percent of the respondents are agreed that they are able to maintain good interpersonal relationship with other teachers.
- 37 percent of the respondents belong to the range of Strongly Agree and 34 percent of the respondents are agreed that the Promotional policies are transparent and followed by the school.

VI. SUGGESTIONS:

- The teachers should be given opportunity to more training programs to improve their performance.
- Provident fund benefit may support the teachers financially, so the private schools concentrate on that.
- Leave policies like paid sick leave, paid maternity leave etc are to be given to the teachers as per government norms
- Reward system should be open and should be communicated to teachers about the process of rewarding.
- As the loans being granted to the teachers are limited, the amount of loans may be increased so as to meet their needs.
- Workers suggestions and feedback must be considered.
- The private schools may properly recognize the contribution of the teachers so as to improve the motivational level of the teachers.

VII. CONCLUSION:

Stress issue has become contemporary, being an occupational hazard in fast pacing teaching profession, needs to be addressed without delay. Hence the importance of the study of occupational stress at various levels, among private school employee is growing. In times of great stress or adversity, it's always best to keep busy, to plod anger and energy into something positive. Positive attitude and meditation will be helpful for coping the occupational stress. Having broader perspective of life will definitely change the perception of occupational stress.

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