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INVESTIGATING THE RELATIONSHIP BETWEEN OCCUPATIONAL STRESS AND MENTAL HEALTH AMONG GOVERNMENT PRIMARY SCHOOL TEACHERS

ABSTRACT:

The present study observes special effects of occupational stress and Mental Health among government primary school teachers of Mehasana district. The main intention of this research was to find out the mean difference between occupational stress and mental health. The total random sample consisted of 100 Government Primary School Teachers (50 Male & 50 Female) were selected in Mehsana District (Gujarat). The sample was equally divided in regard to gender also. The Occupational Stress Inventory [O.S.I] developed by A.K. Srivastava & A. P. Singh (1984) and Mental Health Inventory [M.H.I] was measured with the help of Dr. D.J. Bhatt & Gita R. Geeda (1992) were used to collect the required data. Mean scores were computed and 't' – test was applied to find out the differences between the two groups. The result of the study shows that gender had significant impact on the Occupational Stress and Mental Health among government Primary School Teachers in Mehesana District. The 'r' between occupational stress and mental health was 0.69.

Keywords: Occupational Stress, Mental Health & Government Primary School Teacher.

INTRODUCTION:

The human being body has a common chemical reaction to a threat or demand, commonly known as the “**flight or fight**” reaction. Once the threat or demand is over the body can return to its natural state. A Stressor is an event or set of conditions that causes a stress response. Stress is the body's physiological response to the stressor, and injure is the body's long time reaction to chronic stress. Occupational stress can concern your health when the stressors of the place and position of job exceed the employee's ability to have some control over.

❖ WHAT IS OCCUPATIONAL STRESS? :

According to **Seyle (1956)** “The unclear response of the body to any demand” **Elizabeth Kendall (2000)** “The terms 'occupational stress', 'work stress', 'job stress' and 'work associated stress' are used interchangeably”. According to **Pestongee (1984)** “Work-related stress refers to a condition in which work related factors interrelate with each other and employee experienced physiological and psychological distraction which results the employee to move from common condition”. **Arandelovic & Ilic (2006)** Conflict between employee's demands of job and degree of control employee can exert to accomplish these demands results in a harmful mental and physical response which is defined as “Workplace Stress”. **Beehr & Newman (1978)** clear the definition of work-related stress as "A condition arising from the interaction of people and their work/occupation and characterized by changes inside persons that force them to deviate from their normal functioning”.

There are a total of five categories associated with occupational stress:

1. Aspects unique to the job
2. Role in the organization
3. Career development
4. Interpersonal work relationships and
5. Organizational Structure.

Teacher stress has been a concern in Psychologist and educational research for several decades. According to the Stress in America discribe from The **American Psychological Association (APA, 2011)** more than half of Americans would classify their level of stress as greater than 5 on a scale from 1 to 10. Stress can be find from many sources. One of the major researched investigation category of stress in the United States is work/occupation related stress (**Selye, 1956**).

❖ **MENTAL HEALTH AMONG SCHOOL TEACHERS:**

According to **World Health Organization (WHO)** there is no one “Official” definition of mental health. Mental health includes "subjective well-being, perceived self-efficacy, autonomy, competence, intergenerational dependence, and self-actualization of one's intellectual and emotional potential, among others."

Schools are not the places where students went to study but they are being considered as the temple of education where teachers play Performance of the school is the joint team work of teachers as well as students. Teachers not only pass on education to the students but also act as a bridge to fill the gap between students, principal, management and parents. Their warm relation with students reflects in the behaviour and speech of teachers. Sound professional relations of a teacher with students, their parents, colleagues, and management may lead to their better mental health.

PREVIOUS RESEARCHS :

In the introductory paper the aim and scope of the present study has been discussed. This paper consider with the review of literature, which is a supreme factor of any research. It helps to outline of the past trends in any particular branch or areas of subject. The review of literature helps to discover the areas of research.

- **Wu SY, Wang M Z, Li J, Zhang X F (2006)** investigates “A study of the intervention measures for the occupational stress to the teachers in the primary and secondary school”. Main aim of the research was to study the status of the occupational stress and the work ability of the teachers in the primary and secondary schools, then to take some integrated intervention measures to reduce the occupational stress and improve or develop their work ability and evaluate the intervening effectiveness The levels of stressor and was measure help with the occupation stress inventory revised edition (OSI-R) and the work ability was measured with the help of work ability index (WAI) for the teachers in nine primary and secondary schools in Sichuan Province, then health educations about occupational stress was taken for the teachers in the study group, the same test was carried out after one year for the teachers in the nine schools to evaluate the effect of interventional measures. The research find out that the intervention measure was efficient to reduce the occupational stress of teachers, strengthen their coping resource and progress their work ability.
- **Kaur (2007)** checked “Occupational stress, mental health and coping resources of high and higher secondary school teachers and their relationship.” The results indicate that sometimes teachers feel stressed due to role burden, responsibilities and physical stressors present in school. Whereas, teachers those who are mentally healthy use coping resources to combat the effect of occupational stress. They use recreational activities such as watching T.V, listening music, getting social support from friends to free from mental tensions, etc. The result also concluded that correlation between occupational stress and mental health is negative. Work/Occupational stress and coping resources also tends to be negative. Correlation between mental health and coping resources is positive and significant.
- **Srivastava and Khan (2008)** embraced a study to identify the impact of mental health on the level of burnout of the teachers teaching at different education level. They observe that teachers with low mental health are more prone to burnouts than the teachers of average and high mental health.

- **Azman Ismail A. Y. (2009)** investigates a study to analyze the relationships between occupational stress and job satisfaction of the private school employees. Nine private schools are selected as a sample of study. Inventories are used to obtain data from employees. The results indicate that the study is analyzed by using exploratory, confirmatory factor and stepwise regression analysis. He concluded that an inverse relationship exists between physiological stress and job satisfaction and also a positive relationship indicate between psychological Stress and job satisfaction.

SIGNIFICANCE OF THE STUDY:

The research is importance for the academics, researchers and educational institutes. The research contributes to existing body of knowledge by providing an insight into association exist between work life balances, job stress and job satisfaction among university teachers. Globalization has brought terrible changes in working conditions thus give rise to various issues and problems for government and privet both employees. The research will help to get awareness about the issues and problems faced by employees at work place that will be of beneficial for institutions and organization to constitute strategies that will booster satisfaction level, reduce or minimize job stress and maintain a healthy work life balance among employees thus ultimately increase organizations effectiveness and efficiency. The research is also of significance for researchers as it provides a first step initiative for further studies.

OBJECTIVES :

The present research was carried out to accomplish following objectives.

1. To measure the occupational stress among male and female government primary school teachers
2. To measure the mental health among male and female government primary school teachers.
3. To check the correlation between occupational stress and mental health.

NULL - HYPOTHESIS:

The major hypotheses of the present study is as under. :

1. There exists no significance difference between male and female government primary school teachers on occupational stress.
2. There exists no significance difference between male and female government primary school teachers on mental health.
3. There exists low correlation between occupational stress and mental health.

VARIABLES :

Following Variables were selected for the present research :

- **Independent Variable :**
For the present study two independent variables were selected which were divided into two levels : (1) Male & (2) Female Primary school teachers.
- **Dependent Variable :**
Occupational Stress Index Score and Mental Health Score are studied as dependent variables.

METHDOLOGY :

This study was a descriptive and quantitative study utilizing survey research methods to attain its intentions. For this study random sampling technique was used. Personal Datasheet and another two tests Occupational Stress Index [O.C.I] and Mental Health Scale [M.H.S] were administered to Primary School Teachers in Mehsana District.

- **SAMPLE :**

The total 100 sample were taken out which 50 male primary school teachers and 50 female primary school teachers. Sample was randomly selected in Mehsana District (Gujarat).

- **TOOLS :**

The following tools/inventories were used in the present research work. :

(1) Personal Datasheet :

A Personal data sheet developed by investigator was used to collect information about Teacher's Name, Gender, School Name, Teacher's Qualification and Area of Residence etc.

(2) Occupational Stress Index [O.S.I] :

The index was developed by psychologist **A.K. Shrivastav & Singh (1981)**. The index consisted of forty six items, each to rated on the five-point scale. Out of 46 items, 28 are –true keyed and the balance 18 is –false keyed. The items related to almost all relevant components of the job life which causes stress in some way or the other such as role-overload, role-ambiguity, role conflict, group and political pressure, responsibility for persons, under participation, powerlessness, poor peer relationship, intrinsic impoverishment, low status, strenuous working conditions and unprofitability. The reliability index ascertained by split half (odd-even) method and Cronbach's Alpha Coefficient for the scale as a whole were found to be 0.93 and 0.90 respectively. The validity of the instrument was determined by computing coefficient of correlation between the scale on the OSI and various measures of job attitudes and job behaviour.

(3) Mental Health Inventory [M.H.I] :

Mental Health Inventory developed by **Dr. D.J. Bhatt & Gita R. Geeda (1992)**. This inventory contains 40 statements pertaining to five (5) domains aim of mental health. These five dimensions include perception of reality, integration of personality, positive self-evaluation, group oriented attitudes, and environmental mastery to be rated on 3 point scale. Reliability of present inventory was checked by three methods on which 0.81 by logical similarity, 0.94 by half-divided method and test retest has 0.87.

ANALYSIS & INTERPRETATION OF DATA:

As hear pointed out previously that the main aim of the study is to investigate occupational stress and mental health among government primary school teachers. After analysis, interpretation has to be done carefully, logically and critically by examining the results obtained, keeping in view limitation of the sample chosen, tools selected and used in the study. I also tried out differences separately between male and female government primary school teachers. The obtained result is shown in the following table no. 1,2 and 3 :

- **Objective (i) :** To measure the occupational stress among male and female government primary school teachers.
- **Hypothesis (i) :** There exists no significance difference between male and female Government primary school teachers on occupational stress.

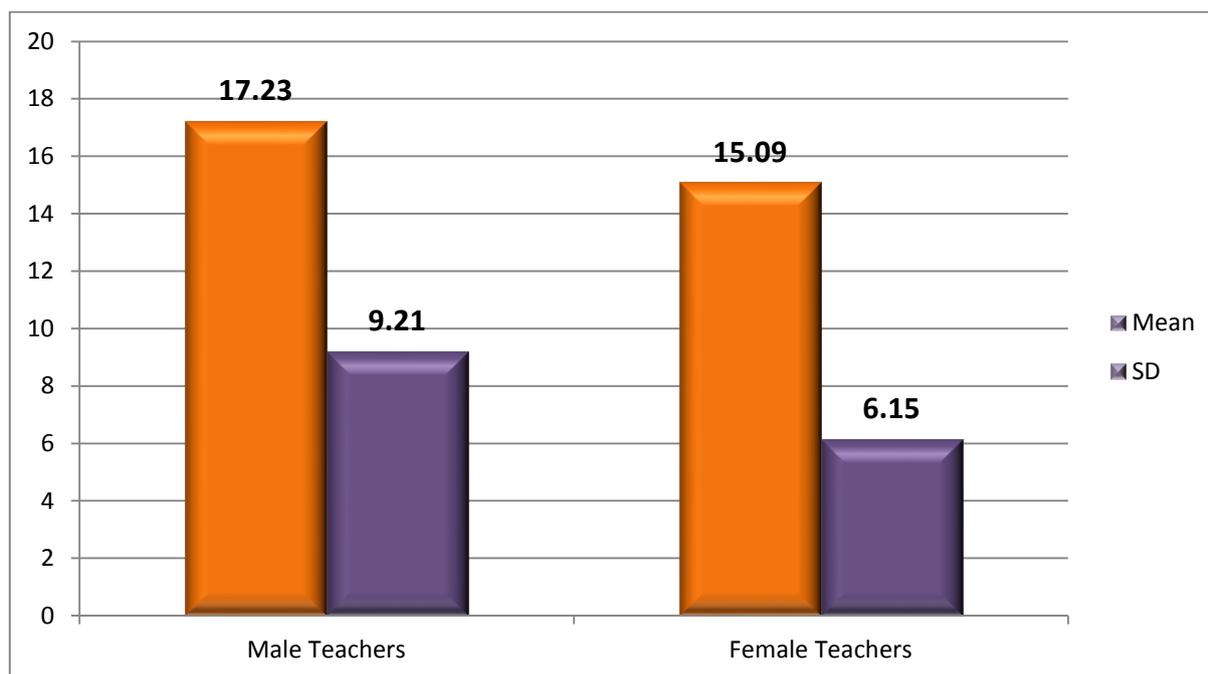
: **Table - 1 :**

Showing the Mean, SD & t - Value Of Occupational Stress Among Government Primary School Teachers

Sr.No	Gender	N	Mean	SD	df	t - Value	Level of Sig.
1.	Male Teachers	50	17.23	9.21	98	2.61	P < .05 (Significant)
2.	Female Teachers	50	15.09	6.15			

: Figure - 1 :

Showing Mean, SDs of Male and Female Gov. Primary School Teachers on Occupational Stress



✓ **Interpretation :**

As above Table & Figure No. 1 shows that the mean difference between two groups in terms of occupational stress. The mean for the male teachers is 17.23 and SD 9.21 as well as the mean of female teachers is 15.09 and SD 6.15. The obtained t - value is 2.61 that is significant at 0.05 level. Null hypothesis is rejected. It reflects that male and female teachers have same level of occupational stress.

- **Objective (ii):** To measure the mental health among male and female government primary school teachers.
- **Hypothesis (ii):** There exists no significance difference between male and female government primary school teachers on mental health.

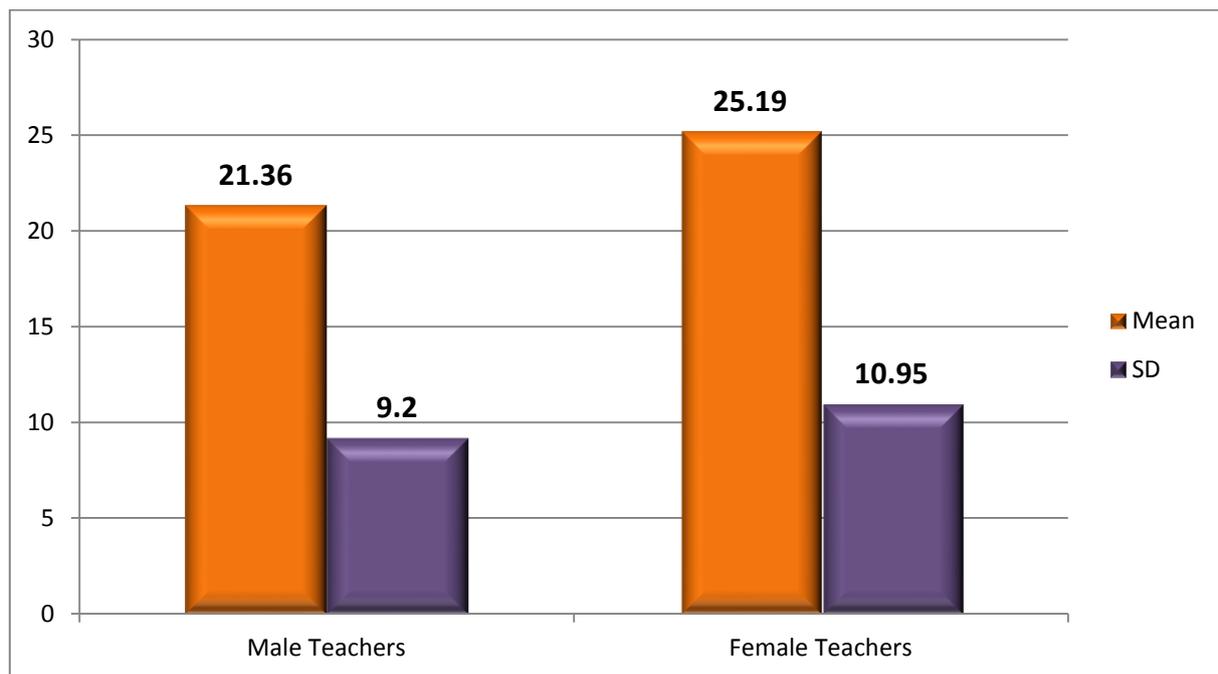
: Table-2:

Showing the Mean, SD & t - Value Of Mental Health Among Government Primary School Teachers

Sr.No	Gender	N	Mean	SD	df	t - Value	Level of Sig.
1.	Male Teachers	50	21.36	9.20	98	2.23	P < .05 (Significant)
2.	Female Teachers	50	25.19	10.95			Table Value 0.05 : 1.98 0.01 : 2.62

: Figure - 2 :

Showing Mean, SDs of Male and Female Gov. Primary School Teachers on Mental Health.



✓ **Interpretation :**

As above Table & Figure No. 2 shows that the mean difference between two groups in terms of Mental Health. The mean for the male teachers is 21.36 and SD 9.20 as well as the mean of female teachers is 25.19 and SD 10.95. The obtained t - value is 2.23 that is significant at 0.05 level. Null hypothesis is rejected. It reflects that male and female teachers have same level of mental health.

- **Objective (iii):** To check the correlation between occupational stress and mental health.
- **Hypothesis (iii):** There exists low correlation between occupational stress and mental health.

: Table-3:

Correlation calculation between occupational stress and mental health among government primary school teachers.

Sr.No	Types of Variables	N	r
1	Occupational Stress	100	0.69
2	Mental Health		

✓ **Interpretation :**

As above Table No. 3 shows the correlation calculation between occupational stress and mental health is **0.69**, so the result clearly revealed that the correlation between occupation stress and mental health was higher positive correlation.

FINDINGS :

According to the results major findings of the present study are as under:

1. There is significant difference between the male and female government primary school teachers on occupational stress.
2. There is significant difference between the male and female government primary school teachers on mental health.
3. There is high correlation between occupational stress and mental health.

LIMITATIONS :

Every study suffers some limitations because of the limited time and resources at hand of the researcher. Despite sincere efforts on the part of the researcher there were certain drawbacks and limitations in the present study, some of the limitations were :

1. The present study is limited to only a government primary school teachers.
2. The present study is limited to only Gujarati medium school teachers in Mahesana District.
3. The sample size of the study was relatively small and thus the research cannot be generalised easily.
4. The variables treated as independent variable was not exhaustive. Various demographic variables such as Type of school (Privet and Grain in aid), Year of Experience could have been included for a clearer picture of variable section.

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