

## **A Study of Job Stress and Job Satisfaction of Male Physical Education Teachers In Relation to Type of Schools**

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### **Abstract**

A study was conducted with an objective to compare Job Stress and Job Satisfaction of male physical education teachers working in various types of schools i.e. Government, Public and Private schools. Occupational Stress Index (OSI) By Srivastva and Singh (1984) and Job satisfaction scale by Singh and Sharma (1986) were applied on eighty six male physical education teachers. It was observed that the teachers working in Public schools were facing significantly more Job stress than their counter parts but at the same time they were enjoying better job satisfaction than others.

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### **Introduction**

Stress is a complex term with many meaning. Physiologists describe stress as a total body reaction to any situation or agent which tends to destroy the homeostatic balance. Psychologist describes it as the manifestation on disturbed state of mind, so its cure lies in providing equilibrium or relaxation of mind. A certain amount of stress is in fact essential to push ahead in life. In all types of Jobs, there is an inter play between the demands that the job makes on the employee and those of his organizations is the cause of Job stress.

Lazarus (1966) stated that stress encompasses a whole spectrum of factors (stimulus, response, cognitive appraisal of threat, coping styles, psychological defenses and the social malice's).

Mc Garth (1970) has defined stress as the anticipation ability to perceived demands accompanied by anticipation of negative consequences for inadequate responses. Job Stress and Job Satisfaction go hand in hand. The right amount of stress can be a great motivating factor for Job Satisfaction.

Work is potent source of need gratification of all types such a physical, security, social and ego needs. Work not only provides status to the individual but also binds him to the society. Work occupies so much of men's life span that the satisfaction or dissatisfaction with it could affect the individual considerably in all walks of life. Job satisfaction is the total body feeling that an individual has about Job. Job satisfaction is important to the employers, the worker and the community. Steadiness of employment conditions of work, wages, advancement opportunity along with employees age, health, temperature, desire level of aspiration, family relations and social status are important factors for satisfaction. Davis (1977), Locke (1976), Chen (1977) have stated that Job satisfaction is the extent to which and individuals needs are satisfied.

### **Procedure**

To achieve the objectives of the study a purposive sampling device was used to include eighty six male physical education teachers drawn from different types of school of Chandigarh i.e. Government, Public and Private Schools. O.S.I by Srivastva and Singh

(1984) and Job Satisfaction scale by Singh and Sharma (1986) were used for the collection of data. Analyses of Variance (ANOVA) statistical procedure was applied to obtain the results.

### Analysis of results

The results obtained after applying one way analysis of variance has been presented in tables for its analysis. The results pertaining to job stress have been presented in table 1 and 2.

**Table-1**  
**Analysis of variance for Job stress among physical education teachers working in Government, Public and Private schools**

Source of Variance	SS	df	MSS	F
Within group	3047.34	83	36.28	28.41*
Between the groups	2061.56	2	1032.78	

\* Significant at 05 level  $P > 4.90$

The results presented in table-1 indicated significant difference in the Job stress among Government, Public and Private male physical education teachers. As the obtained F value (28.41) was found greater than 4.90 required to be significant at five percent level. Further Scheffe's post hoc test of significance was applied to see the direction of results which has been presented in table-2

**Table-2**  
**Difference between paired means for Job stress of Male Physical Education Teachers**

Government Schools N = 27	Public School N = 27	Private Schools N = 25	M D	Critical Ratio (I)
120.85	132.22	-	11.37*	5.48
120.85	-	121.04	0.19	5.59
-	132.22	121.04	11.18*	5.59

\* Significant at .05 level

The results of Scheffe's post hoc test revealed that teachers of Public schools faced more Job stress than the teachers working in Govt. and Private schools as the Mean difference in these cases were found greater than the critical ratio at 05 levels. However no significant difference was observed between the teachers working in government and private schools.

The results pertaining to Job satisfaction have been presented in table-3

**Table-3**  
**Analysis of variance for Job satisfaction among male Physical Education teachers working in government, Public and Private schools**

Sources of variance	SS	df	MSS	F
With in groups	2278.19	83	29.98	
				41.87*
Between groups	2510.53	2	1255.27	

\* Significant at 05 level  $P > 4.90$

The results of Table-3 indicated significant difference among male physical education teachers working in the schools of different organization as the obtain F value (41.87) was greater than table value of 4.90 required to be significant at 05 level. Scheffe'S Post hoc test of significance was applied to see the direction of results and subsequently presented in table - 4.

**Table – 4**  
**Difference between paired means for Job Satisfaction of Male Physical Education teachers**

Government Schools N=27	Public School N = 27	Private Schools N = 25	MD	Critical Ratio (I)
68.74	80.52	-	11.78*	4.66
68.74	-	68.52	0.22	4.75
-	80.52	68.52	12.00*	4.75

\* Significant at .05 level

The results of post hoc test of significance revealed that the male teachers working in Public schools experienced more Job satisfaction than their counter parts as the mean difference in the scores were found greater than their respective critical ratios at five percent level. However no significant difference was observed between the teachers working in govt. and private schools.

### Discussion

The results presented in forgoing table revealed in that Job stress and Job satisfaction of Public schools was more than the teachers working Govt. and Private schools. The results were in agreement of study conducted by Thakur (1993) but contradictory to study conducted by Sharma (2009). However one thing is clear that busy and reasonable stress full life is better and provides satisfaction because with these qualities people are appreciated. Moreover they are not the devil's brain workshop. The teachers of public schools worked under more Job stress which paid them dividend for providing them better job satisfaction. The teachers of public schools have been working under favorable environment. The results of the study conveys the message that a reasonably stress full

life provides better Job Satisfaction. Therefore one should keep himself busy in constructive work so that he becomes a useful and respectable person in the society.

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