

Level of Occupational Stress and Job Satisfaction among Government and Private University Teachers

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Article Received: 19 September 2021

Article Accepted: 27 September 2021

Article Published: 30 September 2021

Introduction

Job satisfaction has been defined as an enjoyable emotional state performing from the appraisal of the job. Job satisfaction is in regard to one's feeling or state of mind regarding the nature of their work. Job satisfaction can be told by the quality of bones relationship with administrator, the quality of physical terrain in which one works, degree of fulfillment in the work etc. The term "job satisfaction" or work satisfaction have been given different connotation since their commencement. "Job satisfaction" is the result of colorful attributes related to the job and concerned with similar specific factor as stipend, administrator, immutability of employment, condition of work, social relation on the job, prompt agreement of grievance, fair treatment of employer, station of the workers and other analogous particulars.

Job satisfaction means frugality of trouble getting relieve of available pressure exercising the powers of faculties for better performance of work, rather of following them to be dissipated needlessly. Job satisfaction is deduced as a result of numerous interrelated factors which cannot be fully insulated from one another for logical purpose. Most important factors among these could be classified into particular factors i.e., coitus, age, education, intelligence, personality and time on job and factors essential in the job i.e., type of work skill needed, occupational status, job security, pay creation occasion etc.

Occupational stress is stress involving work. Stress is defined in terms of its physical and physiological goods on a person, and can be an internal, physical or emotional strain. It can also be a pressure or a situation or factor that can beget stress. Occupational stress can do when there's a distinction between the demands of the terrain/ plant and an existent's capability to carry out and complete these demands. Frequently a stressor can lead the body to have a physiological response which can strain a person physically as well as mentally. A variety of factors contribute to plant stress similar as negative workload, insulation, expansive hours worked, poisonous work surroundings, lack of autonomy, delicate connections among associates and operation, operation bullying, importunity and lack of openings or provocation to advancement in one's skill position.

The factors associated with occupational stress

High demand for performance unrealistic prospects which occasionally, puts unhealthy and unreasonable pressures on the hand can be tremendous source of stress and suffering. Job instability organized plant are going through metamorphic changes under violent profitable metamorphoses and consequent pressures reorganizations appropriations, combinations, denting and other changes have come major stressors for

workers. Particular or family problems hand going through particular or family problems tends to carry their worries and anxieties to the plant when one is in a depressed mood his unfocused attention or lack of provocation affects his capability to carry out job liabilities.

The expansion of technology “computers pagers, cell phones, fax machines and the internet” has resulted in heightened expectations for productivity speed and efficiency increase pressure on the individual workers to constantly operate at peak performance levels.

The signs of occupational stress vary from person to person, depending on the particular situation, how long the existent has been subordinated to the stressor and the intensity of the stress itself.

The indicators of occupational stress can be summarizing as:

- Insomnia
- Loss of mental concentration
- Absenteeism
- Depression
- Substance abuse
- Extreme anger and frustration
- Family conflict
- Physical illness such as heart diseases, migraine, headaches, stomach and back problems.

Job satisfaction and occupational success are major factors in particular satisfaction, tone- respect, tone-regard and tone-development. To the worker job satisfaction brings an enjoyable emotional state that frequently leads to a positive work station. A satisfied person is more likely to be creative, flexible, innovative and joyous. It has been observed that job satisfaction and effectiveness vary according to the position of a leader in the hierarchy. However, also the effectiveness and job satisfaction will be advanced in comparison to a situation when one isn't working in the division of choice, if a person is delegated a work in the division of his interest.

A teacher or educator is a person who provides education for students. Teachers are building block of a nation. Teacher's role is very crucial in the growth of a country so that there is need to assess for improvement of their skills. They act as a coach, mentor, trainer, and guide. But their performance totally depends on the working environment. Students learning ability and performance are the key judgment factors of teacher's performance. The role of teacher is often formal and ongoing, carried out at university or other place of formal education. In many countries, a person who wishes to become a teacher must first obtain specified professional qualifications or credentials from a university or college.

Teachers may use a lesson plan to facilitate student learning, providing a course of study which is called the curriculum. A teacher's role may vary among cultures. A teacher who facilitates education for an individual

may also be described as a personal tutor, or, largely historically, a governess.

Statement of problem

The present disquisition attempts to study about “level of occupational stress, and job satisfaction among government and private university teachers”.

Objectives

- (1) To compare the level of occupational stress among government and private university teachers.
- (2) To compare the level of job satisfaction among government and private university teachers.

Hypotheses

- (1) There is significant difference between government and private university teachers on occupational stress.
- (2) There is significant difference between government and private university teachers on job satisfaction.

Scope & Relevance of the study

The study is mainly confined to know the level of occupational stress and job satisfaction among government and private university teachers of Haryana and Rajasthan states.

This small study will be helpful in policy making to improve the working conditions in the universities at different levels. This research study will be beneficial for knowing the satisfaction level of employees in government and private universities.

Limitation of the study

All work done under this study with very care but there are some limitations of this research. It is very difficult to pursue an employee to share his feelings about his institution. There may be some chances of biasness.

Methodology

Methodology followed to meet the objectives has been described in under following sections.

- Locale of the study
- Sample and its selection
- Data collection & tool used
- Statistical analysis of data

Locale of the study

The study was conducted in government and private universities of Haryana and Rajasthan states.

Sample and its Selection

The total sample of the present study comprised 100 respondents, selected by random sampling technique. The study was conducted on 50 Privates university teachers and 50 government university teachers, under the

age range of 25 & 50 years who working in different organizations were taken for the study. All respondents had work experience between 1 to 10 years.

Measures

Occupational stress index

The scale developed by Dr. A.K. Srivastava and Dr. A.P. Singh in 1994. The scale consisted of forty-six items, each to rate on the five-point scale. Out of 46 items, 28 are - true keyed and the balance 18 is - false keyed. 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 0.935 and 0.90 respectively.

Scoring: The scale had both positive and negative statements the positive statements carried a weightage of 1,2,3,4, and 5. The negative ones a weightage of 5,4,3,2 and 1.

Job satisfaction scale

The scale developed by Dr. Amar Singh & Dr. T.R. Sharma in 2005. It consisted 30 statements. Each to be related five-point scale. The test-retest reliability of the scale works out to be 0.978.

Scoring: The scale had both positive and negative statements. The positive statements carried weightages of 4,3,2,1 and 0 the negatives one's weightage of 0,1,2,3 and 4. The total score gives quick measures of satisfaction/ dissatisfaction of a worker toward the job.

Analysis and Interpretation

Data obtained were edited, coded, tabulated and analyzed keeping in mind the objectives of the study. Appropriate statistical techniques were used to draw meaningful inferences. For the statistical analysis standard deviation, mean and t value were calculated by using of SPSS 21.0 version.

Result and Discussion

The present study was undertaken to investigate occupational stress and job satisfaction level among government and private universities teachers. To facilitate analysis and interpretation the data on occupational stress and job satisfaction had been presented in the form of the percentages calculated on the basis of score obtained by government and private universities teachers.

Table 1. Comparison of occupational stress levels between government universities teachers and Private universities teachers

Occupational Stress	Mean	Standard Deviation	t
Private Universities Teacher (n = 50)	170.56	21.92	5.42**
Government Universities Teacher (n = 50)	150.7	13.82	

****significant at 0.01**

Table 1 reveals that the t value (5.42) is more than the tabulated value, thus there is a significant difference in occupational stress among government and private universities teachers. Then, Private universities teacher have high level of occupational stress than government universities teacher. Various studies report the same pattern while some contradictions are also observed. Smith and Peters (2004) found that females have high level of occupational stress rather than males. Ismail (2009) demonstrated that level of physiological stress has increased job satisfaction, and level of psychological stress had not decreased job satisfaction. Ahsanet (2009) studied and examined the determinants of job stress including, management role, relationship with others, workload pressure, homework interface, role ambiguity, and performance pressure. The study revealed that there is a significant relationship between four of the constructs tested.

The sources of stress at work include high job demand, ethical dilemmas, uncertain employment, role ambiguities, career places, physical working environment and non-harmonious relationship.

Sources of stress at home are mainly parental duties, financial conflicts, spousal relationships, physical setting and social/family pressures. The major causes of occupational stress are summarized as job insecurity, high demand for performance, technology, workplace culture and personal or family problems.

The signs of occupational stress vary from person to person, depending on the particular situation, how long the individual has been subjected to the stressor and the intensity of the stress itself. Insomnia, Loss of mental concentration, Absenteeism, Depression, Substance abuse, Extreme anger and frustration, Family conflict, Physical illness such as heart diseases, migraine, headaches, stomach and back problems are major factors associated with occupational stress.

Table 2. Comparison of job satisfaction level between government universities and Private universities teachers

Job Satisfaction	Mean	Standard Deviation	t
Private Universities Teacher (n = 50)	63.1	9.41	1.91**
Government Universities Teacher (n = 50)	76.24	10.1	

** *Not Significant*

Table 2 reveals that the job satisfaction among private universities teachers and government universities teachers' respondents did not vary to considerable extent.

Since t value 1.91 is less than t critical value 1.97 thus, it is clear that there is no significant difference between job satisfaction among Private and government universities teachers. On the contrary Wani, Bhat and Ali (2013) conducted a study in which it was found that male is more satisfied than female.

This study revealed that both of job stress and job satisfaction were found to be interrelated.

Conclusion

From the above findings it can be concluded that private universities teacher has high level of occupational stress than government universities teacher and on the job satisfaction respondents did not vary to considerable extent. This study revealed that both of occupational stress and job satisfaction were found to be interrelated. Fletcher & Payne (1980) identified that a lack of satisfaction can be a source of occupational stress, while high satisfaction can alleviate the effects of stress.

Declarations

Source of Funding

This research did not receive any specific grant from funding agencies in the public, commercial, or not-for-profit sectors.

Competing Interests Statement

The authors declare no competing financial, professional and personal interests.

Consent for publication

Authors declare that they consented for the publication of this research work.

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