

## **A COMPARATIVE STUDY BETWEEN OCCUPATION STRESS, MENTAL HEALTH AND JOB SATISFACTION AMONG THE TEACHERS OF HIGHER EDUCATION**

**Ms.Snigdha Mohapatra<sup>1</sup>, Dr.Ipsita Patra <sup>2</sup>, Dr.Vijayendra Kumar Shrivastava <sup>3</sup>**

1 PHD Research Scholar, Department of Management Studies Vivekananda Global University, Jaipur, Rajasthan, India

2 Associate Professor in the Department of Business Administration, PJ College of Management & Technology, Bhubaneswar, Odisha

3 Professor in the Department of Management Studies Vivekananda Global University, Jaipur, Rajasthan, India

### **ABSTRACT**

It has been observed in the last few decades that the living standard in the life style of people has changed with a massive change in the technology and science with a great spread of Education. A parallel development has also been taken place and the women are working in almost every field. The opinion of the people about personality roles has changed. The present age is focusing their life towards person centred more as against economy centred. With this the occupation and needs of the family has also changed. This has result into the dissatisfaction at the work and the problem of family adjustments which ultimately leaves an impact on mental health of the person. With the rapid increase in the education of the females their social status and their self-dependence is increased but with this it is becoming quite difficult for them to adjust with the new opportunities, possibilities and new hardships which also rising with all these. The mental health, the adjustments with family and the satisfaction level at the job depends on various factors such as number of members in the family, their type of the family, values and ethics of the family members, their needs, their social cultural status, their customs, income, desire to co-operate, sexual satisfaction and other similar factors. The job satisfaction is greatly impacted by the safety and security of the job, the level of cooperation with other co-workers, the leadership, autonomy, work pressure in the job, physical available amenities. Undoubtedly all these factors lead an impact on the mental health as all occupational health. We know that occupation is an important aspect of the life. Unsatisfactory situation of the work affects feelings of any person at their highest importance. The present study has been undertaken to put a focus on various components which makes the reason of occupational stress, mental health and the satisfaction level at the job among the teachers of higher education, with the specific focus on Gender and Experience in teaching. Hence the researcher has chosen topic for research as **“A Comparative Study between Occupational Stress, Mental Health and Job Satisfaction among the Teachers of Higher Education”**.

### **KEYWORDS**

Development, Values, Productivity, Culture, Satisfaction, Performance, Complexity, Health.

## **INTRODUCTION**

The managers gives always more importance to the productivity and that is why they are having a direct connection with the importance of the productivity and this is the reason that is why they are connected with the job performance and the ways of making a satisfaction of job expectations. For making a solution of this problem we need to understand various factors which affect the job satisfaction level, the traits which must be held by a satisfied employee and different theories of job satisfaction, the occurrence of the stress in the working life which arises from the increase in the daily work including the complexity involved in today's living structure which is undoubtedly a major problem. The work related stress may lead to various problems such as mental trauma, tension, headache, high blood pressure or even sometimes mental illness. Sometimes it leads to consumption of drugs or alcohol. All impacts for effects contiguous disease which can lead absenteeism as well as a lower productivity levels. In various educational institutions it has been observed that work environment is not as similar as include in the different person variables but the research on this part of current teaching levels have never been undertaken so deeply. Over a period of time it has been accepted that that working of the teachers is not in a constant work environment as per the society demand and the situation in the classroom are not similar to the practical life. This creates a stress which is impacting teacher's life strongly. We must understand that the job satisfaction undoubtedly helps in overall personal development. If an employee does not found to be satisfied with his job or his outcome he might need to make various adjustments in his family and social occupational life. Dissatisfaction is the job undoubtedly makes an employee highly frustrated which could impact adversely their working life. This could also lead a higher employee turnover as dissatisfied employee can leave his job. Very least studies have been conducted on measurement of level of stress and job satisfaction among the teachers of higher education. That is why this study plays a very important role in this arena.

## **MENTAL HEALTH AND JOB SATISFACTION OF EMPLOYEES**

The research undertaken in the past is suggests that employees who found to be highly satisfied with their work are easily adjustable and are more emotionally stable. However still a question arises which comes first that is whether emotions and stability comes from job satisfaction or job satisfaction gives emotional stability. When a person is emotionally instable he could have a disconnection in every part of his life and long and continuous distance dissatisfaction may lead to have a poor emotional adjustability. The research says that alienation and locus of control are the two major factors which are related to the satisfaction job. If employees feels less alienated and have a better capability of internal control are found to be better performer in job satisfaction and better organisational commitments to different dimensions of this kind. Personality is also related to the job satisfaction aspect to the achievement and it is also positively connected with somewhere to job satisfaction and job performance. On the other end the attitude of impatience is connected negatively with job satisfaction. In nutshell we can say that higher the level of impatience there will be a low level of job satisfaction that is why job satisfaction is found to be better than those employees who have better degree of social and institutional

level and they believe to the organisation. Various studies has assessed that there are various factors such as self-esteem, self-efficacy which somewhere connected with locus of control and undoubtedly showing higher job satisfaction level in added age. In fact we can say that any organisation cannot achieve its goal or missions unless those who have participated in Constitution of the organisations are highly satisfied because those who are not satisfied with their job may be a loss asset for the organisation. This also leads other employees to be dissatisfied which may cause damage to the overall reputation and property of organisation and the business interest can also help this. Job satisfaction arises because of various factors such as loss of opportunities or the level of tension, bad relations with colleagues or insufficient emoluments with least working conditions of good nature. Sometimes the lesser level of prestige in the organisation is also causes job dissatisfaction that is why job satisfaction is more complex and important concept for managers of human resources so that they can understand their employees and can take their work properly.

### LITERATURE REVIEW

**Anitha Devi (2007)** in their study on occupational stress a competitive study of workers from the different occupations have been selected for describing the level of stress they have in their life as well as the stress of their role in working especially by working women's. They also studied the impact of life stress and role stress on different demographic variables such as on their age, their income, their experience. A sample of 180 women's has been taken by researcher for their study and they concluded that those women professionals who are part of Science and technology are found to be greatly stressed in their life as well as in their professional role.

**S.C. Agarwal and Agrawal V. (2009)** They conducted study on level of commitment of the teachers as far as their job satisfaction is concerned and the results of their study has shown a significant difference between the teachers of those educational institutions which are aided and those which are not aided. It has been observed that teachers of aided higher education educational institutions are found to be more satisfied than the teachers of non aided higher educational institutions the result has shown that mental health is materially impacted the job satisfaction level of teachers of higher educational institutions.

**Sharma V. and Sharma S. (1988)** While making their study on organisational role stress and the levels of anxiety a comparative study has been undertaken by them on various bureaucrats and teachers of higher education institutions. They made an analysis of the level of magnitude and the nature of relationship of role stress with job anxiety levels among the bureaucrats and teachers of higher education institutions. They found that the rule stress is having correlation positively the outcomes between the various technocrats and various teachers with the level of job anxiety among both the levels of employees. As far as specific stress factors are related it is also found that the teachers of higher education are more vulnerable to the levels of stress.

**Pandey N. and Naidu R.K. (1986)** while connecting the study on efforts and outcomes of orientations relating to the moderation levels of stress strain and connexion with relationship they described that for moderating the impact of efforts orientation and making the outcome orientation in the levels of stress relationship. The job satisfaction is very much necessary we also found that partial evidences for making moderating the stress levels they observe that a higher outcome is possible with lower level of distress.

**Rajeshwari T.R. (1992)** In your study relating to the employee's stress with a special reference to bank employees. They found a significant adverse relationship between the age of the employees and the level of stress and also between the experience of the employee and level of stress. In the study they have observed a negative correlation as between the number of members in the family and the level of distress they concluded that the level of stress do not differentiate because of different levels of the workers or working rules such as managers or workers.

**Ready V.S. and Ramamurthy P.V.(1989)** In the study relating to the relationship between experience level of stress on the job and age of employees with relation to the personality and gender ability. They made an analysis of the influence of age, their personality and ability on individual with relation to their perception of distress. It has been observed that only the age is the criteria which influence the level of perception of stress. There is a very limited contribution over the level of personality and general ability of different individuals to the levels of intensity of stress experience.

**Singh, A.K. and Seghal, V. (1999)** In their study leading to the men and women transition patterns of stress strain and social relations have been undertaken to high among the men's and women as well as different or dual carrier couples. Jobs of those different male and female managers do not have different levels of stresses rather they have same level of stresses. Because of difference in the gender there might be a difference in level of handling the matter. Women have been characterised by their levels of anxiety but on the other hand the man has shown the symptoms of Emotional problems the researchers also observed that the meals managers who are having their spouse working or experiencing higher workload as compared to those managers whose spouse is not working.

### **OBJECTIVES OF THE STUDY**

The objectives with which the present research has been undertaken includes following:

1. Make study and make comparison of mental health and level of job satisfaction of teachers in higher education.
2. Who make study and making a comparison of role conflict and unreasonable lessons among the groups of teachers of higher education?
3. To make study of interaction between teachers of different designations and level of gender as far as mental health of teachers of higher education are concerned.
4. To make study Interaction affects between the designations of teachers their level of gender and experience as far as mental health of teachers are concerned.
5. To make the study and compare satisfaction of job of teachers having higher experience and having lower experience.

### **RESEARCH METHODOLOGY**

The present research we have undertaken analytical study which is found to be the best fitted in these kinds of studies. The primary data has been collected by the researcher from different teachers both male and female from the colleges selected for the purpose of collection of secondary data. Various resources such as magazines, journals, reference books, Internet and existing research work have been undertaken. For the purpose of study a sample of 150 teachers from higher education's has been taken which includes 75 male teachers, and 75 female teachers from different higher educational institutions. With the help of

random sampling method of a stratified nature the sample has been taken for making or evaluating the levels of occupational stress mental health and job satisfaction level among the teachers of higher educational institution.

### Hypothesis for the Study

<b>H<sub>0</sub></b>	There is no significant difference in the occupation health, mental health and job satisfaction of teachers of higher education.
<b>H<sub>1</sub></b>	There is a significant difference in the occupation health, mental health and job satisfaction of teachers of higher education.

### Source of Data

The major reason for conducting this study is to make analysis of occupational stress, mental health and job satisfaction of teachers of higher education. For this purpose we have contacted to the various teachers of different colleges of Jaipur, Udaipur and Delhi City. They have been informed about the objective of the present research and they have been granted permission from their educational institutions so that they can share their information with us. After establishing questionnaire they have been informed and given instructions for the purpose of collecting information through questionnaire.

### Data Analysis

The occupational stress index the health checklist and job satisfaction skills are the different tools which are administered to the responses of each respondent by connecting it to scoring key for each test. For finding out the interaction impact of different variables such as designation their gender and experience of teachers on occupational stress mental health and job satisfaction or three way analysis of variance has been done.

## RESULT AND ANALYSIS

Table 1

### Results of the Regression Analysis of Independent variable (Job Satisfaction) and Dependent variable (Occupational Stress and Mental Health) of Teachers of Higher Education

Predictive Variables	R	R <sup>2</sup>	R <sup>2</sup> Change	f <sup>2</sup>	F Change	Durbin-Watson
Job Satisfaction	0.584	0.281	0.227	0.310	81.071*	
Job Satisfaction and Mental Health	0.511	0.239	0.053	0.387	17.898*	1.671
Job Satisfaction and Mental Health and Occupational Stress	0.514	0.297	0.016	0.422	7.113**	
<b>** Significant at the 0.01 Level</b>						

The above table one is showing that the prediction model for effectiveness of teachers explaining significant variances which arises due to the regression analysis the level of job satisfaction and mental health and occupational stress are the major variables which impacts effectiveness of the teacher of higher education institutions the level of magnitude of predictability has come out to be 29.5% with multiple regression factor of  $R^2 = 0.281$ ,  $F = 36.897$ ,  $p$  value  $0.000 < 0.01$  significant at 0.01 level of significance.

From the examination from about table it is also indicating that job satisfaction has found to be the most significant contributing variable which impacts the effectiveness of teachers of higher educational institutions its total contribution has found to be 22.7% which can be explained with the help of  $R^2 = 0.227$ ,  $F = 81.071$   $P$  VALUE  $< 0.01$  significant at 0.01 level of significance. Further as per Cohen's convention model The effective size of the values which has been given in the table ( $f^2 = 0.310$ ) It's suggesting a medium level of variance which has been contributed to job satisfaction as far as effectiveness of teachers are concerned.

The Second contributing factor has observed to be mental health which impacts the effectiveness of teachers of higher educational institutions its total contribution has found to be 5.10% which can be explained with the help of  $R^2 = 0.053$ ,  $F = 17.898$   $P$  value  $< 0.01$  significant at 0.01 level of significance. Further as per Cohen's convention model The effective size of the values which has been given in the table ( $f^2 = 0.387$ ) It's suggesting a medium level of variance which has been contributed to job satisfaction and mental health as far as effectiveness of teachers are concerned.

The third contributing factor has observed to be occupational stress which impacts the effectiveness of teachers of higher educational institutions its total contribution has found to be 1.93% which can be explained with the help of  $R^2 = 0.016$ ,  $F = 7.113$   $P$  value  $< 0.01$  significant at 0.01 level of significance. Further as per Cohen's convention model The effective size of the values which has been given in the table ( $f^2 = 0.422$ ) It's suggesting a medium level of variance which has been contributed to job satisfaction, mental health and occupational stress as far as effectiveness of teachers are concerned. The values of Durbin Watson is observed to be 1.671 which is an indicator that there exists no self-correlation in the model

Table 2  
Summary of ANOVA for Regression Analysis

Source of Variation	Sum of squares	df	Mean Square	F	Significant
Regression	25389.68	3	8798.678		
Residual	59638.76	147	224.578	36.897	0.000**
Total	85028.44	150			

**\*\*Significant at the 0.01 level**

**Predictors (Constant): Job satisfaction, Occupational Stress, Mental Health.**

From the observations made from the above Table 2 of ANOVA, it can be observed that regression

model is quite significant as per the F Ratio ( $F=36.897$ ,  $p\text{-value}=0.000 < 0.01$ ) which found to be significant at 0.01 level of significance. This represents that regression model has been accepted and all these three variables which are job satisfaction, mental health and occupational stress significantly impacts teacher effectiveness of teachers of Higher education Institutions.

## CONCLUSIONS

Teaching effectiveness is not only for the purpose of academic or professional life but it also includes better way of achievement of student's performance in examinations in solving their problems as well as in making improvement in their behaviour. In the classroom undoubtedly in all teachers plays a very important role. The results of regression analysis has highlighted that job satisfaction is undoubtedly place of very significant contribution in making the determination of effectiveness of teachers at the higher education institutions. The mental health has been observed to be the second best variable for predicting the effectiveness of teaching of teachers of higher education. Lastly and finally the occupational stress is a third predictor but the contribution of this is not as significant as other factors in job satisfaction and mental health but yes it is quite significant statistically.

## SUGGESTIONS

It should be the effort of the management to provide more congenial environment because job satisfaction is found to be the most important material predictor in contributing the effectiveness of teachers. The Ministry of Education must make sincere efforts in providing necessary equipment and facilities even in the public sector higher education institutions, so that teaches may adopt latest technology in their teaching process and this will make the entire teaching and learning process more effective. Undoubtedly with the help of Technology, teachers also take interest in their teaching profession, hence the government should make available better technical assistance so that talent of young teachers can also come out and it would not remain under develop. Teacher should make evaluation of their work at the various regular intervals. Institutions must ensure that continuous and regular performance of students on the basis of their records, incentives and promotions should also be granted to the various teachers. This will undoubtedly make help in making improvement in their job satisfaction level which will ultimately help them to cope up with their mental health and the occupational stress will come down. The factors which are contributing towards job dissatisfaction should be identified enhance the policy makers or administrators must take appropriate action to take remedial measures.

## REFERENCES

1. Agarwal. S.C, Agarwal. V (2009). A study of commitment of teachers in relation to their job satisfaction. *Journal of teacher education and research*. Vol.4, No.2.
2. Bhagat, J. (2015). Teacher effectiveness in relation to Emotional Intelligence of Secondary school teachers. *International Recognized Double-Blind Peer Reviewed Multidisciplinary Research Journal*, 4(11), 1-11.
3. Chandrashekher, S.F ; Chandra, Mauli, D. and Anjaiah, P. (1995). Job stress and psychometric problems if nurses of selected hospitals. *Indian Journals of Applied Psychology*, 32 (1-2),1-5.

4. Dagar, N., & Mathur, M. (2016). Mental Health of School Teachers in relation to their Sex and Type of School. *International Journal of Educational Planning & Administration*, 6(1), 49-53  
[https://www.ripublication.com/ijepa16/ijepav6n1\\_08.pdf](https://www.ripublication.com/ijepa16/ijepav6n1_08.pdf)
5. Gunthey, R. K., & Singh, R. P. (1982). Mental health problems in relations to job satisfaction. *Indian Journal of Applied Psychology*, 19, 68 – 71.
6. Jagdish, S., & Srivastava, A. K. (1983). *Manual for mental health inventory*. Manovaijyanik Parikshan Sansthan, Varanasi, UP, India, 1-6
7. Kaur, S. (2017). Occupational Stress in Teaching: A Comparative Study of College Teachers in Punjab. *International Education & Research Journal [IERJ]*, 3(5). 331-333.  
<http://ierj.in/journal/index.php/ierj/article/view/892/898>
8. Lakwinder Singh Kang, (2005) “Stressors among Medical Representatives: An empirical Investigation”, *Indian Journal of Industrial Relations*, 40(3), pp.336-356.
9. Maheshwari, A. K. (2020). A study of mental health among private and government school teachers. *The International Journal of Indian Psychology*, 8(1), 276- 278. <https://ijip.in/wp-content/uploads/2020/02/18.01.033.20200801.pdf>
10. Naik, K. P., & Mani, S., U. (2018). Study the teacher effectiveness of secondary school teachers in relation to gender, type and locality. *International Journal of Advanced Education and Research*, 3(3), 59-62. <http://www.alleducationjournal.com/archives/2018/vol3/issue3/3-3-25>
11. Pandey, B.N, Nityanand Pradhan, Senapaty.H.K (1996). Job satisfaction of secondary school teachers in relation to their mental health, age, sex, and management of school. *Indian journal of applied psychology*. Vol. 33. No.2. pp 94-100.
12. T.R. Rajeswari, (1992) “Employee Stress: A Study with Reference to Bank Employees”, *Indian Journal of Industrial Relations*, 27(4).
13. Upadhyay, B.K. and Singh, B. (1999). Experience of Stress: difference between college teachers and executive. *Psychological Studies*, 44(3),65-68.