

Job Stress & Quality of Life of Female Teaching Employees

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Abstract

Quality of life & Stress at work is a relatively new phenomenon of modern life style profession. The nature of work has gone through drastic changes over the last century as it is still changing at whirlwind speed. Stress has touched almost all professions. Stress poses a threat to physical health of the individual. Work related stress in the life of organized workers, consequently affects the health of organizations. Stress is high in teaching profession because of their nature of work, regular salary, and low salary and over work load. Thus, the present study focuses on the job stress and quality of female teaching employees. Descriptive research design is adopted and universe is the female employees of government schools Patna. The researcher adopted snow ball sampling technique and sample size of was confirmed to 201. It was concluded that job stress influences the quality of life of teaching employees. It is also concluded that the demographic variables do influence the level of job stress and quality of life of teaching employees.

Key Words: Job Stress, Quality of life, Teaching, Schools, Employees.

Introduction

Government schools are primary or secondary schools mandated for or offered to all children without charge, funded and controlled by the local, state or national government. Since they are supported by the government, they are wholly or partly funded by taxation. Since government schools are controlled by the government, the curriculum is decided at a state or national levels; all government schools follow the same curriculum. Admissions and testing are also managed by the government. Admission to government school is determined by the address of the student. The schools are obliged to take in the students who belong to their respective geographical zone.

Although technology and other facilities vary according to schools, government schools generally have fewer facilities than private schools. Government schools also have a greater number of students than private students; the number of students in a class may also be drastically high due to lack of facilities. Government schools are affordable and they provide the minimum required infrastructure to meet the basic needs and also provide the basic sports facilities and physical education to the students. However, it is important to notice that government schools always hire highly qualified teachers, teachers must meet all state-mandated requirements and be proficient in their subject to work in a government school.

The term 'quality of life' was originally coined in the USA in the post-World War-II period to describe the effect of material affluence (evidenced by the possession of cars, houses and other consumer goods) on people's lives and was subsequently broadened to encompass education, health and welfare, economic and industrial growth, and defence of the 'free world'. In the socio-medical literature, quality of life has been equated with a variety of terms, including life satisfaction, self-esteem, well-being, happiness, health, the value and meaning of life, functional status (Carr *et al.*, 1996).

Quality of life is a baffling concept approachable at varying levels of generality from the assessment of societal or community wellbeing to the specific evaluation of the situations of individuals or groups. Operational definitions of quality of life are diverse,

with variability fuelled not only by use of societal or individualistic perspectives but also by the range of applicable theoretical models or academic orientations (Felce & Perry, 1995).

Stress is an individual's response to change in circumstance or to a threatening situation. It can be viewed as a personal reaction to an external event/demand like writing an exam or to an internal state of mind like worrying about an exam. Of interest is the fact that stress tends to increase with the prospect of not being able to cope with the situation at hand.

Today's demands and pressures guarantee that all human beings will experience stress. Stress is simply a byproduct of life. The encouraging part of this picture is that we can learn how to control or manage "excess" stress. In fact, a belief in our ability to be able to handle stress often times serves to decrease stress levels.

Review of Literature:

Mohan, N and Ashok, J (2011). Analysis of overall stress level finds that over all stress is high among the women employees with more than Five years and low among the employees less than three years.

Mohsin Aziz, (2004). The research finds differences in the level of stress between married and unmarried employees on several role stressors. However, level of education does not emerge as a significant differentiator of stressors

Rajib Lochan Dhar & Manju Bhagat(2008). The study found that the participants accepted that they experienced quiet an amount of stress due to their nature of work, although the level of stress observed, varied amongst the participants. Many of the stressors, identified by the participants, seemed to be typically associated with the nature and type of their work. Stress was mainly associated due to the interaction of the person factors with works environment factors. This study highlights the importance of work place social support provided by the superiors and colleagues in order to reduce stress and developing a healthy work environment.

Rational of the Study:

Stress at work is a relatively new phenomenon of modern life style. The nature of work has gone through drastic changes over the last century as it is still changing at whirlwind speed. Stress has touched almost all professions. Stress poses a threat to physical health of the individual. Work related stress in the life of organized workers, consequently affects the health of organizations. These in turn affect the quality of life and job satisfaction. Thus, the present study focuses on the job stress and quality of life in female teaching employees.

Objectives:

1. To study the demographic profile of the respondents.
2. To access the level of job stress and quality of life of the respondents.
3. To study the relationship between job stress and quality of life of the respondents.

Hypothesis:

1. There is no significant relationship between age and job stress.
2. There is no significant difference in job stress between married and unmarried.
3. There is no significant relationship between job stress and quality of life.

Research Methodology:

Descriptive research design is adopted for the present study. The universe of the present study is the female teaching employees of the government schools Patna District. The researcher adopted snow ball sampling technique for selecting the sample for the study.

Through references from the employees the samples were selected. The sample size of was confirmed to 201 based on the respondents response for the mailed questionnaire. The questionnaire consists of three sections.

1. Personal details,
2. Job stress and
3. Quality of life.

The researcher used standardized job stress scale developed by Srivastava A. K. and Singh A. P and quality of life scale developed by D.L.Dubey, Verma.S.K for data collecting. It was assigned that higher the score higher is the level of stress and higher is the score higher is the level of quality of life. Scores of the respondents were categorized as follows

Job stress

Category	Score
Low	47 & Below
Moderate	48 to 66
High	67 & above

Quality of life

Category	Score
Low	63 & below
Moderate	64 to 78
High	79 & above

Reliability and Validity:

The researcher adopted Split-half reliability test for finding the reliability of the scales. The items on the scale are divided into two halves and the resulting half scores were correlated in reliability analysis by means of SPSS. The correlation value obtained was 0.75 (job stress) and 0.81 (quality of life). In the present study, to test the validity of the scale, the job stress scale was subjected to face validity. The scale was administered to five experts and got their expertise on the validity of the items in the scales. Statistical Techniques used for Analysis:

The researcher after collecting the data, the data were edited and coded. The data were then analyzed using various statistical tools like mean, standard deviation, t-test, coefficient of correlation and ANOVA.

Analysis and Interpretation:

Demographic Variables

Table 1

Variables	Particulars	Frequency	Percentage
Age	22-24	161	80.1
	25-27	32	15.9
	28-30	8	4.0
Marital Status	Married	20	10.0
	Unmarried	181	90.0
Educational Qualification	UG	32	15.9
	PG	49	24.4
Teachers		148	73.6

The table 1 shows that majority of the respondents (80.1 percent) were between 22-24 years of age group and majority of the respondents (90 percent) were unmarried. Nearly three-fifth (59.7 percent) of the respondents has completed B.Tech and less than one-fifth

has completed their PG degree. Majority of the respondents (73.6 percent) were working as software engineers.

Stress and Quality Of Life

Table 2

Variables	Particulars	Frequency	Percentage	Mean
Job Stress	High	32	15.9	Mean =57.14 SD = 10.08
	Moderate	141	70.1	
	Low	28	13.9	
Quality of Life	High	36	17.9	Mean =71.34 SD = 7.93
	Moderate	141	70.1	
	Low	24	11.9	

The table 2 shows that majority of the respondents had a moderate level of job stress and 15.9 percent of them had high level of job stress. The mean job stress score of the respondents is 57.14 and SD is 10.08. The quality of life of majority of the respondents was moderate and 17.9 percent of them had high level of quality of life. The mean quality of life score is 71.3 and SD is 7.93.

Relationship between Job Stress and Quality Of Life

Table 3

Variables	Statistical Value	Result
Job Stress and Quality of Life	R = 0.357 (p<0.01)	Significant

HYPOTHESIS TESTING:

Hypothesis 1 Ho: There is no significant relationship between age and job stress. The coefficient of correlation value ($r = 0.24$) shows that there is a significant relationship between age and job stress of the respondents at 0.01 level. The null hypothesis is rejected and research hypothesis is accepted. It is concluded that age influences the level of job stress of the respondents.

Hypothesis 2 Ho: There is no significant difference in job stress between married and unmarried. The t-test value ($t = 1.72$) shows that there is no significant difference in level of job stress among married and unmarried respondents. It was failed to reject null hypothesis. It is concluded that marital status does not influences the level of job stress of the respondents.

Hypothesis 3 Ho: There is no significant relationship between job stress and quality of life. The coefficient of correlation value shows that there is a significant relationship between level of job stress and level of quality of life of the respondents at 0.01 level. The null hypothesis is rejected and research hypothesis is accepted. It is concluded that job stress influences the level of quality of life of the respondents and vice versa.

Findings and Discussion: The study found that demographic variables like age, educational qualification, designation influence the level of job stress of the respondents. The study found that job stress was found high among the higher age groups, which may be because of the work pressure and routine nature of job. This finding is supported by Balasubramanian Vimala and Chokalingam Madhavi (2009) the mean values shows that the overall stress is high among employees in the group aged more than 45 years. The study also found that hours of work influence the level of job stress. Higher the hour of work higher is the job stress. Long working hours may cause physical strain and mental strain, which may influence the job stress. The present study also found that the demographic factors like age, marital status, educational qualification, designation

influence the quality of life of the respondents. The unmarried had better quality of life than married respondents, which may be because of the family responsibilities hold by the married respondents. The married respondents have to manage both the work and home which may have influenced their level of quality of life. The present study found that level of job stress influences the level of quality of life. It is concluded that higher the level of stress lower is the quality of life and vice versa. Deep isolation of late hours, no social life outside of immediate family, no hobbies, and few and brief vacations may be few reasons for their high stress and low quality of life.

Conclusion:

The study concludes that moderate level of job stress and quality of life was found among majority of the respondents. It was concluded that job stress influences the quality of life of female teaching employees. It is also concluded that the demographic variables do influence the level of job stress and quality of life of female teaching employees. It is clear that the demographic profiles with which people enter employer organizations ultimately affect such companies' profitability and effectiveness indirectly by impacting on the employees' job stress and job satisfaction. It is therefore advisable that personnel demographics be recognized and appreciated fully for their considerable potential to affect organizational growth and development. Enterprises should ensure that, as far as practically possible, there is adequate scope for individual customization of work content and performance reward structures, as well as characteristics of the work environment, based on demographic profile. The challenges posed by such an approach are likely to be outweighed by the benefits in terms of business performance.

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