

## Stress Level of Female Teachers at Secondary Level in Government and Private Schools

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### Abstract

The main purpose of the paper was to study the stress level of female teachers at secondary level in government and private school. Stress is an unpleasant emotion which is a critical part of Health Safety and Environment (HSE). This study focused on the impact of environmental factor on stress level of female teachers. The three main objectives are (i) to study the impact of school environment on stress level. (ii) to compare the stress level of female teachers at secondary level in Government and private school. (iii) to study the relationship between the job performance and stress level of female teachers at secondary level in Government and private School. The survey research method was applied to study the stress level. The study was conducted in total 60 teachers comprising of 30 each from private school and Government school. Researchers followed purposive sampling in order to collect the data. Mixed method was used for data analysis means qualitative as well as quantitative. Self-developed tools were used by the researchers in which one was checklist and another was three-point rating scale. The collected data was analyzed by using percentage, grouping and accordingly interpretation was drawn. This study found that the mean value of private school teachers performance is 68.86 which is higher than Government school mean value which is 64.68. On Performing t test the critical value is more than the statistical value which is  $1.6720 > (-3.8709)$ . It means there is a significant difference in the performance of private school and Government school teachers. It is found that the stress level and job performance are directly proportional to each other. The conclusive decision is stress level is positively correlated upto a certain stress level.

**KEYWORDS:** Stress Level; Female Teachers; Secondary Level; Job Performance

### Introduction

Stress is an important factor in our daily lives which influence our efficiency, well-being, health and happiness. Stress could be due to our work pressure, economic constraints or be it from the desire to do well in life. The main causes of occupational stress faced by female teachers are due to heavy workload, in managing Gen-Y students' behavior in and around classroom, financial hick-ups at home, lack of family support. The study on Stress is very much significant in this context. Stress is basic to life, no matter how healthy, wealthy, powerful, good looking or happy a person might be. The present study has been undertaken to surface the stress levels of women teachers in government and private schools and to identify the various reasons behind their stress. This study also a proactive initiative towards the clinicians, psychiatrists, policy makers, practitioners and other allied agencies for prototype analyzing in future. In order to measures, minimize the stress and create a positive environment within the schools, our approach should be atheism. These atheism

approaches will obviously a practical base solution defining pathway where everyone will be empowered to project a solution for their own stress.

Based on effect on our mind and body reflection, stress can be classified into two types: good stress & bad stress. Although there are no basic defined criteria in between these good stress and bad stress. In generic sense, stress considered as a negative reflection of human behavior in specific mental state of situation due to stimulation of specific external motivations. But it depends on person's attitude and approach towards specific external motivation. If in the same time period stress stimulates / motivate a person to negotiate more with external factors in positive state of mind, then it is good stress to that fellow. But the same amount of stress may affect adversely onto other fellow, means that fellow will be demotivated to negotiate with external factor in positive state of mind. Then the same stress will be defined as bad stress for the second fellow. So, Stress is a multidimensional perimetric mental reflection of mind which differs on character as well as situations.

In this research, we have taken a small initiative to mirroring the stress level of female teachers at secondary level in Government and private school. *We have also tried to do apple to apple comparison between private school and Government school teachers job performance as well as school environment scenario to establish our research work.*

### **Rationale of Study**

Several studies have been conducted on stress level, occupational stress, and job satisfaction of a women in Private and Government organization and most of the researchers found that the stress level of women in private organization is much more than those in the Government organization.

Jayaraj (2013) found Aided school teachers had more occupational stress as compared to Government school teachers. Reddy and Anuradha (2013) found that 88 percent of Private Higher Secondary school teachers experienced moderate to high level of stress. Devi (2006) discovered that Science and Technology professionals and doctors in Private sectors experienced greater life stress and role stress. Ahamad(2012) conducted study on occupational stress among male and female teachers at elementary school. The major finding of the study was at elementary level private school teachers had more stress. These are the findings which indicate that the female teachers working in private schools experienced more stress than those working in the government organizations.

However, a few studies conducted on the subject had a contradictory conclusion. These are as follow; Christopher Amalgam Vallabas Bosch and colleagues (2017) conducted a comparative study on occupational stress and professional burn out of special schoolteachers working in a private and government schools. They found that Special school teachers at government schools experienced higher stress in India. Singh (2015) conducted study on job stress among female teachers in rural primary school and the finding was that female teachers of rural primary government school are overloaded with work stress. While the above two studies found that Government school teachers experienced more stress Harish and Jayakrishna (2018) who conducted a study on the occupational stress and job satisfaction of teachers in government and private sectors found that in both government and private organization, s teachers experienced high stress level in out skirts of Chennai.

The above stated findings of different researchers despite a few contradictory opinions, by and large indicate that the stress level experienced by the women in private organizations is more than that experienced by women in Government organizations. That there is a need to conduct further research to find out stress levels experienced by female teachers of Secondary level in Private and Government schools.

### Objective

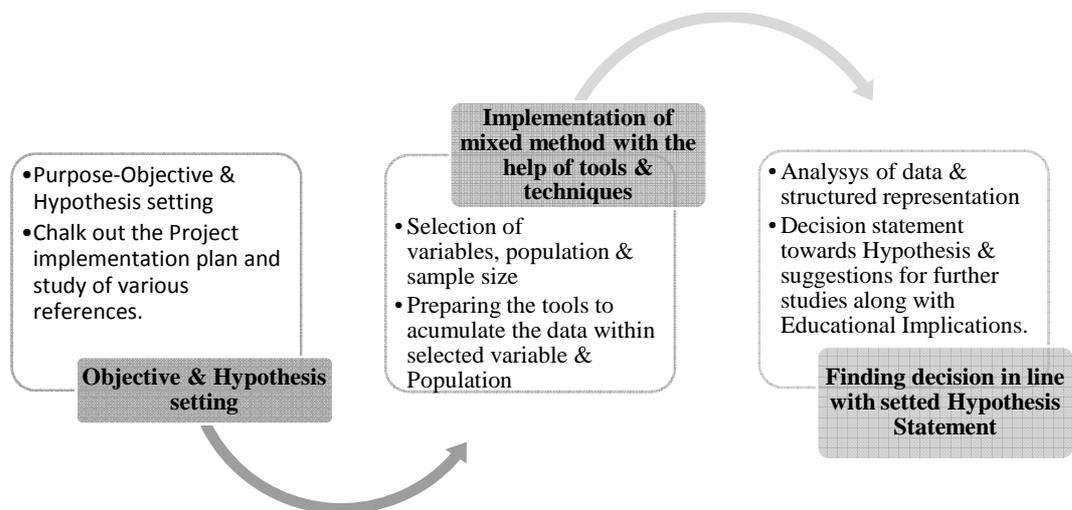
1. To assess the impact of school environment on stress level of female teachers working in private schools and government schools.
2. To compare the stress level of female teachers at secondary level working in private and government schools.
3. To compare the impact of stress on job performance of female teachers in private and government schools.

### Hypotheses

- a) In private schools the stress level of female teachers will be more as compared to those working in Government schools.
- b) There will be positive correlation between stress level and job performance of female teachers at secondary level in Government and private schools

### Methodology

Research methodology is a generic name of various structured process to collect, process & representation of the collected data to establish a structured overview of a research. In the context of the focused statement “stress level of female teachers at secondary level in Government and private schools” here quantitative method has been followed. Design of method is an important symmetrical process to derive a decision-based result depending upon the available set of data resources and using the methods.



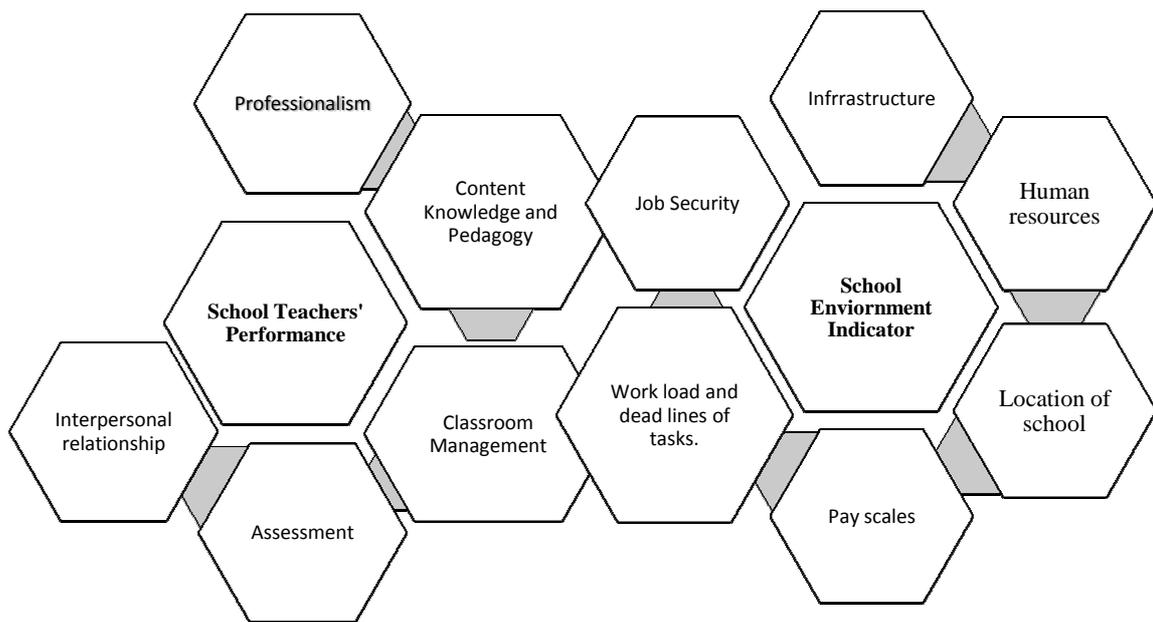
### Population & Sample

The population for this study is all female teachers at secondary level in Government and private schools. The sample size for this research is 30 female teachers of secondary level from 5 Government schools and 30 female teachers of

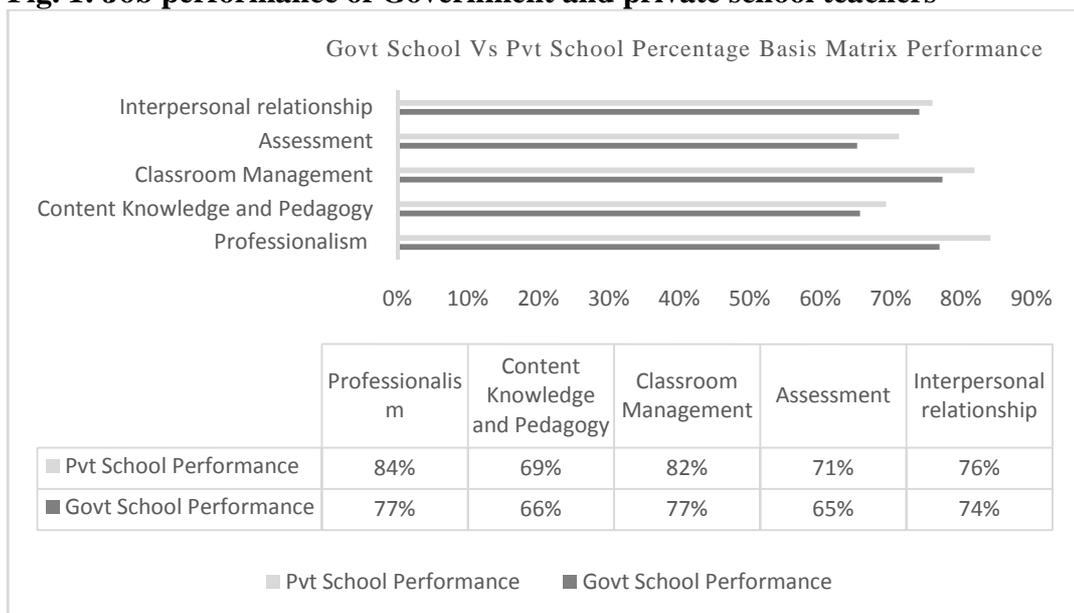
secondary level from 5 private schools of Bhubaneswar city. Researchers followed purposive sampling to select the sample for this study.

**Data Analysis and Interpretation**

Data analysis is a process of inspecting, cleansing, transforming and modeling the data with the goal of discovering useful information, informing conclusions and supporting decision-making. The data has been analysed by using frequency, percentage, descriptive and inferential statistics, which is presented in following sections.

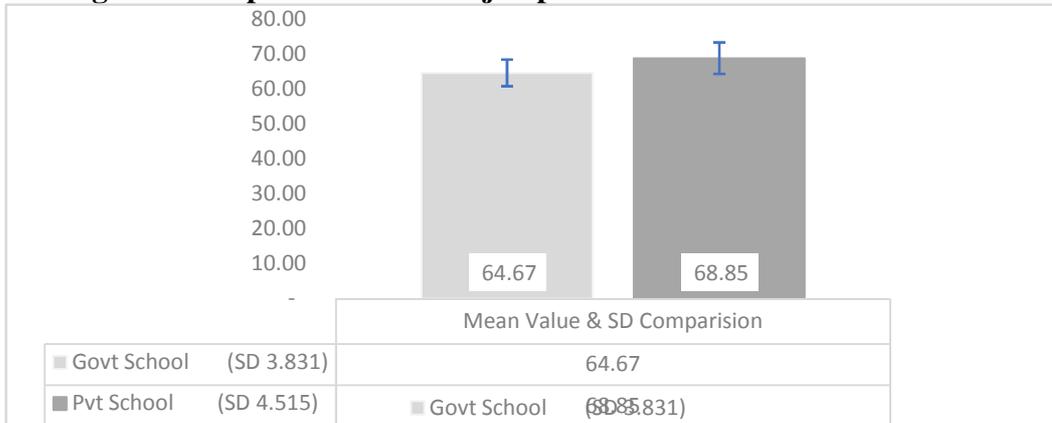


**Fig. 1: Job performance of Government and private school teachers**



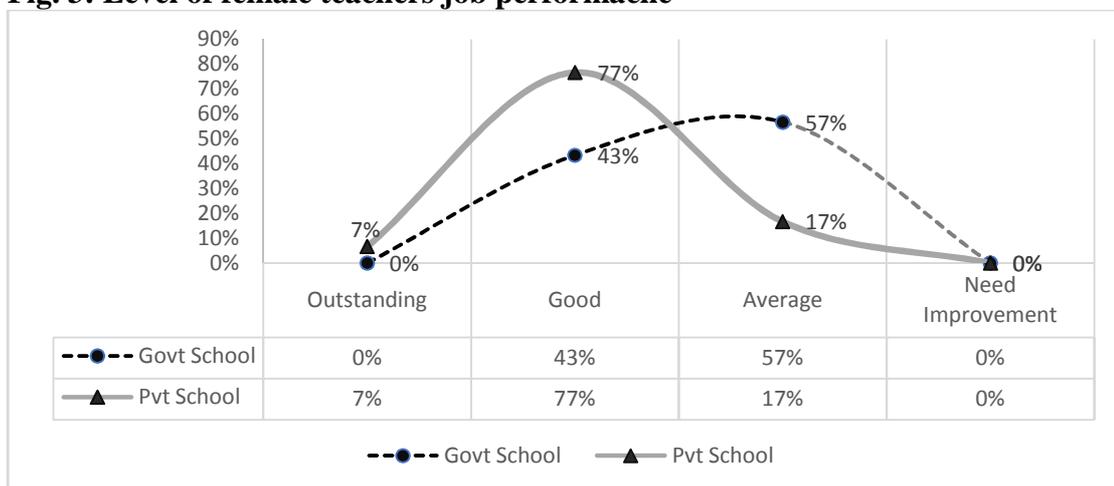
In the above representation, researcher finds that private school teachers performance is better than Govt.school teachers performance in all five aspects i.e Professionalism,Content knowledge and pedagogy,Classroom management Assesment,Interpersonal relationship.

**Fig. 2: Descriptive statistics of job performance of female teachers**



In the above representation, researcher finds that Mean Value of private School Performance (68.85) is better than Mean value of Govt. School Performance (64.67). Error Bar of Each column is representing the SD value. SD represents the Variation (Spread Out) Level of Mean Value. Based on this analysis it is visible that SD value of Private School (SD 4.515) is much better than Govt. School SD Value (3.831). It means Private School teachers Performance SD Value is much dispersed than Govt School Performance SD Value.

**Fig. 3: Level of female teachers job performacne**



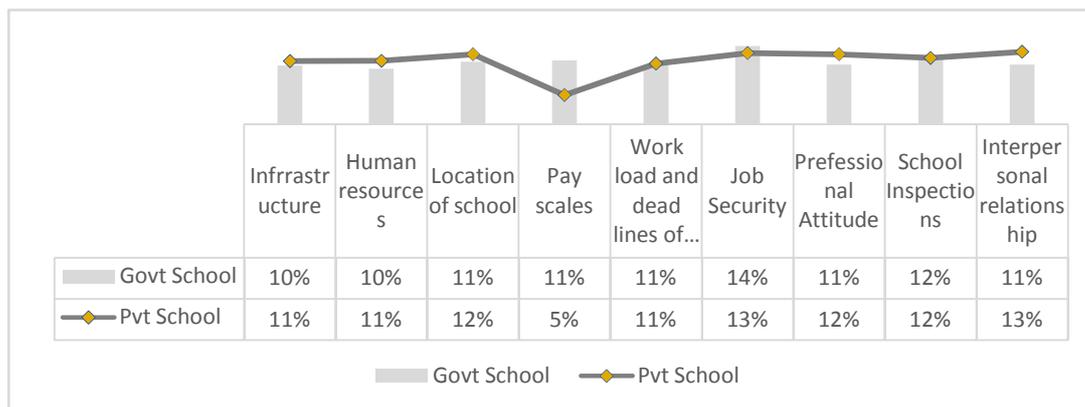
In the above Bell Curve analysis reasearher finds out that Private school stands better in “Outstanding Teacher” ,”Good Teacher” where as Govt. School is better in “Average Teacher” polpulation. So it is established that the blend of Teachers is better in Private School as compared to Govt. School as there is no such population of Outstanding Grade Teachers in Govt. Schools.

**Table-1: t-test on job performance of government & private school teachers**

t-Test: Two-Sample Assuming Unequal Variances	Govt. School	Pvt. School
$\alpha = 0.05$		
Mean	64.6667	68.8519
Variance	14.6786	20.3902
Observations	30.0000	30.0000
Hypothesized Mean Difference	0.0000	
Df	57.0000	
t Stat	-3.8709	
P(T<=t) one-tail	0.0001	
t Critical one-tail	1.6720	
P(T<=t) two-tail	0.0003	
t Critical two-tail	2.0025	

In the above table researcher finds that t value is -3.8709 which is lower than t Critical Value (One-Tail) 1.6720. As t value is lower than critical value, null hypothesis is “Failed to Reject”. Simultaneously following P value approach and considering One Tail Test, P Value is 0.0001 against Level of Significance ( $\alpha$ ) value 0.05. It interprets P value is far lower than Level of Significance ( $\alpha$ ) value. Hence null statement “Govt. School Performance is better than Pvt. School Performance” is rejected because of 5% Level of Significance. So, it establishes that “Pvt. School Performance is better than Govt. School Performance” due to significant difference in Performance of Pvt. School Female Teachers as compared to Govt. School Female Teachers at Secondary Level.

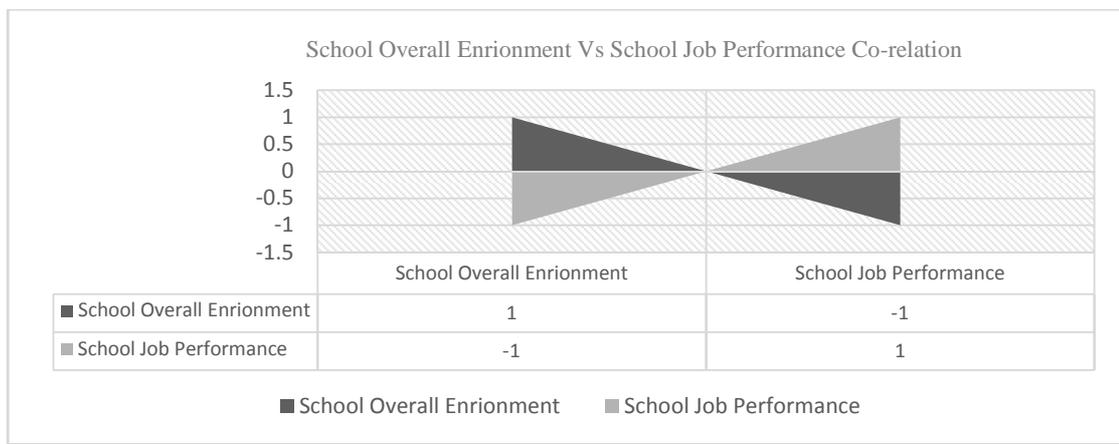
**Fig. 4: Environment of Government and private schools**



Comparing School Environment of private and Govt. School against each attribute researcher finds that private School is better than Govt. School in terms of Infrastructure, Human resources, Location of school, Professional Attitude, Interpersonal Relationship. In Terms of Workload and deadlines of tasks & School Inspection both schools scored same. But although both schools scored same in Workload and deadlines of tasks & School Inspection, Pvt. School scored far lower as compare to Govt. School in Terms of Pay Scale as well as Job Security.

It elaborates like that Overall School Environment of Pvt. School is not better as compared to Govt. School. Although Out of Nine attributes Pvt.School shows better result in five attributes but in two major attributes i.e. Job Security & specifically in Pay Scale, Pvt. School’s Scoring is significantly low. These two attributes have direct impact on Teacher’s Stress Level due to volatile economic and uncertain job market scenario. There are no such attractive Pay Packages in Pvt. Schools to support the Market volatility of Teacher’s Daily Lifestyle. So, where lifestyle index figure is lower, Teacher will be under Stress due to inadequate net cash flow to sustain daily livelihood. Means, Stress comes from sustainability where Pay Scale and Job Security plays a role of catalyst.

**Fig. 5: Correlation between school environment and job performance**



**Table-2: Correlation between school environment and job performance**

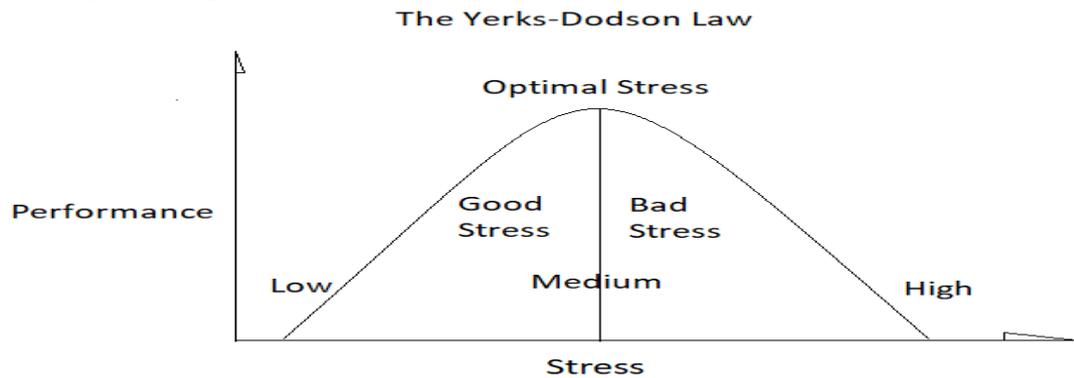
Type of School	School Overall Environment	School Job Performance
Govt. School	0.77	0.72
Pvt School	0.75	0.77

$r = -1$	School Overall Environment	School Job Performance
School Overall Environment	1	-1
School Job Performance	-1	1

In the above representation we can say that School Overall Environment and School Job Performance are Co-related as Perfect Negative Co-relation. Means where Job Performance is High, School Overall Environment will be relatively Low.

As Stress Level is inversely proportional to Overall School Environment means Stress will be High when School Environment will be Low, we can say that Stress and Job Performance is Positively Co-related.

**Fig. 6: Graphical Representation & Interpretation on “The Yerkes-Dodson Law”**

The Yerkes–Dodson law is an empirical relationship between arousal and performance, originally developed by psychologists Robert M. Yerkes and John Dillingham Dodson in 1908.[1] The law dictates that performance increases with physiological or mental arousal, but only up to a point. When levels of arousal become too high, performance decreases. The process is often illustrated graphically as a bell-shaped curve which increases and then decreases with higher levels of arousal.

Although there is a Positive Co-relation in between Stress Vs Job Performance in the previous representation but following the Yerkes-Dobson Law there is a limitation of this statement. Stress & Performance is Positively Co-related up to a certain Break-Even Point which is called Optimal Stress. After reaching that Break-Even Point the Co-relation in between Stress & Performance will be inversed means Negatively Co-related. So, there is Positive Co-relation between Stress Level and Job Performance up to the Optimal Stress Level break-even point.

### Major Findings

- In all sub-attributes like Professionalism, Content Knowledge & Pedagogy, Classroom Management, Assessment, Interpersonal Relationship Pvt. School is performing better in comparison to Govt. School.
- Based on Performance Mean Value and SD Value comparison, Pvt. School is performing better as compare to Govt. School
- The blend of Teachers is better in Pvt. School as compared to Govt. School as there is no such population of Outstanding Grade Teachers in Govt. School
- As per t- Test (P Value approach) Pvt. School Performance is better than Govt. School Performance
- Overall School Environment of Pvt. School is not better as compared to Govt. School
- In major two attribute i.e., Job Security & specifically in Pay Scale, Pvt School’s Scoring is significantly low. These two attributes directly impact on Teacher’s Stress Level due to volatile economic and uncertain job market scenario.
- Teacher will be under Stress due to inadequate net cash flow to sustain daily livelihood. Means, Stress comes from sustainability where Pay Scale and Job Security plays a catalyst role.
- School Overall Environment and School Job Performance is Co-related as Perfect Negative Co-relation. Stress Level is inversely proportional to Overall

School Environment. So, there is positive Co-relation between Stress Level and Job Performance.

- As per Yerkes–Dodson Law, there is Positive Co-relation between Stress Level and Job Performance up to the Optimal Stress Level point

### **Educational Implications**

Education is a pathway to explore the resolution of the obstacles in life. Education means not only acquiring quality degree but also the raising a positive attitude within ourselves towards socio-economic barriers around us. To do something innovative for the welfare of the society as an aware and responsible citizen, we must crush the roadblocks towards future developments.

Teachers are torch bearers for unaware raw child minds. If Teachers are energetic, progressive, and motivated then their honest efforts will help to make our children good educated persons and independent self-aware citizens.

This research helps the policy makers and educationalists to understand the factors responsible for the stress level of female teachers and help to develop policies in favor of teachers working in Private & Government schools.

The study will also help the policy makers to get an idea about the co-relation between the job performance and stress level. It may help to draw their attention to the blurred line in between Good Stress & Bad Stress. There is no thumb rule for Good Stress & Bad Stress to define that whether the existing Stress is Good or Bad. It totally depends on the Mental Attitude and Physical Limitations of an individual who are undergoing the Stress.

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