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“THE RELATIONSHIP BETWEEN JOB SATISFACTION AND  
OCCUPATIONAL STRESS AMONG GRANTED SCHOOL TEACHERS”



Jivrakh Bharat Vishwnathrao  
Research Scholar

Short Profile

Jivrakh Bharat Vishwnathrao is a Research Scholar. He has completed B.S., Diploma., B.Ed., M.A.(English)., M.A.(Psychology)., M.Phil.(Psychology).



**ABSTRACT:**

Objectives of the Study: To examine the correlation between job satisfaction and occupational stress among granted school teachers. Hypothesis: 1. There is positive correlation between job satisfaction and occupational stress among granted school teachers. Sample: Total 80 school teachers were selected and belonging to Aurangabad district. The age range of school teachers were 20 to 30 years ( $M=25.67$ ,  $SD=6.12$ ). Non-probability purposive sampling was used. Tools 1. Teacher Job Satisfaction Questionnaire (TJSQ): (1996) this scale was constructed and standardized by Dr. Pramod Kumar and D. N. Mutha. Occupational Stress Index (OSI): This scale was constructed and standardize by Dr. A. K. Srivastava and A. P. Singh. Variable: Independent variable: Granted School Teachers. Dependent Variable: 1. Job Satisfaction 2. Occupational Stress Conclusion: 1.

Negative Correlation between job satisfaction and occupational stress.

**KEYWORDS**

*Job Satisfaction and Occupational Stress, constructed and standardize.*

## INTRODUCTION:

Job life is one of the important parts of our daily lives which cause a great deal of stress. Due to the competitive nature of the job environment most of the people in the world are spending their time for job related work purposes resulting ignore the stressor those are influencing their work and life.

Past research indicates that 'stress' is a useful concept in understanding the relationships and links between environmental and psychological events and physiological, behavioral and emotional costs to the individual. Hans Seyle (1956) introduced the term 'stress' to describe the phenomenon of strain experienced by an organism due to external pressures. He defined stress as "the nonspecific response of the body to any demand" or common result of exposing to anything. Whereas teacher stress us defined in terms of relationship between teacher and student. We should note that teacher stress seems as an interaction of teacher, students and environment. In organizational context, occupational stress is also teacher stress or work stress or job stress. These terms are often used interchangeably in organizations, but its meaning refers to the same thing Abul Al Rub, 2004.

## LINK BETWEEN JOB STRESS AND JOB SATISFACTION

Several studies have tried to determine the link between stress and job satisfaction. Job satisfaction and job stress are the two hot focuses in human resource management researches. Teacher job satisfaction and stress can have both economic and personal implications as it can lead to stress-related employee absenteeism, burnout and a negative impact on pupil outcomes (Kyriacou, 1987). According to K Chandraiah et al (2003) higher level of job stress and job satisfaction has been found significant relationship between different age groups and also shown that the age was found to be negatively correlated with occupational stress and positively with job satisfaction. One study of general practitioners in England identified four job stressors that were predictive of job dissatisfaction (Cooper, et al., 1989).

In other study, Azman Ismail (2009) demonstrated that level of physiological stress has increased job satisfaction, and level of psychological stress had not decreased job satisfaction. Nilufar Ahsan et al (2009) have studied and examined the determinants of job stress including, management role, relationship with others, workload pressure, homework interface, role ambiguity, and performance pressure. This study reveals that there is a significant relationship between four of the constructs tested. Fletcher & Payne (1980) identified that a lack of satisfaction can be a source of stress, while high satisfaction can alleviate the effects of stress. This study reveals that, both of job stress and job satisfaction were found to be interrelated. Merike Darmody and Emer Smyth reported that Job satisfaction and occupational stress were associated with a number of background and school level factors.

Sheena et al. (2005) studied in UK and reporting there were some occupations worse than average scores on each of the factors such as physical health, psychological wellbeing, and job satisfaction. The relationship between variables can be very important to higher secondary teachers. If a definite link exists between two variables, it could be possible for a higher secondary school teachers to provide intervention in order to increase the level of one of the variables with a hope that the intervention will also improve the other variable as well (Koslowsky, et al., 1995). In this study, we would like to examine the extent of interrelation between the job stress and job satisfaction among higher secondary school teachers.

Numerous studies found that job stress influences the employees' job satisfaction and their

overall performance in their work. Because most of the organizations now are more demanding for the better job outcomes. In fact, modern times have been called as the "age of anxiety and stress" (Coleman, 1976). The stress itself will be affected by number of stressors. Nevertheless, Beehr and Newman (1978) had defined stress as a situation which will force a person to deviate from normal functioning due to the change (i.e. disrupt or enhance) in his/her psychological and/or physiological condition, such that the person is forced to deviate from normal functioning. From the definition that has been identified by researchers, we can conclude that it is truly important for an individual to recognize the stresses that are facing by them in their career. Some demographic factor may influence the way a university academic staff act in their workplace.

### OBJECTIVES OF THE STUDY:

1.To examine the correlation between job satisfaction and occupational stress among granted school teachers.

### Hypothesis:

1)There is positive correlation between job satisfaction and occupational stress among granted school teachers.

### Sample:

Total 80 school teachers were selected and belonging to Aurangabad district. The age range of school teachers were 20 to 30 years ( $M = 25.67$ ,  $SD = 6.12$ ). Non-probability purposive sampling was used.

### Tools

#### 1)Teacher Job Satisfaction Questionnaire (TJSQ): (1996)

This scale was constructed and standardized by Dr. Pramod Kumar and D. N. Mutha. That test consists of 29 items, each item 'YES' 'NO' type alternatives. Reliability of the test was found by test retest method, and it was found to be .85. Validity Face validity in that questionnaire is very high.

#### 2)Occupational Stress Index (OSI):

This scale was constructed and standardize by Dr. A. K. Srivastava and A. P. Singh. The inventory consists of 46 items, each item is provided with five alternatives 'Strongly Agree', 'more agree', 'agree', 'disagree', and 'disagree', Reliability of the inventory was found by test retest method, and it was found to be .93. The correlation between the scores on the occupational stress inventory and the measure of the job anxiety (Srivastava, 1974) was found to be .59 ( $N = 400$ ). The employee's scores on occupational stress inventory have been found to be positively correlated with their scores on the measure on mental health, standardized by Dr. O. N. Shrivastava.

### Procedures of data collection

The Data was collected from government and non-government school teachers in Aurangabad district of Maharashtra state. To ensure the sampling representative in Aurangabad district was approached with equal male and female school teachers. The teacher was instructed to the teacher that their responses were kept confidential.

Instruction for each test was also given separately before they were asked to fill the responses. It was also assured that no item would be left blank. After collection the data were tabulated and total score were obtained for each test.

Variable:

Independent variable:

Granted School Teachers

Dependent Variable:

1. Job Satisfaction
2. Occupational Stress

### STATISTICAL ANALYSIS AND DISCUSSION

Table No. 01

'r' showing the significance of relationship between job satisfaction and occupational stress among granted school teachers

Dimensions	N	r	DF	P
Job Satisfaction	80	-.31	78	.01
Occupational Stress				

The results displayed in table 01 clearly indicated the significant relation between job satisfaction and occupational stress. This study also suggests that occupational stress is negatively associated with job satisfaction and occupational stress ( $r = -.31$ ,  $df = 78$ ,  $P < .01$ ). Negative Correlation between job satisfaction and occupational stress.

Nilufar, A., Abdullah, Z., Fie, D.Y.G. & Alam, S.S. (2009) Similar result found that there is significant negative relationship between job stress and job satisfaction. Another study K Chandraiah et al (2003) higher level of job stress and job satisfaction has been found significant relationship between different age groups and also shown that the age was found to be negatively correlated with occupational stress and positively with job satisfaction. One study of general practitioners in England identified four job stressors that were predictive of job dissatisfaction (Cooper, et al., 1989).

In other study, Azman Ismail (2009) demonstrated that level of physiological stress has increased job satisfaction, and level of psychological stress had not decreased job satisfaction.

## CONCLUSION:

1) Negative Correlation between job satisfaction and occupational stress.

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