

STRESS AND ITS IMPACT ON JOB PERFORMANCE IN TEACHING

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Abstract : Finding a teacher who doesn't feel stressed is possibly like trying to find a needle in a haystack. Teachers' stress in particular means a situation where the teachers are exposed to certain unwanted environmental factors, which either exists within the educational institution or exists outside the educational institution, these factors hamper the normal routine life of teachers by affecting their performance at work.

Keywords: Stress , Job Performance , Haystack , Environmental Factors .

1 INTRODUCTION

A routine stress is all right, and has no negative effects on teachers, but if the stress continuously hit the teachers' working lives.

OBJECTIVES

- ❖ The primary objective of this study was to determine the nature of stress experience by teachers in schools of industries and to determine whether there are significant statistically relevant differences in the stress levels and manifestations for teachers in mainstream education and schools of industry. *
- ❖ Secondary aims were to determine whether variables such as the gender, age and experience play a role in the perceived levels of stress manifestations.
- ❖ The study showed that teachers experience high levels of stress with regard to time management, work-related stressors, professional distress, discipline and motivation and professional investment as well as high levels of stress manifestations with regard to emotional, fatigue, cardiovascular, gastronomic and behavioural manifestations

METHODOLOGY

The researcher has undertaken secondary data to understand that there is relationship between stress and its impact on job performance of teachers through news papers, articles, journals, and publications. Primary study was conducted on teachers from different schools.

REVIEW OF LITERATURE

Teacher bloody angry with HM

A teacher in Penang cut her wrist and posted the photo on her Facebook in an act of anger against her daughter's headmaster. The teacher, who taught Mathematics and Physics at the same school in 2013, claimed that her eldest daughter, who has been diagnosed with acute leukemia, was given an 'E' in co-curricular activity despite a doctor's letter exempting her from taking part. She was later transferred to another school. In her posting, the teacher accused the headmaster of causing her stress. "You can't see that, so I'll use a way where you can see how you have tortured me in the last one year. I must return your gesture.

Stress and its impact on job performance in teaching

It was reported that the school's headmaster said he was being targeted by the teacher after mediating an argument between her and a fellow teacher.

SCHOOL 'CLIMATE' AFFECTS TEACHERS' EXPECTATIONS ABOUT STUDENTS

The school environment in which teachers work affects their expectations about students. "While we know that expectations are primarily determined by the specific characteristics of teachers, we have shown that the school environment also plays a determining role" in what teachers come to expect from their students, said Marie-Christine Brault, researcher at University of Montreal in Canada. The researchers conducted a multilevel analysis using data from 2,666 teachers in 71 secondary schools in Quebec. From these data, the researchers could distinguish between two levels of variables the teacher. His/her perception of "school climate", gender, age, courses taught; and the school its academic, socio-economic, ethnic composition, and the way the entire school community perceived the "school climate". The findings suggest that by intervening in the educational climate of schools by ensuring that all teachers are committed to the success of their students.

THE STUDY

Q1-Do you feel your job is stress full?

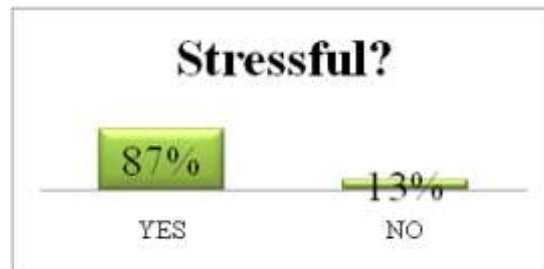


Chart1

FINDINGS :

Social and personal pressures, Economic pressures (inadequate salary, job insecurity) This is the bar graph in which according to survey 87% teacher's suffer from job stress and 13% says they don't suffer from stress. This acknowledges that teaching profession is stressful as shown in the graph.

Q2.According to you your job is stressful today or was before?

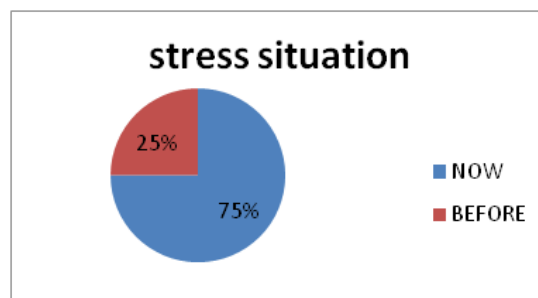


Chart 2

FINDINGS :

This is a comparative study by using pie chart through which difference in stress is shown. That the stress was in those days when all work was done by hands without much use of technology or today where latest technology and all computerised system is used. The max reply is today as competition is also increased which makes teachers under pressure.

Q3.Is there competition in this field which makes you stressful?

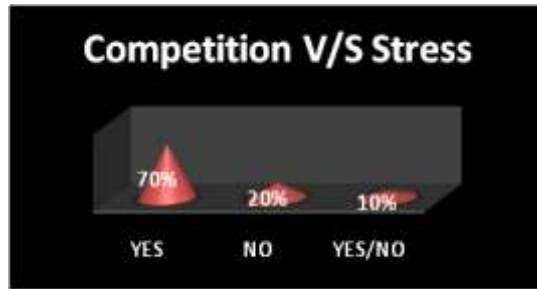


Chart 3

FINDINGS :

It is not surprising that education and competition are intimately related. Competition is in all field weather teaching or business. According to survey 70% from this profession told YES that there is competition, and 20% told NO and 10% are those 1 who believe that sometimes there is competition and sometimes not.

Q4.How would you rate your occupational stress?

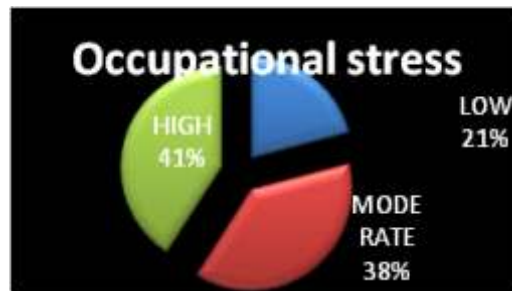


Chart 4

FINDINGS :

Occupational stress can be defined as the physical and emotional response that occurs where worker perceives an imbalance between their work demands and their capability. According to this pie chat 41% says there is high stress in teaching profession 21% says not much stress and rest 38% says that there is modrate stress in this field its depends on teachers and there nature and behaviour.

Q5.Reasons of stress ?

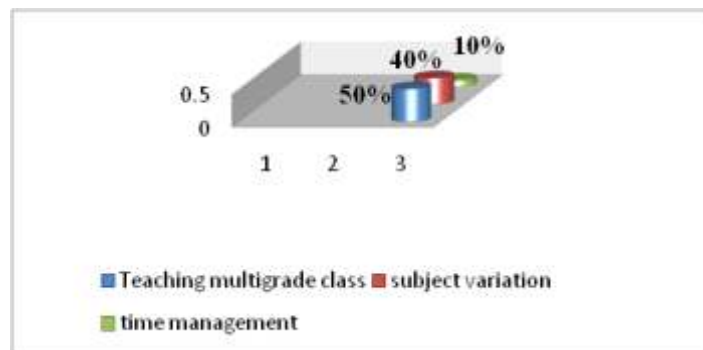


Chart 5

Stress and its impact on job performance in teaching

FINDINGS :

Here multiple reasons of stress is given like 50% of stress is due to teaching multigrade class ,40% due to subject variation and 10% due to time management.

Q6.Does stress impact your performance?

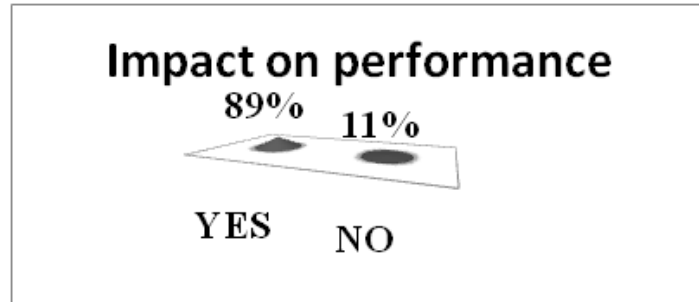


Chart 6

FINDINGS :

89% of this profession told that stress affects there performance. By less attentative in class, poor quality of teaching etc. And 11% told that stress do not affects there performance as they knw to manage it .

Q7. Is children's behaviour reason of stress?

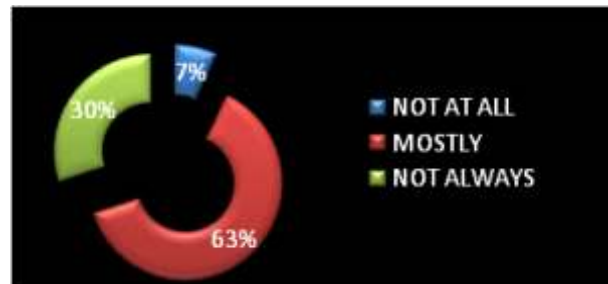


Chart 7

FINDINGS :

Children are reason of stress told by 63% of teachers.30% told that not always stressful but 7% told not all stressful.

Q8.Is there any attrition due to stress?

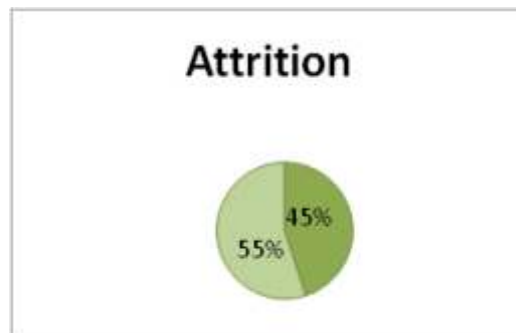


Chart 8

Stress and its impact on job performance in teaching

FINDINGS :

Here 45% of this professions says that stress is a reason to quit the job. But 55% says they don't feel to quit the job as many other problems get created after leaving the job.

Q9.Is pressure of job is intense and draining?

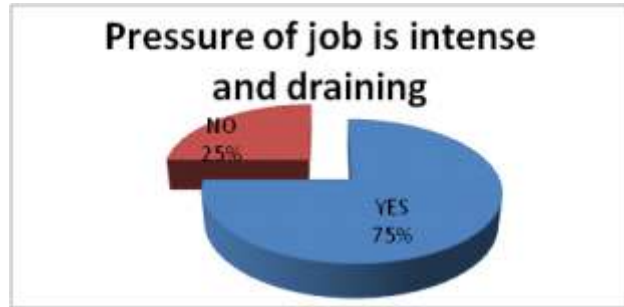


Chart 9

FINDINGS :

Work load is in all field completion of work, submission etc. Among all of research 75% told that the pressure of job is intense and draining. And 25% says there is no pressure in job.

Q10. Overall survey among teachers from different category?

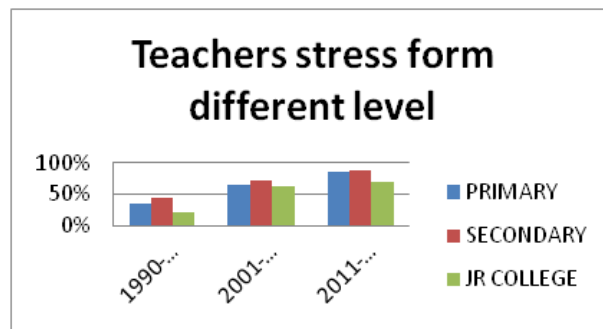


Chart 10

FINDINGS :

After survey and interaction with teachers of various level it is understood that from year 1990 to 2015 there is constant increase in stress among teachers at all levels.

SUMMARY&FINDINGS

Finding a teacher who doesn't feel stressed is possibly like trying to find a needle in a haystack. In fact, a recent survey found that 100% of teachers asked said they suffered with stress and that it had a detrimental impact on their lives, both inside and outside the classroom.

RECOMENDATION-SUGGESTION

- ❖ Teaching is both an incredibly rewarding and an incredibly stressful career. School can be a tremendously stressful place for educators.
- ❖ It's important to not let stress stand in the way of you having a good day.
- ❖ If you can reduce your stress, you will able to focus your energy on more important things, like planning lessons, preparing your class and interacting with your students.
- ❖ Even the simple tasks below can help put a smile on your face.

“Skill Development : The Key to Economic Prosperity”

CONCLUSION

- ❖ Sometimes the work is in the planning, sometimes in the instruction, sometimes in the guidance of students, and sometimes the work is in figuring out what works best teachers working with students in our classrooms.
- ❖ The Department of Education should be sensitised towards the needs of teachers and should address the problem of teachers' stress in both of these type of institutions in order to manifesting with symptoms of stress manifestation and reduced service delivery to learners.

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