

## **OCCUPATION STRESS AMONG TEACHERS**

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### **I. INTRODUCTION**

Stress is a manifest occurrence in human life. Though the type of stress may vary but almost any aspect of life can lead to stress, be it lack of friends, lack of money, unemployment or even employment. Fast industrialization, rising urbanization and receding support over the last few decades have contributed to rise in stress level. Few years ago, it was not considered as an important public health problem in many countries but newly stress has gained worldwide notice due to its potential hazards.

### **II. CAUSES OF STRESS**

Stress is a psychological and physiological reply to events that upset our personal balance. The possible causes of stress are many. It may be related to the outside factors such as the state of the world, environment in which one lives or works or the family. It may come from one's own irresponsible behaviour, negative attitudes or feelings or impractical expectation. The causes of stress are highly individual. It depends on the personality general outlook on life, problem solving abilities, and social support system. Many dissimilar things causes stress-physical to emotional. Identifying what causes stress is the first step to deal with stress.

#### **2.1 THREAT**

A obvious threat will lead a person to feel stressed. This can include physical threats, social threats, and financial threats. Any threat to needs is likely to lead to stress.

#### **2.2. Fear**

Threat can lead to fear which once more leads to stress. Fear leads to likely outcomes which are the real source of stress.

#### **2.3. Uncertainty**

If one is unsure, one is unable to predict, and therefore feel out of control and hence may feel fear feel threatened. This leads to stress. Cognitive Dissonance: When there is a gap between what one does and what one thinks, there is cognitive dissonance and feel stressed. Dissonance also occurs when one cannot meet commitments and the possibility of being perceived as dishonest or incapable. Life causes: There are many causes of stress in life like passing away, ill health fatality of offense, self abuse, family change, sexual problems argument, physical change, moving to new location, financial crisis, environment and increase in accountability.

#### **2.4 Frustrations**

These are obstacles that prevent from meeting one's needs or achieving personal goals. They may be external (bias) or internal (physical handicap, lack of preferred ability or trait).

#### **2.5 Conflicts**

Involving two or more incompatible needs or goals, the choice between two desirable options, or decision

involving disagreeable alternations. Pressures: Stress can stem from expectations of others or demands placed on one. Pressure to get good grades is one of those. Survival stress is common response to danger in all people and animals. When one is afraid that someone or something may physically hurt him or her, this leads to stress.

## 2.6 Environment

It is a response to things around that cause stress like noise, crowding, pressure from work/ family.

## 2.7. Fatigue and Overwork

This kind of stress builds up over a long time and takes a hard toll. It can be caused by working too much or too hard at jobs or home. It can also be caused by not knowing how to manage the time well and take time for rest and relaxation

## III. SYMPTOMS OF STRESS

Every one reacts to stress differently. But there are common symptoms of stress. People may tremble uncontrollably breathe faster, deeper than normal or even vomit. Stress can cause an asthma attack.

### 3.1. Intellectual symptoms

♣ Memory Problem ♣ Difficulty in taking decision ♣ Confusion ♣ Poor judgment ♣ Lack of concentration

### 3.2 Physical symptoms

♣ Digestive problem ♣ Sleep disturbance ♣ Fatigue ♣ High Blood pressure ♣ Weight gain or loss ♣ Skin problems ♣ Asthma or shortness of breath ♣ Decreased sex drive ♣ Heart palpitations

### 3.3 Emotional Symptoms

♣ Moody and hypersensitive ♣ Restlessness and anxiety ♣ Depression ♣ Anger and resentment ♣

## IV. TYPE OF STRESS

### 4.1 Good and Bad Stress

Stress is a phrase that everyone avoids but it cannot be. Everyone has some stress with varying degree. The words 'Stress' is defined as the status of psychological distress or disequilibrium in the human being caused by frustration conflicted and other internal as well as external strain and pressures.

Now a days, everyone seems to be talking about stress. You hear it not only in daily conversation but also through Television, Radio, the newspaper's and the ever increasing number of conferences, stress centres and university courses are devoted to the topic.

## V.OCCUPATIONAL STRESS AND TEACHER

Occupational stress has become progressively more common in teaching profession mostly because of increased occupational complexities and increased economic pressure on individuals. A major source of distress among teachers is consequence of failure of school to meet the social needs and jobs demands of the teachers.

The teacher must be alert of his clear role to build up the nation. Teachers are over burdened with regular teaching load. Occupational satisfaction is a necessary condition for a healthy growth of teacher's personality. A teacher at present has a vulnerable position. College teachers protest that they are not remunerated enough. The importance of pay or a factor in occupational has been greatly over emphasized.

In general, occupational stress arises from the working conditions/environment of a system, when we talk of stress among teachers. Many factors cause stress among teachers. School teachers face high amounts of stress during teaching and handling students; Classroom in developing countries remain congested and teacher face intensive verbal communications, prolonged standing, high volume of work load.

Teachers are also over loaded with regular teaching work and non-teaching work as election duties, duty in survey; populations counting etc. the teachers are often heard of complaining about.

Teaching profession occupies important and important place in society. Teachers are considered as the creators of leaders, scientists, philosophers, advocates, politicians and administrators. Teacher is the principle means for implementing all educational programmes of the organizations of educations.

With the changing socio-economic scenario and increasing unemployment, the values of teacher and their professional concerns related with the job have undergone a change, increasing stresses and hassles of teachers.

According to Schwab and Iwanicki (1982), occupational stress in teachers can show the way to a variety of negative outcomes including emotional tiredness, feelings of depersonalization, and a sense of failure with one's personal accomplishment--a condition the authors refer to as "burnout." Burnout is one of the major reasons that teachers leave the teaching profession, a loss that results in added costs in training and hiring for the field of education (Niles & Anderson, 1993). In other words, the unenthusiastic outcomes of teachers' occupational stress can be both internal and external.

Because of the negative outcomes connected with occupational stress, many studies have attempted to better understand the phenomenon of occupational stress as it relates to education. These studies have found that degree of stress can differ as a function of several variables. For example, Mo (1991), in a study investigative for relationships among secondary school teachers' levels of occupational stress, personality type, and social support, found that burnout was greater among teachers new to the occupation, teachers with more personal (non-job related) stress in their lives, teachers who lacked strong social support systems, and teachers with Type A personalities. in the same way, in his study of occupational stress and teaching, Borg (1991) identified four factors that contributed to teachers' level of occupational stress.

Largely people never realize the amount of stress that teachers deal with on a daily basis. They think, "Wow, my kids can be holy terrors. It's a good thing I can drop them off at school and get a break." What they never stop to consider is the poor Comparative Study of Occupational Stress among Teachers 157 teacher at the other end of that ride to school who has to deal with everyone else's holy terrors.

They don't just have one or two problem children. They usually have an oversized classroom full of them. While a child may be relatively behaved at home they may become quite unruly while at school due to the lack of enforceable reprisal. So how about some stress management for teachers? Job stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. Job stress can lead to poor health and even injury. This will discuss the areas from which occupational stress originates. Next, the outcomes of stress will be discussed, followed by an examination of the classifications of stressors. The remainder of the discussion will be focused on the aspects of organizational communication and recommendations for prevention of occupational stress and sBut stress doesn't always happen in response to things that are immediate or that are over quickly. Ongoing or long-term events, like coping with a divorce or moving to a new neighbourhood or school, can cause stress, too.

Long-term stressful situations can produce a lasting, low-level stress that's hard on people. The nervous system senses continued pressure and may remain slightly activated and continue to pump out extra stress hormones over an extended period. This can wear out the body's reserves, leave a person feeling down or besieged, weaken the body's immune system, and cause other problems. Occupational stress can be defined as the physical and emotional response that occurs where worker perceives an imbalance between their work demands and their potential and/or resources to meet these demands or in simple words it is the harmful physical and emotional response that can happen when there is conflict between job demands on the employee and the amount of control and employee has over meeting these demands.

Occupational stress is a term used to define ongoing stress that is related to the workplace. The stress may have to do with the responsibilities related with the work itself, or be caused by conditions that are based in the corporate culture or personality conflicts. As with other forms of tension, occupation stress can eventually affect both physical and emotional well being if not managed effectively.

According to Margolis and Kores (1974) “ Occupational stress is a state worth interacting with worker characteristics is to disrupted psychological and physiological homeostasis. The causal situation conditions are job stressors and the disrupted homeostasis is job related stress.

” By all definitions the profession of teaching has a very prestigious place in all professions. A teacher is a kingpin in the entire system of education. Almost all cultures of the civilized world have considered their teachers in a very high esteem. They are very often been given names like “Master” “Mentor” and “Guru”. To achieve this status teachers throughout the history of civilization have come up to the expectations of the world around them. Most thinkers and philosophers of the past who are still remembered are because they had their disciples and students.

## VI. TEACHERS AND STRESS

In relation to the profession of teaching, where a teacher is viewed as dispensers of knowledge; teachers are increasingly perceived as facilitators or managers of knowledge. They work in a constant socially isolated environments surrounded by hostile views and sometimes threat of physical abuse, and at the same time under a constant fear and threat of accountability for each and every action of both own self and that of the pupil. This alone can be a sufficient cause for stress for an individual. But in the case of a teacher it is multiplied by other factors as well Teaching has been identified as one of the most stressful professions today. The reasons for that are quite similar to other stressful occupations in the world. In a survey assessing the stress levels of various jobs by the Health and Safety Executive, teaching came out top. The report, The Scale of Occupational Stress: further analysis of the impact of demographic factors and type of job, published in 2000, found that 41.5% of teachers reported themselves 'highly stressed', while 58.5% came into a 'low stress' category, while 36% of teachers felt the effects of stress all or most of the time. This is indeed an alarming state and visibly also the biggest reason for school teachers quitting at a very high percentage or seeking professional help to fight back stress. The figures from teacher's support line

## VII. MANAGING STRESS

If one is suffering from stress, the aspect of life that causes it has to be identified. Changes in way of life or other small strategies can help to deal with stress. The work can be delegated or shared and avoid confrontation

with problematic colleagues. Learning to be assertive, taking regular exercise, avoiding alcohol, drug can reduce stress. On the other hand, eating a healthy, balanced diet rich in fruits and vegetables, judgment humour in stressful situations, time management, talking to friends or family and sharing thoughts and fears can fight stress. The person who is stressed should never take up more work that he knows or can handle with. Listening to music or relaxation tapes, tensing and calming muscles are some of the simple ways to manage stress.

## VIII. SUGGESTION

Flexibility of working hours can be allowed to decrease exhaustion which can decrease stress. Permanency in employment reduces exhaustion there by reducing stress. Higher the income, higher the assertiveness which reduces stress. Post graduation creates more assertiveness which tend to reduce stress. Rural teachers can be trained in assertiveness to reduce their stress. Lesser working hours can be maintained which can reduce the stress of teachers. Higher income can reduce submissiveness which in turn can distress the teachers. Rural teachers have to be given training to overcome their submissiveness. Jobs should be made permanent to make them less submissive. Better educational qualification reduces submissiveness. Cruel supervision can be avoided to reduce stress. The association with the management should be cordial. Teachers should have better position in decision making. Better communication with colleagues should be encouraged Cut in pay for taking leave has to be reduced. Well ventilated class rooms should be provided. The organization should provide scope for development.

## X. CONCLUSION AND REMEDIAL MEASURES

Some elements of stress are inherent while others are situational in the profession of teaching. The teacher has to understand how to manage with those which are intrinsic, while the situational ones can be managed with knowledge and common sense.

### 9.1 Individual Measures

When a person decides to adopt the teaching profession, he or she during the training phase must realize the demands of this profession in terms of effort involved and in terms of time investment. The workload on a teacher will always be great and everything will always be bracketed by a very tight time schedule. A teacher has to be punctual and able to meet the deadline without fail. A teacher will have to always face the criticism of parents of the weak students and face the school board with a different set of problems.

A rational teacher must know where to sketch a line to prevent his social and personal life from being absorbed by his professional life. Though it is very difficult to leave the stresses of the school in the office and not let it influence their personal life, but there are methods which can help a teacher to reduce these effects.

### 9.2 Adopt a Hobby

It is very important for a teacher to have a hobby which is totally different from he teaches at school. Music, gardening, hiking and painting are a few examples of hobbies which a teacher may adopt. These can give them an outlet and take their minds off from the problems that they face at school. This is one way of getting the day's stress off from their minds.

## 9.3 Adopting Healthy Habits

It is very important for a teacher to maintain a healthy lifestyle. Cutting back on bad habits like drinking and smoking will not just make you a healthy person, but will also make you a role model for your students and other faculty members as well. For a healthy living follow the following:

- Discontinue smoking as it will help you stay healthy
- Decrease caffeine intake will help you stay focused and reduce stress
- Eat breakfast as it is the most significant meal of the day as it will help you stay healthy
- Avoid junk snacks and eat right
- Don't let your life just roll by itself. Set realistic goals in life and then pursue them.
- Make it a point to visit the guidance counselor, as it can help you identify any underlying psychological or behavior problem related to workplace stress.
- Upsetting unnecessarily can be a big source of stress. So cut back on worrying as that will reduce your stress. • Learn and practice anger management as it will help in managing stress.

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