

A Study On Job Satisfaction And Occupational Stress Among Higher Secondary School Teachers In Coimbatore City Of Tamilnadu

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P. R. Kousalya ¹	Assistant. Professor Department of Corporate Secretaryship Dr. N. G. P Arts and Science College, Coimbatore
Dr. P. Gurusamy ²	Assistant. Professor Department of Corporate Secretaryship PSG College of Arts and Science , Coimbatore
M. Manonmani ³	Research Scholar Department of Corporate Secretaryship Dr. N. G. P Arts and Science College, Coimbatore

Abstract

Job satisfaction and Occupational stress among higher secondary school teachers has great importance in the present situation. Job satisfaction and Occupational stress is one of the important factors that have drawn attention of academicians. Various studies have been conducted to find out the factors which determine job satisfaction and the way it influences productivity in the organization. Therefore, it appears that besides nature of job environment, there are individual variables which provide a fit among individual variables, nature of the job, and situational determine the degree of job satisfaction which ultimately benefit all types of educational institution and ensure peace and behavior within the same. The study covers only job satisfaction level and occupational stress among the higher secondary school teachers in Coimbatore city of Tamilnadu.

1. Introduction

Job Satisfaction and Occupational Stress in school teachers are most widely discussed issues in Job satisfaction refers to a person's feeling of satisfaction on the job, which acts as a motivation to

work. It is not the self- satisfaction, happiness or self- contentment but the satisfaction on the job. Job satisfaction is an individual's feeling regarding his or her work. It can be influenced by an educational institution of factors. Commonly noted facets are satisfaction with the work itself, wages, and recognition, rapport with supervisors and co-workers, and chance for advancement. Each dimension contributes to an individual's overall feeling of satisfaction with the job itself. Occupational stress is a pattern of emotional, cognitive, behavioural and psychological reaction to adverse and noxious aspects of work content, work organization and the work environment. It is an adaptive response, mediated by individual characteristics and/or psychological processes that are a consequence of any external action, situation or event that places special physical and/or psychological demands upon a person. It can be affected the commitment of the employees.

Stress arises from either a lack of assessment or an incorrect appraisal of persons and environment, leading to unreasonable expectations and disappointment. Work related psychological stresses are known to affect the body functions. Work is the main cause of stress in life. Because significant positive relation has been revealed between job related stress and role overload, role conflict and strenuous working conditions.

2. Statement of the Problem

Job satisfaction is the combination of psychological and environmental circumstances that cause a person to truthfully say "I am satisfied with my job". It is the end feeling of a person after performing a task. Higher secondary school teachers job satisfaction and Occupational stress are very complex, influenced by many factors like pay, work promotion, recognitions, working condition, lack of experience, benefits etc. This study is aimed in measuring the job satisfaction level and Occupational stress among the higher secondary school teachers in Coimbatore city.

3. Objectives of the Study

- To study the Socio-economic background of school teachers.
- To study on Job satisfaction and occupational stress among higher secondary school teachers in Coimbatore city.
- To identify the factor which improves the Job Satisfaction among the school teachers?
- To identify the common problems faced by higher secondary school teachers in the study area.
- To give suggestions to improve in the study area.

4 Research Methodology

The research design used in this study is descriptive. This research design deals with describing the characteristics of a particular individual or groups. Descriptive research describes the state of affairs as it exist at present. It includes surveys and fact finding inquires of different kind. The study is confined to the Job Satisfaction and Occupational Stress among Higher Secondary School Teachers in Coimbatore City. The study used both primary and secondary data. Totally 250 samples were selected by using simple random sampling method. The primary data collected from respondents through questionnaire. The secondary data is collected with the help of various college records, joint director office, internet, journal, books etc.

5. Review Of Related Literature

Kamboj (2008) tried to find out the relationship between job satisfaction and self-actualization of secondary school teachers. The findings indicated a positive and significant correlation between job satisfaction and self-actualization of secondary school teachers. From the results, it was also inferred that the teachers who were more satisfied with their jobs were also found to be more self-actualized.

Saveri (2009) explored the relationship between job satisfaction and life satisfaction among the teachers and also measured the extent of job satisfaction and life satisfaction among them. Significant differences were found between aided and government, rural and urban, married and unmarried school teachers in their extent of job satisfaction.

Akhtar and Naqvi (2010) made a comparative study of job satisfaction of public and private school teachers. It was hypothesized that there was no significant difference in job satisfaction between the teachers working in public and private schools. The data analysis was conducted through 't'-test and ANOVA which reported no significant difference between teacher's job satisfaction in public and private schools.

Mahmood and Haider (2011) investigated the difference between gender (male and female teachers) and types of school (urban and rural) about job satisfaction. Generally teachers were reported to be less satisfied with advancement, compensation supervision human-relation and working conditions. It was also revealed that the female teachers were more satisfied than their male counterparts and there was no significant difference between urban and rural teachers' job satisfaction.

Bhayana (2012) studied the effect of gender, academic stream and teaching experience on job satisfaction of teachers. The major findings were that there was no significant difference in job satisfaction between male and female teachers and more experienced teachers had more job satisfaction than the less experienced teachers. However, no significant interaction effects of gender and academic stream; gender and teaching experience; gender, academic stream and teaching experience were found on the job satisfaction of the teachers.

Nagar (2012) studied job satisfaction and organizational commitment among the teachers during the times of burn out. The study also examined the effect of increased job satisfaction on commitment among teachers towards their organization. The results indicated that all the three factors of burn out namely, depersonalization, reduced personal accomplishment and emotional exhaustion lead to decreased job satisfaction. In terms of job satisfaction, females showed higher levels of job satisfaction as compared to men and were reported to be more committed to their organizations as compared to the male teachers. It was also concluded that greater job satisfaction contributed significantly towards an increase in organizational commitment.

Gupta, Pasrija and Bansal (2012) made a comparison of job satisfaction of secondary school teachers in relation to their some demographic variables such as gender, locality, qualifications, experience and type of schools. The findings reported significant differences in job satisfaction between male and female teachers indicating that female teachers were more satisfied than their male counterparts. Similarly, it revealed that more experienced teachers and teachers belonging to rural areas had better job satisfaction their counterparts. Further, the teachers having post-graduate qualifications and working in private schools were reported to be significantly better than their counterparts.

Salim and Mustafa (2012) conducted a study to ascertain the role of emotional intelligence on job satisfaction and the effect of gender on the relationship between emotional intelligence and job satisfaction. The results of the study showed a significant positive relationship between emotional intelligence and job satisfaction and no effect of gender was observed on the relationship between the two variables.

6. Data Analysis And Interpretation

An attempt has been made to analyze the job satisfaction and occupational stress among higher secondary school teachers in Coimbatore city. To analyze the demographic variables such as Age, Gender, Marital status, Educational level, Experience and Salary of the study and was compared with the subject variable i.e. Job satisfaction influenced by Occupational Stress among the teachers selected for the study.

Table 6.1: Gender of the Respondents

Gender	Number of Respondents	Percentage
Male	110	44
Female	140	56
Total	250	100

Source: Primary Data

Among the developing nations in the globe, India occupies the first place in recognizing the female on par with the male in all aspects. The female are given equal opportunities in education and employment in all the categories of the employment. For the purpose of the study, sex of the respondents is classified in two categories, male and female. The sample consist 56% respondents belonging to female category and 44% respondents belonging to male category. From the analysis, it is concluded that Majority (56%) of the respondents are female.

Table 6.2: Marital Status of the Respondents

Marital status	Number Of Respondents	Percentage
Married	178	71
Unmarried	72	29
Total	250	100

Source: Primary Data

Marriage is an auspicious function and unforgettable event in human life. Married persons are vested with more responsibility in family life and their presence in the family life is very essential. Hence, they are very careful in their job when compared with the unmarried persons. For the purpose of this study, marital status has been classified under two categories such as married and unmarried. The sample consist 71% respondents belonging to married unmarried category. From the analysis, it is concluded category and 29% respondents belonging to that Majority 71% of the respondents are married.

Table 6.3: Monthly Income Of The Respondents

Monthly Income	Number Of the Respondents	Percentage
Below Rs.10,000	50	20
Rs.10,001 to 12,000	78	31
Rs.12,001 to 15,000	76	30
Above Rs.15,000	46	19
Total	250	100

Source: Primary Data

Income is one of the important socio-economic variables, which determines the standard of living and the purchase capacity of a person. For the purpose of the study, the monthly income generated by the respondents have been classified in to three categories viz., below Rs.10000 as monthly income, Rs.10000 to 12000, Rs. 12000 to Rs 15000 and above Rs. 15001. The sample consists of 20% respondents earning below Rs 10000 income per month, 31% respondents earning Rs. 10000-120000 per month, 30% respondents earning Rs.12000-15000 and 19% respondents earning more than Rs. 15000 per month. From the analysis, it is concluded that Majority 31% of the respondents are drawing monthly salary Rs 12001-15000.

Table 6.4: Opinion About The Job

Opinion	Number Of Respondents	Percentage
Challenging	21	8
Responsible	74	30
Motivating	32	13
Secured	45	18
Service Oriented	78	31
Total	250	100

Source: Primary Data

It is learnt from the above table that as high as 31% of the respondents feel service oriented about their job, whereas 30% of the respondents stated responsible, 18% of the respondents feel secured, 13% of the respondents considering motivating and the remaining 8% of the respondents expressed challenging about their job. From the analysis, it is concluded that Majority 31% of the respondents feel service oriented about their job.

Table 6.5: Satisfaction On Head Masters And Co-Staffs Relationship

Level of Satisfaction	Number of Respondents	Percentage
Highly Satisfied	106	42
Satisfied	58	23
Neutral	44	18
Dissatisfied	30	12
Highly Dissatisfied	12	5
Total	250	100

Source: Primary Data

The above table shows that 42% of the respondents are highly satisfied towards the head masters and co-staffs relationship, 23% of the respondents are satisfied, 18% of the respondents are neutral about the relationship, 12% of the respondents are dissatisfied and the remaining 5% of the respondents are highly dissatisfied. From the analysis, it is concluded that Majority 31% of the respondents are highly satisfied towards the head master and co- staff relationship.

Table 6.6: Causes For The Stress

Causes for the Stress	Number Of Respondents	Percentage
Poor class room working condition	22	9
Lack of adequate materials and teaching resources	94	38
Little opportunity for promotion	40	16
Interruption during teaching time	58	23
Physical and mental abuse by students	36	14
Total	250	100

Source: Primary Data

From the above table clearly mentioned that less than 38% of the respondents are stress facing in lack of adequate materials and teaching resources, 23% of the respondents are facing stress in interruption during teaching time, 16% of the respondents are little opportunity for promotion stress facing, 14% of the respondents are physical and mental abuse by students stress facing and remaining 9% of the respondents are poor class room working condition.

From the analysis, it is concluded that Majority 38% of the respondents are facing stress due to lack of adequate materials and teaching resources..

Table 6.7: Rank Attributes Of Job Satisfaction

Attributes	R1	R2	R3	R4	Weighted Mean	Rank
Working Environment	30	48	56	116	0.67	1
Job Security	140	52	28	30	0.38	4
Salary	38	114	74	24	0.43	3
Superior-Subordinate relationship	42	36	92	80	0.59	2

Source: Primary Data

It is evident from the above table that the highest score (0.67) achieved 1st position towards working environment, 2nd rank (0.59) was attained by superior – subordinate relationship, 3rd rank (0.43) was accomplished by salary, 4th rank was realized by job security.

Highest score (0.67) achieved 1st position towards working environment.

Table 6.8: Gender Of The Respondents And Facing Stress In Job

Gender	Yes	No	Total
Male	64	39	103
Female	82	65	147
Total	146	104	250

Source: Primary Data

Result

Chi-Square Value : 1.005
 Degree of Freedom : 1
 Table Value : 3.841
 Result : Not Significant

It is witnessed from the above table that the calculated chi-square value is less than the table value and result is not significant. Hence, the null hypothesis H0 is accepted. The Hypothesis is Gender of respondents and facing stress in the job is associated, does not hold good. From the analysis, it is concluded that there is no significant relationship between Gender of respondents and Facing stress in the job among higher secondary school teachers.

Table 6.9: Experience and Level Of Satisfaction On Teacher Development Programme

Experience	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied	Total
Less than 10 years	30	55	10	13	4	112
10-20 years	42	25	12	15	10	104
20-30 years	10	12	2	1	1	26
More than 30 years	2	2	1	2	1	8
Total	84	94	25	31	16	250

Source: Primary Data

Result

Chi-Square Value : 20.53
 Degree of Freedom : 12
 Table Value : 21.00
 Result : Not Significant

It is witnessed from the above table that the calculated chi-square value is less than the table value and result is not significant. Hence, the null hypothesis H0 is accepted. The Hypothesis is Experience of the Respondents and Level of Satisfaction on Teacher Development programme are associated, does not hold good. From the analysis, it is concluded that there is no significant relationship between Experience of the Respondents and level of satisfaction on Teacher Development among higher secondary school teachers.

7. Findings

- ❖ Majority (56%) of the respondents are female.
- ❖ More than half (51%) of the respondents belong the age between 20-30 years.
- ❖ Majority (71%) of the respondents are married.
- ❖ More than half (55%) of the respondents possess TET qualification.
- ❖ Maximum (45%) of the respondents have experience less than 10 years.
- ❖ 31% of the respondents are drawing monthly income below Rs.10, 000.
- ❖ Majority (68%) of the respondents are says that the income is appropriate to qualification.
- ❖ Less than half (41%) of the respondents are satisfied with teachers development programme arranged by the school.
- ❖ 31% of the respondents feel service oriented about their job.
- ❖ 40% of the respondents are highly satisfied towards the work assigned to them.
- ❖ 42% of the respondents are highly satisfied towards the head masters and co-staffs relationship.
- ❖ 45% of the respondents are satisfied towards job security in the school.
- ❖ Majority (50%) of the respondents are favorable towards feeling happy with the given responsibilities to utilize knowledge and skills to them.
- ❖ 44% of the respondents are favorable opinion on freedom to making own decision with the given responsibilities.
- ❖ Majority (52%) of the respondents are very favorable opinion on comfortable working in this school.
- ❖ 37% of the respondents are very favorable opinion on conducting teaching learning environment in this school.
- ❖ More than half (58%) of the respondents are facing stress in that job.
- ❖ Less than half (33%) of the respondents are followed demonstrating teaching technology.
- ❖ Less than 38% of the respondents are stress facing in lack of adequate materials and teaching resource.
- ❖ Less than half (48%) of the respondents are satisfied towards opportunity to use a variety of skills and perform different kinds of work.
- ❖ More than half (54%) of the respondents are agree to lack of control that causes stress and lead to unhappiness.
- ❖ Less than half (42%) of the respondents are satisfied towards coverage syllabus and paper valuation.
- ❖ 46% of the respondents are satisfied towards election duties.
- ❖ Majority (52%) of the respondents do not have any concession for their children studies.

8. Suggestions

- ❖ To improve the working conditions of the school teachers.
- ❖ To improve the projected class rooms in future period.
- ❖ For achievers, awards can be given to motivate them.
- ❖ Extra coaching must be given to weak students to encourage them to get more marks.
- ❖ To reduce lack of adequate materials and teaching resources.
- ❖ To improve parents approaches to all the students in the school.

9. Conclusion

Job satisfaction and Occupational stress is the end feeling of a person after performing a task. To the extent that a person's job fulfil his dominant needs and in consistent with his expectations and values, the job will be satisfying. The feeling would be positive or negative depending upon whether need is satisfied do or not. The study reveals that majority of the respondents are satisfied with the policies practices, job security, working conditions, suitability of job, security of future creativity, and the management support. They feel that they have full credit in the work they do and also feel that their job is interesting and challenging. Factors like extra benefits for coaching and their services, recognition from superiors for work done, motivation from the management play a vital role in their encouragement to do more work efficiently, over all, majority of the respondents are satisfied with their work and other job related factors.

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