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## **ANALYSIS OF JOB STRESS AFFECTING PERFORMANCE OF TECHNICAL TEACHERS**

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### **Abstract**

*In this modern society job stress is a much talked complex phenomena leading to many disastrous consequences. Moderate level of stress that motivates a teacher is good. But as per the review of literature at international and national levels scenarios; some of the findings of the study reveals that majority of teachers faces serious problems of job stress due to various reasons such as work overload, lack of resources, role ambiguity, fair/less compensation, inadequate work environment etc. Also poor relations with colleagues, students' indiscipline, lack of support from higher authorities, negative community attitude, farrago of thoughts related to profession and improper trainings contributes greatly in enhancing the problem. The quality of Technical education is serious concern of current situation which poses many issues to the future of technical youth. In this research it is tried to analyses the causes of stress and impact on quality because of stress. This will be done by designing the questionnaire depicting various reasons of stress in the educational Institutions as mentioned above. After that analysis will be done before coming the conclusion by applying various statistical methods on the data collected. The results will help us in identifying the key factors impacting quality of Technical Teachers.*

*Hence this research is expected to contribute towards increase in the productivity of teachers in technical education. In future this research can be applied to the teacher community as a whole.*

### **Keywords**

Work Stress, Role Ambiguity, Community Attitudes, Efficiency, Effectiveness, Teachers Performance Productivity

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## **1. Introduction**

Modern lifestyle of living in the current era needs innumerable means of comfort, but also a bought abundance of demands which in turn gives stress to human mind and body. Stress is a major concern nowadays at work place. Not only executives working on responsible posts but the victims of this stress include slum dwellers, working women, laborers, businessmen, professionals and even to the children. Nowadays stress is inbuilt part of everybody's life and is unavoidable component of the modern life due to increasing stiff competitiveness in living standards. In today's continuously changing world, no individual or profession is stress free.

Selye Hans in 1936, was first person to introduced the concept of stress in life sciences. It was taken from the word 'stringere' of Latin language, it mean undergoing the experience of physical hardship, torture, pain and starvation. Selye Hans, defined stress as "the non-specific response of the body to any demand placed upon it" (Selye Hans, 1956). If the individual's mind is fully occupies and then further workload is given, then such condition leads to the development of stress (K.P. Mani et al., 2014). The causes of stress are numerous and can prove fatal for individual's growth and efficiency. There can be numerous causes of stress such as study, work, family, business and organization. Social or economical activity and financial status are also reason of stress. Thus in modern time, stress and particularly job stress had became part and parcel of humans life. Stress free life is beyond imagination nowadays. (Ana SLISKOVIC' et all, 2011)

Education transforms humans into the better beings having functional and analytical ability. Technical Education plays an important role in human resource development by creating skilled manpower which enhances industrial productivity and leads to overall improvement in the quality of life. (G. V., 1998) Education industry plays an important role in shaping the future of youth and country development. Teachers are the main stake holder and play an important education system (Kyriacou & Sutcliffe, 1978). Technical teachers' experiences job stress due to

various reasons such as work overload, lack of resources, role ambiguity, fair/less compensation, inadequate work environment etc. Also poor relations with colleagues, students' indiscipline, lack of support from higher authorities/management, negative community attitudes contributes greatly in enhancing the problem. Farrago of thoughts related to profession and improper trainings are also the major causes of stress.

Satisfaction towards work and stress are inversely proportional. If the individual is satisfied with his work he will not observe stress. Also, the environment also greatly contributes in stressing the being. If environment is stress free person will be stress free and vice versa (George Halkos et al., 2009). In the present education industry, teachers have to meet the expectation of students, their heads, administration and parents. All these factors hampers the routine ability and exhaust the teacher. If the level of satisfaction in teachers decreases then overall productivity gets degraded. (Sadaf Khan et al., 2012)

Like a coin stress also has two faces. When it is treated like a servant (means in small amount), it helps the individual to upgrade his performance but when it becomes master (means larger amount of stress) it deteriorates the performance of the individual. Hence it is like best friend or worst foe. In this paper it is tried to classify the types of stress among technical teachers, its causes, impact, coping mechanisms and consequences of this stress.

## **2. Classification of Stress**

Stress is the element which causes in the disruption of day to day life. Stress can be classified as follows:

2.1 Environmental

2.2 Organizational

2.3 Individual or internal demands

**2.1 Environmental Stress:** The stress which is suffered by an individual due to the environment in which he sustains is termed as environmental stress. Job is not alone responsible for this kind of stress. The causes include financial instability, political and economical uncertainties, societal changes, technological changes etc. If the environment is negative and stressed individual also observes some stress. Also happy and stress free environment helps individual to perform the duties in a more effective way. (George Halkos et al., 2009).

**2.2 Organizational Stress:** This occurs due to the deformities in the working area. (K.P. Mani et al., 2014). With the advent of new technology, organizations demand the workforce which is compatible to it which forces its employees and they got stressed due to this. Organizational stress can be Exogenous (outside the individual) or Endogenous (within the individual). The exogenous stress reasons include changes in the work load or environment, demand of the job. When the nature and demand of the job performed by the individual is changed it leads to a kind of stress which is outside the individual but a big cause of stress. Endogenous (within the individual) including the employee's abilities both physical and mental and coping mechanism (Gandham, 2000). Technical teacher, stress can be caused because of number of factors both by external and internal.

**2.3 Individual Stress:** The stress which an individual observes within himself is termed as individual stress. It is of two types external or internal. There could be various causes of individual stress among technical teachers. Some of the external causes include lack of discipline among students, mixed-ability classes, lack of resources, over burden, improper distribution of load, poor communication, problematic relationships with colleagues and inadequate rewards and recognition. Sometimes lack of support, isolation and limited interaction with other teachers are also a reason of stress among technical teachers. Internal causes are due to the nature and physical well being of a teacher. Internal causes may include an aggressive, impatient, competitive personality; work holism, negative attitude toward students; and in particular, unrealistic self-expectations. (Tang *et al.* (2001). Due to physical problem such as diseases etc. teachers are unable to concentrate which leads to stress.

### **3. Causes of Stress**

Based on the literature review done and practical observations the main causes of stress amongst technical teachers includes lesser salary and increments as compared to work, poor relations with the colleagues, lack of communication between the higher authority and teaching staff, non-cooperative administration, lack of breaks and lack of proper training. Unclear job description also leads to farrago of thoughts which could be another reason of stress. (Naina Sabherwal, Deeya Ahuja, Mohit George, Arjun Handa, 2015) When the efforts of a teacher are not valued both in the manner of recognition or financially it also leads to stressful life. When an individual views lack of growth prospects in his/her career it automatically leads to some sort of

bad thinking mind which can be called stress. This is the major issue which technical teachers are facing nowadays.

When the working environment is difficult for an individual to manage, he observes stress. Pressure is mounted by general public, state and central government to higher education to increase the productivity, efficiency and quality of students. This pressure will become a cause of stress among technical teacher. Overburdening, role erosion, role isolation and lack of resources are also big causes of stress. (Ahsan N, Abdulla Z, Fie DYG, Alam SS (2009)). The pace with which technical education is changing demands greater efforts from teachers and there is a pressure from government also. Being able to change accordingly to meet the demands needs proper guidance and trainings for teachers which are absent. So this leads to the stressful scenario.

Stumpy salary, lack of facilities and irrational and unorganized management in the College also leads to job dissatisfaction in the teaching staff. The environment of working should be healthy and stress free. If the environment is negative and stress prone it is the biggest cause of stress in individual. (Shefali M., 2016). Designation and incompatibility of the salaries provided to meet the growing needs is also a potential cause of stress. Apart from these, personal factors such as jealousy and imbalances in personal life cause stress, degrading the performance of technical teachers.

#### **4. Factors Causing Stress at Work**

Stress is the most adverse reaction when individual experiences so much pressure and workload which are beyond its ability to control and manage the situation effectively. It makes the teachers feeling threatened about the job, insure and also leads to physical and mental degradations of an individual. In a working organization, stress had become an inevitable part. It degrades the efficiency of the working individual, diminishes there multitasking ability and above all lessen the overall productivity. But it is not always bad. It upgrades the quality and efficiency of work, if it is less.

In a definition of stress given by Stephen Robbins (1999) stress is described as a dynamic condition. In such condition, an individual is provided with an opportunity and it could be according to his desire and its outcome is uncertain and important. As far as technical teaching is considered, stress at work can be due to work, ambiguous role, relationship with colleagues, environment of the institute(if negative) and personal development. When the work

to be performed is monotonous or it is completely according to the needs of the organization (lacking innovative teaching) then the working style of teachers get affected and stress comes into the scenario. Improper working conditions and lack of resources extract extra energies from the teachers and it is one of the biggest causes of stress among the technical teachers.

When the work is done keeping the deadlines in mind, stress becomes unavoidable. To manage that stress is a major challenge and is the key to stress free life. This increase the state of chaos in an individual's mind which leads to stress. When very limited authority is given to the teachers regarding the issues and ambiguity exists regarding role and job then this can also be a potential stress causing element

Major reasons of the job stress identified in the technical colleges includes lack of authority given, poor pay prospects, role stagnation, job security, ambitions, success and under promotion. The climate that persists in the technical institute is one of the biggest source of stress. Environment of the institute and its members can make it stressed and stress free. Not including teaching staff in policy making process or when their views and opinions are not given weightage then this causes a great stress at work which is not good for the effectiveness and productivity of institute.

## **5. Impact of Stress**

Teacher is the builder of nation, is the true and noteworthy quote. Teacher is the one who shapes society in a better way. Technical teachers impart new, innovative and technical learning in the students which leads to the development of society. Teachers are more socially responsible as compared to any other profession. They acts as a second parent and guide to the youth of the nation. Hence, the impact of stress on technical teachers can prove very fatal as it directly affects their teaching performance.

Every coin has two faces and this thing goes with stress also. Stress can have both positive and negative aspects. But the negative aspects of stress are more sound as compared to its positive counterparts. Positive stress keeps us motivated towards our work, pushes us to perform the work efficiently, handling the responsibilities, keeps us alert and alive to tackle any situation, sharpens our concentration and even compels the individual to reach the target. But beyond a certain limit stress is dangerous. It affects physical, mental, emotional and social status of the individual. Due to this their work efficiency, relationships, happiness and quality of life is getting degraded.

In stressed environment the teaching learning process is getting affected. Teachers will be unable to provide their complete input due to stress. This leads to job dissatisfaction and sometimes leads the teacher to leave the profession as well. There will be degradation in the quality of students of technical institutes, if the teachers are under stress as stress and performance of the teacher are directly proportional. New researches and innovations will be difficult as the mind is not free and refreshed for the research to be carried out. Due to stress and job dissatisfaction, teaching industry has lost and is losing many experienced and excellent tutors and unfortunately many engineering colleges are unable to find their replacements are suffering from faculty shortages.

## **6. Coping Mechanism of Stress**

Stress in any form is not good. It disturbs the physical and mental well being of the individual. “Coping” literally means dealing with the situation or learning how to deal with the unfavorable situation. If the individual learns how to “cope” with the stress half of the potential problems get automatically solved. Coping with the situations can be done in two ways: changing ourselves or changing the environment. The person who is able to withstand stress and find the ways to mitigate it is the true winner in present scenario (Erikson, 1959) .The goals of coping includes individuals control over the changing environment and how he changes the environment according to him or how well he adapt himself there.

Technical teachers faces great amount of stress nowadays. The causes of stress and its impact are discussed above in the chapter. Coping mechanism for such stress could be individual and some mechanism could be followed by the institutions so as to make their faculty “stress free” and upgrade the quality of teaching in their institute. Individual coping mechanism includes not getting affected by stress, taking proper diet, exercise and performing meditation for the physical and mental well being. Institutes could provide better training facilities to their teachers so that they can deal with any situation, lacking stress. Also, proper restrooms must be provided to them. The relationship between the administration and teachers greatly contributes in the stress of the teachers. A healthy relationship between the administration and teaching staff leads to an improvement in not only academic quality but in the overall development of the institute. (Julieta Remedios Betonio, 2015,). Timely bonus and vacations also leads to happiness amongst the teachers making them stress free.

## **7. Conclusion**

This research is limited to the Technical teachers of India in the western zone initially. We have tried to cover every domain related to the stress observed by technical teachers, their causes, impact and consequences. Stress up to a certain level is good as it increases the productivity of the being but continues stress can prove fatal. Successful stress management depends primarily upon the mindset of the individual. Person should learn to relax and enjoy life and work. Prevention of stress is better than curing it. If the individual is not able to completely prevent the stress, then he must learn to reduce it to make his own life easier. Job satisfaction amongst the technical teachers is one the major reason of stress which depends on how effective the college and its students are. If the teacher is stress free learning will be more generous, effective, innovative and creative. To improve the quality of teaching in technical education and nurture innovative and creative skills amongst the students it is necessary that the problems of teachers should be taken in consideration and effectively resolved. This research is expected to contribute towards increase in the productivity of teachers in technical education. This research can be replicated to the technical education system of India as whole and can be further expanded to the other educational system of India like Higher education etc. This research is in initial stage the comparison of results will be done once the data is analyzed.

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