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### STRESS MANAGEMENT OF PRIVATE SCHOOL TEACHERS

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#### ***Abstract:***

*In present day's stress is pressure of employees while working in their organization especially in teaching profession. Teaching job is one of the most vital professions to build the nation. In this study analysis the stress level of the private school teachers in Tirupattur District educational office. Here the researcher has issued 200 questionnaires, after the data process researcher took 172 samples to analysis the stress management of the private school teachers. The researcher used chi-Square, one-way ANOVA and Factor analysis for proving the hypothesis in scientific manner.*

#### **Introduction**

In today's world of large quantity and mounting desires, there seems to be a rat race to strive for higher and higher material gains. A climate for creating and innovation, is needed, where the intellectual capital is gather from new knowledge and skill, abilities, rotating, the threats and chances. Education is a key of implementation and changes. Really these are tough times for the teacher (smylie, 1999). It is tough because of increasing demand from the teachers

and due to a progressive shift in the role expectations. Under such circumstances, the stress is inevitable. Many researchers reveal the fact that teaching is a stressful job and the stress has increased as the relationship between society and education has become more complex. In fact, academicians throughout the world deal with a substantial amount of ongoing job stress.

In India, earlier the teachers did not have to meet so many stressful situations, but with new academic demands and also our government has introducing new regulations in which teachers will be subjected to a performance-based assessment system that will determine their carrier advancement; the teacher will have to learn how to manage stress. The new system will not only take into account a teacher's performance inside the classroom in terms of lectures, practical and tutorial, but will also emphasize on research and academic contributions. According to Cook and Phillip (2001), stress refers to the bodies' psychological, emotional and physiological response to any demand that perceived as threatening to a person's well-being. Stress knows no boundaries. The degree of stress experienced depends on many factors such as react, threat, and perceived. Among this situation the people working their places stands out as a potentially important sources of stress, purely because of time spending amount.

In modern days every teachers have more occupational stress because of student behaviour and management responsibility, partiality among from colleagues and facing some difficulty problem from government etc... so the private teachers facing some stress problem the management should identify as well as ratify that and give proper counseling to them.

### **Concept of stress**

Stress is the feeling of being under too much mental or emotional pressure. Pressure turns into stress when you feel unable to cope. People have different ways of reacting to stress, so a situation that feels stressful to one person may be motivating to someone else. Many of life's demands can cause stress, particularly [work](#), relationships and [money problems](#). And, when you feel stressed, it can get in the way of sorting out these demands, or can even affect everything you do.

Stress can affect how you feel, think, behave and how your body works. In fact, common signs of stress include [sleeping problems](#), sweating, loss of appetite and difficulty concentrating. You may feel anxious, irritable or [low in self esteem](#), and you may have racing thoughts, worry

constantly or go over things in your head. You may notice that you lose your temper more easily, drink more or act unreasonably.

### **Managing stress in daily life**

Stress is not an illness itself, but it can cause serious illness if it isn't addressed. It's important to recognize the symptoms of stress early. Recognizing the signs and symptoms of stress will help you figure out ways of coping and save you from adopting unhealthy coping methods, such as [drinking](#) or smoking.

Spotting the early signs of stress will also help prevent it getting worse and potentially causing serious complications, such as [high blood pressure](#).

There is little you can do to prevent stress, but there are many things you can do to manage stress more effectively, such as learning [how to relax](#), taking regular [exercise](#) and adopting good [time management techniques](#).

Studies have found that mindfulness courses, where participants are taught simple meditations across a series of weeks, can also help to reduce stress and improve mood.

If your stress is causing serious health problems, such as high blood pressure, you may need to take medication or further tests.

### **Statement of the problem**

Teaching profession is the one of the noble profession in our society. In this modern world, gauging the quality of education institution based on the results they produce and quality of the teachers. based on this situation the private school management is allotting too much of workload, extension of working hours, special classes and week end coaching to produce good results. Its finally leads the stress towards teachers. So the researcher tries to find out how to manage the stress of private school teachers in day to-day life.

### **Objectives**

1. To study and bring out various stress outcomes by the teachers during job.
2. To assess the level of stress among private school teachers.
3. To analyze environmental factors affects the level of stress among teachers.
4. To find out the relationship between level of stress and demographical factors.

### **Scope of the study**

The developing educational standards in our country the NCERT and SCERT introduced new norms and regulations. The NCERT and SECRT has fixed for qualification required to every teacher for working as a teacher, and also the private school management also give pressure to their teachers.

The study has within the task of how to manage teachers stress in relation to the private school teacher. This study is specially designed to explore that what kind of stress the teachers are having and how to managing the stress in by teachers in private schools at Tirupattur.

### **Significance/ Importance of the study**

The rapid growth of private schools in Vellore district and they give more importance to results compare with govt schools. Some of the working challenge in the institutions such as long working hours, working timings and get more pressure from management for giving good results in board examinations.

The teacher's have stress on their colleagues, students and management. So the researcher was identify to what kind of stress the teacher have when they are working in private schools, and how they reduced (or) manage their stress.

### **Research Methodology**

The use of proper methodology is very essential part of any research. In order to conduct the study in a scientific and professional manner, certain measure and methods are to be followed. This chapter deals in detail about the various methods and measures adopted and followed by the researcher to conduct the study in a scientific manner.

### **Sampling Method**

The researcher has selected the area of Tirupattur District Educational office, and took 30% as in sample. The sample source in Tirupattur District Educational office in 10 blocks, out of these 10 blocks the researcher has chosen only 3 blocks on basis of probability sampling under the multi-stage sampling method. Such blocks are Kandhili, Tirupattur, and Natrampalli.

### **Sample Design**

The study design is a descriptive in nature under that survey method were adopted by the researcher to know the stress management of private school teachers especially in Tirupattur district educational office. the researcher were circulated questionnaire based on quota wise, each

quota he allocated 60 questionnaire and he get back 172 filled questionnaire from the respondents.

### **Pilot Study**

The researcher went to field to find the feasibility of the study area in which the researcher had chosen some of the schools for pilot study purpose.

### **Pre-Test**

After that the researcher were a design the structured questionnaire and circulated 30 questionnaires from the respondents for pre-testing purpose. Many respondents gave their good opinion about pre-testing questionnaire. After getting the questionnaires the researcher was load into SPSS for the purpose reliability test. The researcher has get the reliability value of cron beach alpha value is 0.717, it is good result of the frame the questionnaire.

### **Source of Data**

Data is most important thing in research. data collection process is most important step while doing research. while collecting the data on the following basis:

#### **Primary Data**

Primary data have been collected through well structured questionnaires.

#### **Secondary Data**

Secondary data have been gathering from books, magazines, journals, and internet.

### **Tools of Analysis**

The data collected from the respondents were edited, classified, and analysis with the following tools. The researcher using statistical tools namely that percentage analysis, chi-square test, one- way ANOVA test.

### **I. Demographical profile**

#### **Gender**

Gender has a profound impact on behaviour at work. Gender is particularly important in Indian studies, many researchers have proved that gender is a tendency to change the job and abstain from female employees compare with male counterparts.

**Table No-1**

**Gender of the respondents**

Gender	Frequency	Percent
Male	37	21.5
Female	135	78.5
Total	172	100.0

Source: Primary Data

The above table defines that more than three fourth (78.5%) of the respondents were female, and less than one fourth (21.5%) of the respondents were male.

It is concluded that today large number of females are selecting teaching field compared with males.

**Age**

Age is a vital factor in human being's life, because age determines the individual taste and preference. In the field of education age is not a limiting factor because an individual is learning day-by-day, so it is a crucial factor of every teacher. Here an attempt has been made by the researcher to classify the age of the respondents.

**Table No-2**

**Age of the respondents**

Age	Frequency	Percent
Up to 25 Years	57	33.1
26-30 Years	42	24.4
31-35 Years	25	14.5
36-40 Years	22	12.8
Above 40 Years	26	15.1
Total	172	100.0

Source: Primary Data

The above table shows that one third (33.1%) of the respondent's age group is up to 25 years, and nearly one fourth (24.4%) of the respondents are belonging the age group between 26 to 30 years, and 15.1% of the respondents fall into the age group above 40 years, and 14.5% of the respondents are in the fall into the age group 31-35 years, finally 12.8% of the respondents belong to the age group of 36-40 years.

**Educational Qualification:**

Education is nothing but, changing the human behavior. According to Swami Vivekananda “Education is the manifestation of divine perfection already existing in man”. The high level education creates high level expectation for reward and it will create high level stress. The type of education an individual has received also affects his/ her behaviour. Education can be either ‘general’ including areas like arts, humanities and social sciences or ‘special’ covering disciplines such as engineering, medicine, management, computer science and alike.

**Table No-3**  
**Qualification of the respondents**

Qualification	Frequency	Percent
D.T.Ed	5	2.9
Degree	27	15.7
Degree with B.Ed	140	81.4
Total	172	100.0

Source: Primary Data

The above table reveals that more than four fifth (81.4%) of the respondents are educated on degree with B.Ed, and 15.7% of the respondents have the qualification of a degree only, and remaining 2.9% of the respondents have completed only D.T.Ed.

It is concluded that most of the private schools recruited degree with B.Ed teachers only as they are qualified to teach the students.

**Marital status**

Study of marital status is an important aspect of any social science research because marriage is a legal and formal relationship between man and women. The married individuals has fixed their relationship namely husband and wife or spouse.

**Table No-4**

**Marital status of the respondents**

Marital status	Frequency	Percent
Married	107	62.2
Unmarried	65	37.8
Total	172	100.0

Source: Primary Data

From the table it can be classified that more than three fifth (62.2%) of the respondents are married, and the rest (37.8%) of them are unmarried. It is concluded that majority of the teachers are married.

**Income**

Income is one of the important factors to determine the individual life. The income and wealth are key factor to decide family in the society, and also it influencing the quality of life in general. Income is a key indication of wellbeing and health of an individual. Hence understanding of this variable is a vital part of any research especially in the present study, so as to focus on psychological wellbeing of stress management.

**Table No-5**

**Monthly income**

Monthly income	Frequency	Percent
Up to 5000	78	45.3
5001-10000	83	48.3
10001-15000	8	4.7
Above 15000	3	1.7
Total	172	100.0

The above table defines that nearly half (48.3%) of the respondents are receiving monthly income of Rs5001 to 10000, and more than two fifth (45.3%) of the respondents are receiving monthly income of Rs5000 and below, and 4.7% of the respondents are getting their monthly income of Rs10001 to 15000, and 1.7% of the respondents' monthly income is above Rs15000.

It is concluded that most of the teachers are getting monthly income of RS5001 to 10000 and the same way based on the income they have stress.

## II. Occupational profile

Among all the problems in an individual's life, job is one of the leading causes of stress. Workplace has become a source of extreme stress as a result of technological changes, mass retrenchments, mergers and acquisition information overload, demand for more productivity, and uncertain future.

**Table-6**  
**Medium of Teaching**

Medium	Frequency	Percentage
Tamil	31	18
English	141	82

Source: Primary Data

The above diagram and table shows that more than four fifth (82%) of the respondents' are teaching in English medium, and 18% of the respondents teaching medium is Tamil.

## Years of experience

There is strong relationship between years of experience and the level of stress. It is linked with an individual ability to listen to newer ideas and the willingness to corporate in any participative research.

**Table No-7**  
**Years of experience**

Experience	Frequency	Percent
Fresher	9	5.2
1-5 years	92	53.5
6-10years	40	23.3
Above 10years	31	18.0
Total	172	100.0

Source: Primary Data

The above table explore that more than half (53.5%) of the respondents' teaching experience is between 1 to 5 years, and less than one fourth (23.3%) of the respondents' teaching experience is between 6 to 10 years, and less than one fifth (18%) of the respondents' teaching experience is above 10 years, respondents' do not have any teaching experience as they are newly joined in the teaching field.

Respondents	Frequency	Percentage
Low	86	50.0
Moderate	69	40.1
High	17	9.9
Total	172	100.0

**Table No-8**  
**Overall organizational stress**

Chi-Square Tests			
Chi-square test	Value	DF	Significance value
Pearson Chi-Square	5.909 <sup>a</sup>	8	.657

From the table point out that half (50%) of the respondents getting low level organizational stress, and little more than two fifth (40.1%) of the respondents receiving moderate level organizational stress, and remaining 9.9% of the respondents getting high level organizational stress.

**H<sub>0</sub>:** There is no significant association between age and stress level

Since the significance value is more than at 5% (0.05) level, so the alternative hypothesis is rejected. It is concluded that there is no significant association between age and stress level.

**H<sub>0</sub>:** There is no significant association between gender and stress level

Since the significance value is more than at 5% (0.05) level, so the alternative hypothesis is accepted. It is concluded that there is no significant association between gender and stress level.

**H<sub>0</sub>:** There is no significant affiliation between monthly income and stress level

ANOVA					
Monthly income	Sum of Squares	DF	Mean Square	F	Sig.
Between Groups	4.288	2	2.144	5.184	.007
Within Groups	69.898	169	.414		
Total	74.186	171			

Since the significance value is less than at 5% (0.05) level, so the null hypothesis is

Chi-Square Tests			
Chi-Square	Value	DF	Significance value
Pearson Chi-Square	2.221	2	.329

rejected. It is concluded that there is a significant affiliation between monthly income and stress level.

### **Major Finding:**

The total (172) respondents were working as a teacher under the private school management in Tirupattur District Educational Office (DEO) at Tirupattur. Based on the respondent's response the researcher has find something in this research.

### **Level of Inter Role Distance**

The researcher find respondents out of 172 respondents only 44.2% are having low stress on inter role distance. A few of them only getting high stress on their roles.

### **Level of Role stagnation**

Out of 172 respondents little more than three fifth (60.5%) respondents are having low stress on individual's role. A very few them only high stress because of stocking their roles.

### **Level of Role Erosion**

The study indicates more than half of (54.1%) of the respondents are having low stress on their role erosion.

### **Level of Role expectation conflict**

Majority (61%) of the respondents are getting low stress on role expectation conflict, most of them don't expect their roles.

### **Level of Role Overload**

Out of 172 respondents only 36% of the respondents are having low stress on their role overload.

### **Level of Role Isolation**

The study reveals that less than half (48.3%) of the respondents are getting low stress on role isolation.

### **Level of Personal inadequacy**

Out of 172 respondents 47.7% of the respondents are having low stress on their personal inadequacy.

### **Level of Self Role Distance**

The study reveals more than two fifth (43%) of the respondents are low stress on their self role distance.

### **Level of Role Ambiguity**

Out of 172 respondents 42% of the respondents covering that low stress on their Role ambiguity

### **Level of Resource inadequacy**

A vast majority (81.4%) of the respondents are having moderate stress on resource inadequacy in their jobs.

### **Level of Environmental stress**

Out of 172 respondents less than half (47.7%) of the respondents are having high stress on environmental factors.

### **Suggestions:**

The researcher has given suitable suggestions on the basis on 172 respondent's response.

This suggestion will help to private school management and future research purpose.

1. Most of the respondents are said they don't have sufficient time for spend with family because of their job, so the management should concern their employees' family.
2. Most of the teachers have fear when taking more responsibilities so the management should allocate the responsibilities equally.
3. The management should not give too much workload to their employees'.
4. Most of the respondents physically and mentally so tired because of their job, so the management give lesser hours for relax them.
5. The management should always support to their employees'.
6. The employees are expecting proper recognition from their management, so the management gives recognition to employees'.
7. The management should give job security to their employee's.

### **Conclusion:**

Education creates a good citizen to the society. An individual is between the power and the knowledge, but education makes him to be a good citizen wrapped with values and qualities, but today we could see the shift of ideas in education. It is viewed at profitable money making business and a product which can be owned up by the cost of money. There is a big bar between private and government school, the private sectors attracts people by annual results of the students. The research tries to find out the stress behind the private school teachers who are all behind this result production.

The private school teachers can be affected by psychological and physical stress. They suffered by the low salary, the increment of salary would relieve them from emotional stress. An appropriate salary could help them in involving teaching with interest. A special payment for the extra classes also helps them to look at as work rather a duty to do. Other efforts like arranging picnic, stress management classes, gathering for informal meeting, free seats to their children's and other privileges like loan for less interest would relive their stress. Generally the behaviour of students also affecting the emotional ability of the teachers.

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