



## REVIEW OF RESEARCH

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### A STUDY OF JOB STRESS OF TEACHER EDUCATORS OF DIETs IN RELATION TO GENDER

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#### ABSTRACT

*The paper focuses on the study of job stress of teacher educators in relation to gender. The research was carried out on a sample of 200 teacher educators in DIETs of Rajasthan. The random sampling techniques was used. The study was a survey method. The data was collected using standardized tool of Occupational Stress Index developed by Dr. A.K. Srivastava & A.P. Singh. Hypotheses were tested using 't' test and percentage analysis. Analysis of data revealed that there was significant difference in job stress of male and female teacher educators in DIETs.*



**KEY WORDS:** Job stress, job stressors, teacher educator, DIET.

#### INTRODUCTION

Teacher educators are the topmost persons in the educational pyramid because they mould the future generations. The whole process of education is shaped and moulded by the human personality called the teacher who plays a vital role in any system of education. Such teachers are produced by high quality teacher educators. This teacher educators are also responsible to provide pre-service and in service in teacher training through DIETs. DIET was proposed both in the National Policy of Education (NPE) - 1986 and the Programme of action (POA). It is the third district level support system for the qualitative improvement of teacher education. Teacher educators working in DIETs exerts every effort to improve the quality of education. They can work effectively only when they are free from job stress and satisfied with their job.

Job stress can be explained as the psychological and emotional responses, when teacher educators faces imbalance between their work, demands and their capabilities. Such stress has gradually become very common in teaching sector along with other fields of work. In the present era, when everyone wants a special recognition, honour, value for work in the job he is in i.e. name, fame and money in a very short span of time. For this one gets stressed due to many job stressors i.e. stress causing factors. These job stressors cause great stress to the teacher educators in order to prove themselves better than others one gets overloaded with the work. This badly affects their performance in job. Thus this raised the question in the mind of the investigator that whether the teacher educators working in DIETs face job stress or not?

In this study the investigators has studied the job stress of the teacher educators of DIETs of Rajasthan. The job stress was measured considering the various job stressors as per the tool used. The job stressors are Role Overload, Role ambiguity, Role conflict, Unreasonable Group and Political Pressure,

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Responsibility for persons, Under participation, Powerlessness, Poor Peer Relation, Impoverishment, Low Status, Strenuous Working Conditions and Unprofitability.

### RELATED STUDIES

Akomolafe, M. J., & Ogunmakin, A. O. (2014) examined the contribution of emotional intelligence, occupational stress and self efficacy to job satisfaction of secondary school teachers. Siddique, U. and Farooqi, Y. A. (2014) found the relationship between occupational stress, motivation and job satisfaction. Hasan, Ansarul. (2014) noticed that stress level of primary school teachers of private school was higher as compare to that of government primary school teachers. Chaly, P. E., & Anand, S. P. J. (2014) studied about the stress level software professionals. Dupéré et al.(2015) studied that the occupational stress which poses a formidable challenge leaves both physical as well as emotional implications on the individual. Siddiq, (2016) observed that job environment plays a very vital role in the developing of stress. The researchers have emphasised on the individual demands of different jobs potentially exhausting the physical and psychological resources of employees in the organisation over a period of time. Stress at job can be ascribed to the factors like poor working condition, shift work, excessive work load, long hours of work, role conflicts, role ambiguity, colleagues or subordinate officers, poor relationships with the boss, risk and danger etc. Malik, et al. (2017) studied a number of job related factors affecting the employees' behaviour which may cause disturbance in routine life of the employees. The factors like work overload, role ambiguity, role conflict and poor working conditions, associated with a particular job, causes occupational stress among the workers. From all these researches, the researcher found that there were number of studies conducted about measuring the level of job stress of employees in various field of work. Thus investigator decided to study job stress of teacher educators of DIETs.

### OBJECTIVES

1. To study the job stress of the teacher educators working in DIETs in terms of gender.
2. To study the job stress of the teacher educators as per job stressors in terms of gender.

### HYPOTHESES

1. There is no significant difference in job stress of teacher educators in terms of gender.
2. There is no difference in job stress of teacher educators as per job stressors in terms of gender.

### TERMS DEFINED

**Job Stress:** In the present study 'Job Stress' refers to a harmful condition resulting in decrement in teacher educators performance in relation to their professional situations working in DIETs of Rajasthan.

**Job Stressors:** The stress causing factors in any job are called as job stressors. In the present study job stressors are Role Overload, Role ambiguity, Role conflict, Unreasonable Group and Political Pressure, Responsibility for persons, Under participation, Powerlessness, Poor Peer Relation, Impoverishment, Low Status, Strenuous Working Conditions and Unprofitability.

**Teacher Educator:** The 'Teacher Educator' refers to a person that accepts responsibility for the educating process and educates by supporting and assisting an educand. In this study, teachers teaching in DIETs are considered as teacher educators.

**DIET -** It is the third district level support system for the qualitative improvement of education. It provides both pre-service and in-service teacher education, non-formal education, adult education, primary and upper primary schools education with aim to reach to the remote areas of the country. . In the present study, the investigator has considered all the functional DIETs of Rajasthan.

### Method of the Study

The Descriptive Survey method was used in this study.

### Population

All the teacher educators of all the functional DIETs of Rajasthan state.

### Sample

A sample of 200 teacher educators of DIETs of Rajasthan through random sampling technique.

### Variables

- Dependent Variables - Job Stress
- Independent Variables - Gender

### Nature of Data

The nature of data was quantitative.

### Source of Data

The source of data was primary data.

### Tools Used

Standardized tool of Occupational Stress Index developed by Dr. A.K. Srivastava & A.P. Singh was used.

### Statistics

t-test and percentage analysis was used.

### Analysis & Interpretation

**Hypothesis 1:** There is no significant difference in Job Stress of teacher educator in terms of gender.

**Table 1: Comparison of Mean Values of Job Stress of Male and Female Teacher Educators**

Gender	N	Mean	SD	t-value
Male	140	110.10	18.60	3.98 <sup>S</sup>
Female	60	121.40	18.20	

*S: Significant at 0.05 level; df = 198*

It can be seen in table 1, that the total number of sample comprise of 200 teacher educators. The number of male teacher educators is 140 and the female teacher educator is 60. The mean value of job stress of male teacher educators was 110.10 with SD of 18.60 and the mean value of job stress of female teacher educators was found to be 121.40 with SD of 18.20. The calculated t-value is 3.98 which is more than the table value at the 0.05 level of significance.

Therefore the null hypothesis that there is no significant difference in Job Stress of teacher educator in terms of gender is **rejected** at the 0.05 level of significance.

Thus the female teacher educators were found to have high level of job stress as compared to their counter parts. This may be because of extra load of house hold responsibilities along with the duties they full fill as a female teacher educator. It may also be due to the difficulties in reaching to the location of DIETs as these are mostly located in the remote areas away from the city. It creates difficulty for the female teacher educators to reach to the far located schools for inspection without any transportation.

**Hypothesis 2:** There is no difference in Job Stress of teacher educators as per job stressors in terms of gender.

**Table 2: Percentage Distribution of Male and Female Teacher Educators as per Job stressors of Job Stress**

Job Stressors	Stress Level	Gender	
		Male (%)	Female (%)
Role Overload	Low	46.43	58.33
	Moderate	40	38.33
	High	13.57	3.33
Role ambiguity	Low	84.29	93.33
	Moderate	14.29	6.67
	High	3.33	0
Role conflict	Low	45	51.67
	Moderate	21.43	40
	High	33.57	8.33
Unreasonable Group and Political Pressure	Low	28.57	53.33
	Moderate	67.86	46.67
	High	3.57	0
Responsibility for persons	Low	23.57	18.33
	Moderate	72.14	81.67
	High	4.29	0
Under participation	Low	64.29	68.33
	Moderate	26.43	25
	High	9.29	6.67
Powerlessness	Low	81.43	81.67
	Moderate	15.71	13.33
	High	2.86	5
Poor Peer Relation	Low	10.71	28.33
	Moderate	70	61.67
	High	19.29	10
Impoverishment	Low	87.14	95
	Moderate	9.29	3.33
	High	3.57	1.67
Low Status	Low	87.86	90
	Moderate	11.43	10
	High	0.71	0
Strenuous Working Conditions	Low	90	98.33
	Moderate	9.29	1.67
	High	0.71	0
Unprofitability	Low	43.57	51.67
	Moderate	51.43	48.33
	High	5	0

On observing the above table 2 , it is clear that certain percentage of the male teacher educators were facing moderate level stress in case of job stressors - unreasonable group and political pressure, responsibility for persons, poor peer relations and unprofitability. In unreasonable group and political pressure, the male teacher educators were found to do some work unwillingly owing to political pressure and sometimes violate the policies of the government. Thus 67.86 percent of them were moderately

stressed due to this stressor. In poor peer relations, the male teacher educators were found to feel insufficient mutual cooperation among the teacher educators to full fill any task provided. Thus 70 percent of them were moderately stressed due to this stressor. In case of unprofitability, the male members feel stress as their work and performance does not get any reward by the authorities. In rest of the job stressors, i.e. role overload, role ambiguity, role conflict, underparticipation, powerlessness, impoverishment, low status and strenuous working conditions, the male teacher educators were facing low level stress with high percentage among the three levels of stress.

Majority of the female teacher educators were exhibiting low stress level due to all the job stressors but in case of responsibility for persons female members were found to be moderately stressed with high percentage than the male members. Thus 81.67 percent of the female teacher educators were found to be moderately stressed due to responsibility for persons as a job stressors. This stressor causes stress as the female members take extra responsibility for the efficiency and productivity of many employees on them. In case of poor peer relations, the female members were found to be moderately stressed with high percentage of 61.67. This shows that the female teacher educators were found to be stressed as some of their colleagues and subordinates were found to defame and malign them. But similar stress level with high percentage of 70.0 percent was observed in case of male teacher educators.

On comparing the percentage distribution of male and female teacher educators as per job stressors clearly shows that the female teacher educators exhibit low stress level than male teacher educators in case of role overload, role ambiguity, role conflict, underparticipation, powerlessness, impoverishment, low status, strenuous working conditions and unprofitability. In case of responsibility for person, poor peer relations, the female teacher educators exhibit high percentage of moderate stress level than the male teacher educators.

Thus, the indepth study depicts that in all the three stress levels, the stress caused due to these stressors shows higher percentage in male teacher educators than in female teacher educators. This implies that the male teacher educators were found to be more stressed due to these job stressors in their job than the female teacher educators except in case of role conflict where female teacher educators were found to be more stressed than male teacher educators This may be because that male teacher educators feels that their different incharges gives them contradictory instructions regarding their work.

## RESEARCH FINDINGS

- There was significant difference in job stress of male and female teacher educators.
- The female teacher educators were found to have high level of job stress as compared to their counter parts.
- Certain percentage of the male teacher educators were facing moderate level stress in case of job stressors - unreasonable group and political pressure, responsibility for persons, poor peer relations and unprofitability. In unreasonable group and political pressure, the male teacher educators were found to do some work unwillingly owing to political pressure and sometimes violate the policies of the government.
- In rest of the job stressors, i.e. role overload, role ambiguity, role conflict, underparticipation, powerlessness, impoverishment, low status and strenuous working conditions, the male teacher educators were facing low level stress with high percentage of among the three levels of stress.
- Majority of the female teacher educators were exhibiting low stress level due to all the job stressors but in case of responsibility for persons female members were found to be moderately stressed with high percentage than the male members. This stressor causes stress as the female members take extra responsibility for the efficiency and productivity of many employees on them. In case of poor peer relations, the female members were found to be moderately stressed. This shows that the female teacher educators were found to be stressed as some of their colleagues and subordinates were found to defame and malign them.

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### **Educational Implications**

#### **Teacher Educators**

The male teacher educators were found to be more stressed due to these job stressors in their job than the female teacher educators except in case of role conflict where female teacher educators were found to be more stressed than male teacher educators. This may be because that male feels that their different incharges gives them contradictory instructions regarding their work. Thus the teacher educators must learn to divide their work in proper manner so as to avoid job overload and gain full cooperation from their colleagues.

#### **Administrators**

The principal should try to organised mind relaxing programmes, yoga and recreation programme for the teacher educators. Proper motivating and inspiring environment free from any political pressure along with freedom of ideas should be provided to them to ensure implementation of plan of action. This will help to reduce job stress of teacher educators.

#### **Policy Makers**

People who are made responsible for making policies related to different aspects of DIET, will surely be benefitted by knowing about the problems faced by teacher educators in DIET. This will help them to improvise their policies. These policies should be implemented without any political pressure. The female teacher educators were found to be stressed due to difficulty in reaching to the schools for inspection without any specific transportation facility. The Government should look for it and provided transportation facility to ensure honest and unbiased inspection of the schools by the teacher educators. Thus government must look out for the lacunae and fill those gaps.

#### **Research Scholars**

They will be benefitted by knowing about job stress caused by different job stressors among teacher educators working in DIETs in Rajasthan. This will provide a strong foundation to them for further exploring the various dimensions related to teacher education.

#### **Delimitations**

- The study was limited only to the DIETs of Rajasthan
- The study covered only the teacher educators working in DIETs.
- The study covered only the job stress of teacher educators of DIETs.
- The study covered only gender of the teacher educators in DIETs.

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