A Study on Stress Management among Teachers Working in Private Schools with Special Reference to Chennai City.

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ABSTRACT

Teaching is becoming more challenging as a profession and it is one of the most significant and visible profession in the world. Schools are as important as any other organization in the world. These are tough times to be a teacher. The nature and organization of the job make teaching inherently difficult. Teachers face new challenges and opportunities from increasingly diverse and needy student populations. Demand on teachers develop new knowledge and skills t perform new tasks are rapidly. So too are expectations for school and teacher performance and accountability. Taken together, the characteristics and conditions of teaching present increasingly stressful situations for teachers and situations that may have positive or deleterious consequences for them and for their work with students. We framed this analysis with a conceptual and theoretical overview of psychological stress in the workplace, focusing particularly on organizational sources and consequences of stress.

Keywords: Organizational stressors, Individual stressors

1. INTRODUCTION

The efficiency of any education system rests on the quality of teachers. Without good teachers even the best of the system is bound to fail. With good teachers, even the defects of the system can be overcome. Performance is the vital factor for any individual to survive in these competitive times. Organizations need to have a clear understanding of these factors that predominantly affects its performance. one of the most significant factor is employee stress.

1.1. Stress

Stress is a problem in almost all the countries of the world, irrespective of whether the economy is strong or weak. In most cases stress leads to reduced efficiency in eve the best of the individuals, which in turn leads to reduced productivity.

Stress is derived from the Latin word 'stringere' which means to be drawn tight. Stress id defined as a dynamic condition in which an individual is confronted with an opportunity, constraint, or demand related to what he or she desires and for which the outcome is perceived to be uncertain and important.

1.2. Potential Sources and Stress Outcomes

The antecedents of stress called the stressors are found to emanate mainly from three predominant sources.

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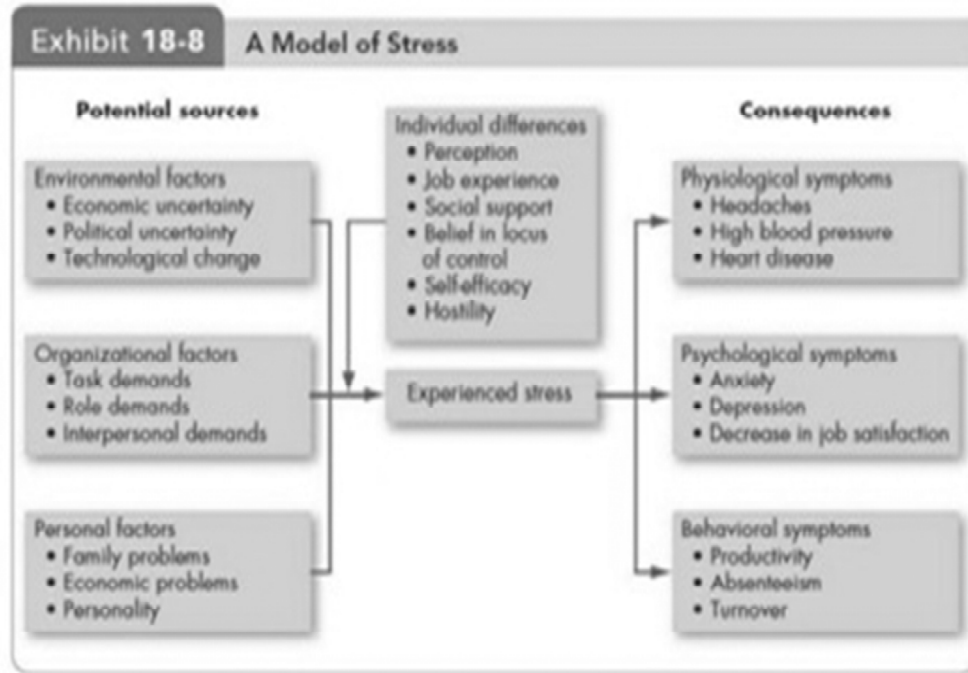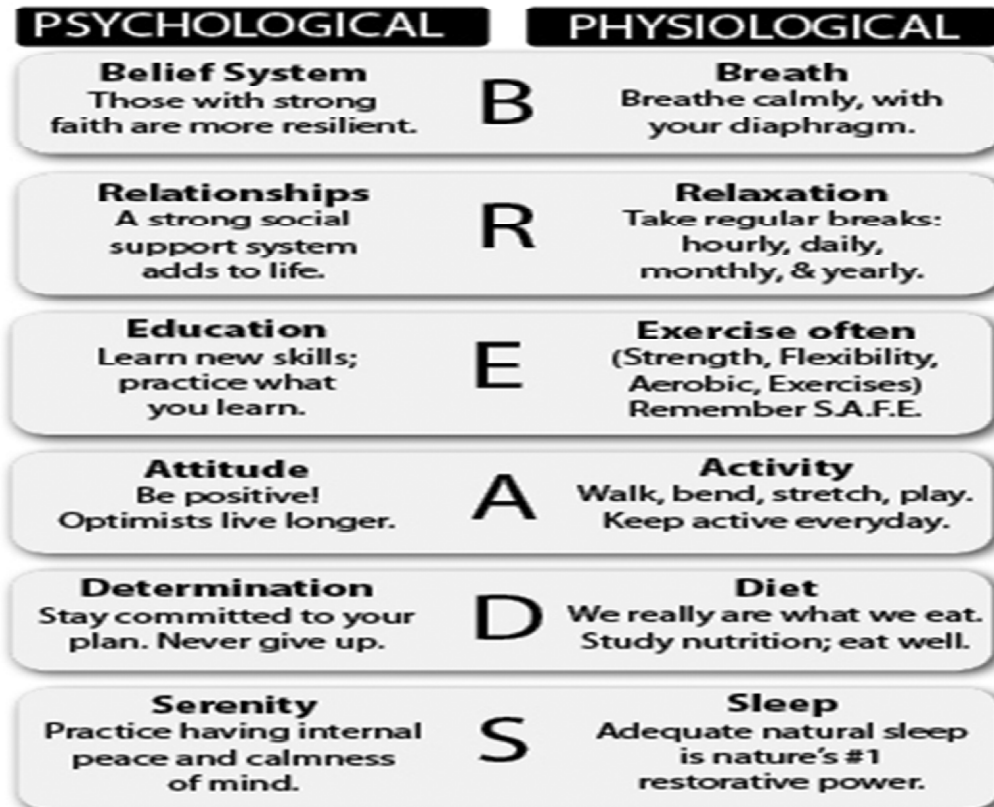
Figure 1:

Figure 2:

1.3. Coping Strategies

2. NEED FOR THE STUDY

The purpose of education is to bring out the best in individual

- Now-a-days creation of wealth depends upon application of new knowledge. knowledge can be created, absorbed and applied only by well-educated persons.
- Core competencies required for teachers to bring in knowledge, to face the competitive global environment are:

    o Professional competencies

    o Knowledge of information access

    o Personal and career development'

    o Self-motivation

    o Willingness to adapt and accept change

    o Leadership

3. OBJECTIVES OF THE STUDY

3.1. Primary Objective

- To study the stress among teachers working in private schools and various coping strategies adopted to overcome the same

3.2. Secondary Objectives

- To study the causes of stress among teachers in private schools
- To study the impact of stress among teachers
- To identify the measures taken to reduce stress
- To identify the measures taken by management to reduce stress among teachers

4. LIMITATIONS

- The study is restricted to Chennai city
- The study is based on teacher's perception and their current experiences due to stress. Perception and experiences may change in the days to come.

5. RESEARCH METHODOLOGY

5.1. Reseach Design

This study employs both analytical and descriptive type of methodology

5.2. Sampling Design

Stratified random sampling procedure is adopted to obtain the responses

5.3. Sample Size: 200

Table 1
Work Environment Causing Stress

S. No	Sources	Always	Often	SomeTimes	Rarely	Never
a.	I have not been accepted by my students	54%	23%	16%	5%	2%
b.	Mutual understanding does not exist among colleagues	49%	27%	14%	7%	3%
c.	I do not have a pleasant, orderly physical working environment	29%	36%	21%	9%	5%
d.	There is no adequate resources to carry out my job	42%	29%	17%	7%	5%
e.	There is no professional interaction among peers	22%	29%	36%	12%	1%

Source: Primary data

Table 2
Nature of Job Causing Stress

S. NoSources		Always	Often	SomeTimes	Rarely	Never
1.	Workload is not fair and reasonable	16%	22%	53%	4%	5%
2.	Preparation for classes create stress	17%	31%	48%	1%	3%
3.	Continuously involved in learning and seeking new ideas	16%	29%	52%	3%	0%
4.	I often need to work after hours to meet my work requirements	5%	34%	61%	0%	0%
5.	My teaching research achievements are not considered for my promotion	7%	17%	68%	7%	1%

Source: Primary Data

Table 3
Organizational Culture Causing Stress

S. NoSources		Always	Often	SomeTimes	Rarely	Never
1.	Poor salary structure	39%	31%	23%	4%	3%
2.	No scope for career development	56%	23%	17%	4%	0%
3.	Teachers are not encouraged to do their research work	39%	26%	35%	0%	0%
4.	Participation in seminars is not encouraged	29%	17%	23%	4%	27%
5.	Organizational politics	21%	46%	23%	6%	4%

Source: Primary data

Table 4
Educational Climate Causing Stress

S. NoSources		Always	Often	SomeTimes	Rarely	Never
1.	Pre class preparation	53%	21%	23%	2%	1%
2.	continuously mentoring the students' academic and professional socialization	48%	29%	21%	2%	0%
3.	Administrative work is more	48%	27%	19%	6%	0%
4.	Technology has not been incorporated in every aspect of teaching	41%	30%	17%	8%	4%
5.	Library is not techno-savvy and provides quick information	28%	21%	39%	10%	2%

Source: Primary data

Table 5
Measures Taken by Individual to Eradicate Stress

S. No	Sources	Always	Often	SomeTimes	Rarely	Never
1.	Meditation	17%	23%	54%	6%	0%
2.	Learn to relax	21%	15%	46%	10%	8%
3.	Listening to music	31%	37%	21%	7%	4%
4.	Exercise/sport	19%	17%	39%	23%	2%
5.	Talking to neighbours and friends	43%	27%	16%	11%	3%

Source: Primary data

Table 6
Stress Outcomes

S. No	Sources	Always	Often	SomeTimes	Rarely	Never
1.	Stress related factors (long working hours)	19%	19%	38%	15%	9%
2.	Physical response to stress (headaches and high blood pressure)	32%	27%	17%	13%	11%
3.	Behavioural response to stress (Not sleeping properly and forgetting things)	17%	21%	36%	19%	7%
4.	Emotional response to stress (depressed, sad and unhappy)	45%	19%	15%	13%	8%

Source: Primary data

Table 7
Measures Taken by Management to Eradicate Stress

S. No	Sources	Always	Often	SomeTimes	Rarely	Never
1.	Management encourages the staff in attending orientation programme	22%	29%	36%	12%	1%
2.	Periodic performance appraisal feedback conducted	4%	9%	42%	34%	11%
3.	I feel highly secured in job	7%	4%	29%	37%	23%
4.	Institution provides recreational activities regularly to remove stress	19%	26%	38%	14%	3%
5.	Recognitions for provided for efforts taken and performance	8%	11%	27%	45%	9%

Source: Primary data

Table 8
Other Perceived Sources of Life Stress Reported by Respondents

S. No	Sources	Always	Often	SomeTimes	Rarely	Never
1.	Unstable economy	47%	21%	19%	11%	2%
2.	Financial stress	51%	27%	16%	3%	3%
4.	Family problems	32%	11%	21%	19%	17%
5.	Children education	45%	19%	15%	13%	8%

Source: Primary data

Table 9
Influence of age on the factors of causes of stress

FACTORS	Less than 30 yrs	31-35 yrs	36-40yrs	Above 40yrs	TOTAL
Work environment	15	27	12	2	56
Nature of job	26	25	20	2	73
Organizational culture	13	30	3	1	47
Educational climate	6	16	1	1	24
TOTAL	60	98	36	6	200

Two-way anova table:

H_o: There is no significant difference between age on the factors of causes of stress .

H_1: There is a significant difference between age on the factors of causes of stress.

5.4. Calculation Showing Two–Way Anova Test

	X_1	X_2	X_3	X_4	Σ
Y_1	15	27	12	2	56
Y_2	26	25	20	2	73
Y_3	13	30	3	1	47
Y_4	6	16	1	1	24
Σ	36	98	60	6	200

	X_1^2	X_2^2	X_3^2	X_4^2	Σ
Y_1^2	225	729	144	4	1102
Y_2^2	676	625	400	4	1705
Y_3^2	169	900	9	1	1079
Y_4^2	36	256	1	1	294
Σ	1106	2510	554	10	4180

1) Correction Factor $(CF) = \dfrac{T^2}{N}$

Where T = grand total of total score

$$= \frac{(200)^2}{16} = 2500$$

2) Total Sum of Squares (TSS) $= \Sigma X_1^2 + \Sigma X_2^2 + \Sigma X_3^2 + \Sigma X_4^2 - CF$

$\qquad$ TSS $= 1106 + 2510 + 554 + 10\text{-}2500$

$\qquad$ TSS $= 1680$

3) Sum of squares of Column (SSC)

$$= \frac{\left(\Sigma X_1\right)^2}{n_1} + \frac{\left(\Sigma X_2\right)^2}{n_2} + \frac{\left(\Sigma X_3\right)^2}{n_3} + \frac{\left(\Sigma X_4\right)^2}{n_4} - CF$$

$$\frac{60^2}{4} + \frac{98^2}{4} + \frac{36^2}{4} + \frac{6^2}{4} - 2500$$

$$= 900 + 2401 + 324 + 9 - 2500$$

$$= 1134$$

4) Sum of squares of Rows (SSR)

$$\frac{\left(\sum Y_1\right)^2}{n_1} + \frac{\left(\sum Y_1\right)^2}{n_1} + \frac{\left(\sum Y_3\right)^2}{n_3} + \frac{\left(\sum Y_4\right)^2}{n_4} - CF$$

$$\frac{56^2}{4} + \frac{73^2}{4} + \frac{47^2}{4} + \frac{24^2}{4} - 2500$$

$$= 784 + 1332.25 + 552.25 + 144 - 2500$$

$$= 312.5$$

5) Sum of Square of Error (SSE) = TSS-SSC-SSR

$$= 1680 - 1134 - 312.5$$

$$SSE = 233.5$$

Two-way Anova Table

Sources of Variation	Sum of Squares(ss)	Degrees of Freedom	Mean Square	Variance Ratio
SSR	312.5	R– 14 – 1=3	$\frac{312.5}{3} = 104.17$ 3	F_1= 4.02 (104.17/25.94)
SSC	1134	C – 14 – 1 = 3	$\frac{1134}{3} = 378$	F_2= 14.57 (378/25.94)
SSE	233.5	$3 \times 3 = 9$	$\frac{233.5}{9} = 25.94$	

F_1= 4.02 F_2=14.57

$\alpha = 5\%$ $\alpha = 5\%$

df (3, 9)   df (3, 9)

from F table at 0.05   from F table at 0.05

= 3.86   = 3.86

$F_{calc} > F_{tab}$ $F_{calc} > F_{tab}$

Therefore H_o is rejected   Therefore H_o is rejected.

Thus we conclude that there is a significant difference between age level and the factors of causes of stress.

One-way anova table:

H_o: There is no significant difference between work environment and nature of job causing stress.

H_1: There is a significant difference between work environment and nature of job causing stress

Table 10
Cross analysis of work environment and nature of job causing stress

Factors	Workload is not fair and reasonable	Workload is not fair and reasonable	Workload is not fair and reasonable	Workload is not fair and reasonable	Workload is not fair and reasonable	Total
I have not been accepted by my students	38	45	3	5	1	92
Mutual understanding does not exist among colleagues	4	3	1	2	2	12
I do not have a pleasant, orderly physical working environment	10	20	10	20	16	76
There is no adequate resources to carry out my job	2	3	1	2	4	12
There is no professional interaction among peers	4	1	1	1	1	8
Total	58	72	16	30	24	200

Calculation Showing One–Way Anova Test

	X_1	X_2	X_3	X_4	X_5	Σ
Y_1	38	45	3	5	1	92
Y_2	4	3	1	2	2	12
Y_3	10	20	10	20	16	76
Y_4	2	3	1	2	4	12
Y_5	4	1	1	1	1	8
Σ	58	72	16	30	24	200

	X_1^2	X_2^2	X_3^2	X_4^2	X_5^2	Σ
Y_1^2	1444	2025	9	25	1	3504
Y_2^2	16	9	1	4	4	34
Y_3^2	100	400	100	400	256	1256
Y_4^2	4	9	1	4	16	34
Y_5^2	16	1	1	1	1	20
Σ	1580	2444	112	434	278	4848

1) Correction Factor $(CF) = \dfrac{T^2}{N}$

Where T = grand total of total score

$$= \frac{(200)^2}{16} = 1600$$

2) Total Sum of Squares (TSS) $= \sum X_1^2 + \sum X_2^2 + \sum X_3^2 + \sum X_4^2 + \sum X_5^2 - CF$

$$TSS = 1580 + 2444 + 112 + 434 + 278 - 1600$$

$$TSS = 324$$

3) Sum of squares of Column (SSC)

$$\frac{\left(\sum X_1\right)^2}{n_1} + \frac{\left(\sum X_2\right)^2}{n_2} + \frac{\left(\sum X_3\right)^2}{n_3} + \frac{\left(\sum X_4\right)^2}{n_4} + \frac{\left(\sum X_5\right)^2}{n_5} - CF$$

$$SSC = \frac{58^2}{5} + \frac{72^2}{5} + \frac{16^2}{5} + \frac{30^2}{5} + \frac{24^2}{5} - 1600$$

$$= 672.8 + 1036.8 + 51.2 + 180 + 115.2 - 1600$$

$$SSC = 456$$

4) Sum of Square of Error (SSE) = TSS-SSC

$$= 3248 - 456$$

$$SSE = 2792$$

One-way Anova Table

Sources of Variation	Sum of Squares(ss)	Degrees of Freedom	Mean Square	Variance Ratio
SSC	456	C – 15 – 1 = 4	$\frac{456}{4} = 114$	F = 0.817(114/139.6)
SSE	2792	N-C25 – 5 = 20	$\frac{2792}{20} = 139.6$	

F = 0.817

α = 5%

df (4, 20)

from F table at 0.05

= 2.87

$F_{calc} < F_{tab}$

Therefore H_0 is accepted

Thus we conclude that there is a significant difference between work environment and nature of job causing stress

Calculation of χ^2:

H_0: There is no significant relationship between the income level and the factors of causes of stress.

H_1: There is asignificant relationship between the income level and the factors of causes of stress.

Computation of χ^2:

$$\chi^2 = \sum_{i=1}^{n} \left[\frac{(O_i - E_i)^2}{Ei} \right]$$

Table 11
Cross analysis of income level and the factor of causes of stress

FACTORS	<10000	10000-15000	15000-20000	>20000	TOTAL
Work environment	18	40	18	2	78
Nature of job	1	23	1	1	26
Organizational culture	15	28	10	1	54
Educational climate	3	80	6	3	20
Other sources	10	3	7	2	22
TOTAL	47	102	42	9	200

$$E_i = (RT * CT) / N$$

Where,

O_i = Observed frequency

E_i = Expected frequency

RT = Row total

CT = Column total

O_i	E_i	$(O_i-E_i)^2$	$(O_i-E_i)^2/E_i$
18	18	0	0
40	40	0	0
18	16	4	0.25
3	10	49	4.9
23	13	100	7.69
1	5	16	3.2
16	14	4	0.29
28	28	0	0
10	11	1	0.09
4	7	9	1.29
8	10	4	0.4
9	5	16	3.2
10	5	25	5
3	11	64	5.82
9	6	9	1.5
		TOTAL	**33.63**

χ^2 = $[(Oi-Ei)^2/Ei]$

χ^2_{cal} = 33.63

Tabulated value $\chi^2_{0.05}$ with (R-1) (C-1) df is

$\chi^2_{0.05}$ with 12 df is = 21

$\chi^2_{cal} > \chi^2 0.05$

Hence, we reject Ho

Thus we conclude, there is a significant relationship between the income level and the factors of causes of stress.

6. FINDINGS

- Teachers moderately accept that work environment and nature of job causing stress and create physical response to stress

- Work environment plays a predominant role in creating stress among teachers; the management compels them to contribute the dedication in such a way that there is no gap between personal goals and professional goals.

- Teachers often get stress due to increase workload and long working hours and they moderately agree that often they get headaches

- Teachers stress level increases considerably when there is a disproportionate workload among colleagues.

- Individual measures to eradicate stress and the management measures to eradicate stress create significant impact on increase in confidence level of the teachers as well as the mental agility.

- There is a significant difference between age level and the factors of causes of stress.

- There is a significant difference between work environment and nature of job causing stress

- There is a significant relationship between the income level and the factors of causes of stress.

7. SUGGESTIONS

- The work environment leans upon knowledge source, management must take initiatives to organize innovative courses for teachers to reduce stress.

- Support from management for faculty development activities to enrich their knowledge by attending various seminars etc.

- Management must adopt an optimistic appraisal system to transparently state that evaluation is done for increasing the skills.

- Social and emotional support should be made available to teachers to reduce the stress level.

- Appreciation and reward for achievements and recognition may be given to enhance the achievement.

8. CONCLUSION

It is concluded that the management policies and the prevailing scenario of the performance appraisal system is the main cause in creating stress among the teachers. The work overload and interpersonal relationship and enrichment programs adapted by the management are highly conspicuous in creating stress among the teachers. It is concluded that organizational setup plays a major role in causing stress among the teachers. Stress is emerged out through physical, psychological and emotional responses to the teachers.

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