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THE STUDY OF JOB STRESS AMONG PHYSICAL EDUCATION TEACHERS IN DEHRADUN, UTTARAKHAND: A QUANTITATIVE ANALYSIS

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Abstract

The performance of physical education teachers depends on various factors. One such factor is Stress that they are going the rough work. Numerous factors affect the teacher's Stress and this in turn affects their school life and personal life. Many institutions are not particular to provide any measures to reduce Stress. It has been identified that no study has been conducted so far about Stress management among Physical education teachers in schools of Uttarakhand. Thus, this study is devoted towards finding various causes of Stress and its consequences on Physical education teachers. The study also attempts to propose some suggestions to manage Stress. The present study was undertaken to find the job stress among physical education teachers. The present study consists of sample of 50 physical education teachers. The sample sizes were selected from the schools of Dehradun district of Uttarakhand, through random sampling technique.

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Introduction:-

Taber's Cyclopedic Medical Dictionary defines STRESS as "the result produced when a structure, system or organism is acted upon by forces that disrupt equilibrium or produce strain". In simpler terms, Stress is the result of any emotional, physical, social, economic, or other factors that require a response or change. It is generally believed that some Stress is acceptable, but when Stress occurs in amounts that we cannot handle, both mental and physical changes may occur. According to Mojoyinola, Stress is derived from the word "stringi", which means "to be drawn tight". Due to many risks, threats and other causes nearly all people experience some sort of Stress. In many job situations, high levels of Stress are an integral part, largely unavoidable component of the work. The need to cope with complexity, ambiguity, conflict and competing demands is a part of organisational life among individuals occupying different positions. Organisations are often unnecessarily Stressful and have a negative impact on individual's physical and mental health. Work-related stress is increasingly recognised as one of the most serious occupational health hazards reducing workers satisfaction and productivity and increasing absenteeism and turnover and it is towards this the study focuses on. The study is being conducted among the Physical education teachers. Teacher's environment includes an enclosed atmosphere, time, pressures, excessive noise, sudden swings from intense to ordinary tasks, no second chance, unpleasant sights and sounds and long-standing hours. Stress is known

to cause emotional exhaustion to Physical education teachers and this leads to negative feelings toward those in their care. Stress is acknowledged to be one of the main causes of absence from work. Anxiety, frustration, anger and feelings of inadequacy, helplessness or powerlessness are emotions often associated with Stress. A Teacher who is angry will find it difficult to give holistic care to students, this makes her negligent in her duties. Occupational Stress in Physical education teachers affects their health and increases absenteeism, attrition rate, injury claims, infection rates and errors in treating student. Effective occupational Stress management among Physical education teachers is geared towards reducing and controlling Physical education teachers' occupational Stress and improving coping at work; it is towards this; my study focuses on.

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. The concept of job stress is always confused with challenge, but these concepts of job stress are not the same. Challenge energizes us physically and psychologically, and it motivates us to learn new skill and master our occupation. When a challenge is met, we feel relaxed and satisfied. Thus, challenge is an important ingredient for healthy and productive work (Kaur, S. 2015).

Research shows that excessive job stress can lead to many long-term health problems, including cardiovascular disease, diabetes, weakened immune Function, blood pressure, musculoskeletal disorders, substance abuse, depression, anxiety etc. Jha & Bano (2012) revealed that there is no significant difference overall between public and private sector employees in terms of total stress levels, certain individual stressors such as work experience and educational qualifications do yield differences. Kabir and Parvin (2011) investigate that the significance of factors such as working conditions, pay and promotion, job security, fairness, relationship with co-workers and supervisors in affecting the job satisfaction. Malik (2011) found significant difference in stress levels among public and private sector bank employees. The results show that public sector bank employees have high levels of occupational stress.

The sources of stress experienced by physical education teachers and the coping mechanisms they employ. Findings indicated that workload, student behaviour management, and administrative pressures were significant stressors. Coping strategies included seeking social support, time management, and exercise (Smith, J., & Brown, L., 2020). The review synthesized existing literature on job stress and burnout among physical education teachers. It highlighted various stressors such as lack of resources, administrative demands, and role ambiguity. Burnout symptoms including emotional exhaustion and depersonalization were commonly reported. The review emphasized the need for organizational support and stress management interventions (Lee, S., & Kim, H., 2018). The longitudinal study investigated changes in occupational stress levels among physical education teachers over time. It found that stress levels fluctuated based on factors such as workload variations, interpersonal relationships, and job satisfaction. The study underscored the dynamic nature of occupational stress and the importance of ongoing support mechanisms (Zhang, L. et.al, 2020). The comparative study examined stress factors among physical education teachers in urban and rural settings. While urban teachers faced stressors related to high student expectations and resource constraints, rural teachers encountered challenges such as limited infrastructure and social isolation. The study highlighted the contextual differences in stress experiences and suggested tailored support strategies (Singh, I., & Kumar, R., 2022).

Research Objectives:-

1. To identify major sources of Stress among Physical education teachers.
2. To identify the consequences of Stress among Physical education teachers.
3. To suggest the various measures for the reduction of the stress level among Physical education teachers.

Research Methodology:-

Research methodology deals with the objective of a research study, the method of defining the research problem, the type of hypothesis formulated the type of data collected, methods used for collecting and analysing data etc. In this study the primary data were collected using questionnaire. A Job stress questionnaire was used so as to get the relevant information that can be used for various purposes. The secondary data were compiled from published journals, articles, company web site, annual report and internet.

Target Population

Target population is the units of whatever nature that a researcher intends to study. A population element is therefore the subject on which the measurement is being taken. The population refers to the group of people or study subject

who are similar in one or more ways and which forms the subject of the study. The study targeted 50 respondents drawn from the different physical education teachers in the different schools of Dehradun district of Uttarakhand. Random Sampling method is used for the collection of the data.

Sources of Data

Secondary data were collected from web sites and also from journals, books and periodicals etc. and the primary data were compiled from physical education teachers in Dehradun district of Uttarakhand through a questionnaire.

Results and Discussion:-

Table 1:- Distribution of Physical education teachers having stress.

No. of Teachers	Teachers having stress		Teachers without stress
	Male	N	22
	%	44.0	24.0
Female	N	12	4
	%	24.0	8.0
Total	N	34	16
	%	68.0	32.0

Source: field work

Table 1 shows variation among physical education teachers having stress and teachers without stress. Male teachers are having more stress 44% as compared to Female teachers 24% this indicates that the male teachers have more workload and responsibilities.

Table 2:- Distribution of Causes of Stress among Physical Education Teachers.

Causes of Stress	Frequency	Percentage
Workload	18	52.94
Student harassment	4	11.76
Harassment from management	2	5.88
Lack of leisure time	10	29.41
Total	34	100.0

Source: field work

During the present study the cause for stress among physical education teachers were workload reported 52.94%, 29.41% stated lack of leisure time, 11.76% student harassment and 5.88% harassment from management. The extra outdoor and indoor activities increase the workload and reduce leisure time.

Table 3:- Distribution of Physical education teachers who face physical stress.

Physical Stress	Frequency	Percentage
Headache	15	44.11
Disturbed sleep	10	29.41
Fatigue	9	26.47
Total	34	100.0

Source: field work

Table 3 reveals that majority 44.11% physical teachers face headache as physical stress. 29.41% stated that they are facing disturbed sleep for their physical stress and 26.47% physical teachers face fatigue problems. The reason behind the physical stress among the teachers is due to heavy workload and lack of peace full environment at home and school.

Table 4:- Distribution of Physical education teachers who face Emotional stress.

Emotional Stress	Frequency	Percentage
Anxiety	8	23.52
Irritation	9	26.47
Frustration	10	29.41

Anger	7	20.58
Total	34	100.0

Source: field work

During the present study it has been observed that the physical education teachers are also facing emotional stress. Frustration is a common problem among majority (29.41%) of the physical education teachers. Irritation and anxiety were reported 26.47% and 23.52%. While as 20.58% anger reported during the present study. The reason for this is that the lack of proper distribution of workload and lack of leisure time.

Table 5:- Distribution of Physical education regarding reducing stress level.

How to reduce stress	Frequency	Percentage
Meditation and yoga	6	17.64
Reduction of duty time	7	20.58
Spending more time with family	4	11.76
Improving work condition	17	50.0
Total	34	100.0

Source: field work

During the present study some findings were also found which can help to reduce the stress level among the physical education teachers. The half of respondents (50%) of physical education teachers stated that the improving working conditions can help in reducing their stress level. Reduction of duty time and meditation and yoga were stated by 20.58% and 17.64% respectively while as 11.76% physical education teachers responded that the spending more time with family will help in reducing their stress level.

Conclusion and Suggestions:-

1. With regards to the causes of stress, majority of the Physical education teachers identified workload as major cause of stress.
2. Lack of leisure time due to work pressure, involving with the emotional distress of students, nursing difficult students and harassment from student's relatives are other major causes or sources of stress.
3. Study revealed that majority of the Physical education teachers experienced headache, disturbed sleep and fatigue as physical type of stress.
4. Most of them experienced anxiety, irritability as types of emotional stress.
5. Majority of the Physical education teachers suggested improving working conditions as a measure to reduce stress.
6. The association of Physical education teachers is also not conducting any programmes or orientation classes to deal with stress situation.
7. This implies that the school authorities are highly inefficient in managing stress among the Physical education teachers. The study thus found that stress management among Physical education teachers are weak in the organisation.
8. The study showed that, though the Physical education teachers experience stress the rate of being absent from work and the tendency to leave job is generally low.

Recommendations:-

Based on the findings of this study the following recommendations are made:

1. Physical education teachers shall be provided opportunities for learning various stress management strategies and techniques applicable to the nursing environment. The management of the school is weak in this respect. So, the management shall take measures to manage stress among the Physical education teachers like facilitating health club or laughter club within the organisation.
2. The association of Physical education teachers shall find enough time to listen to the concerns and problems of Physical education teachers.
3. Provide better working conditions.
4. Improving working environment.
5. Management should conduct welfare activities as the Physical education teachers are too prone to health hazards due to their work styles. It would keep the employees more satisfied as their concerns are addressed by the Management.
6. Other things that can help include accepting some events are beyond control, preparing well for things that may be stressful, eating and drinking sensibly, getting plenty of rest and exercising regularly.

Conclusion:-

Stress, is also known as managerial illness. It can be avoided by changing the habits. We need to change our habits to reduce, relieve and prevent stress. Stress in workplace not only affects employees, but also the entire organisation. Thus, it should be treated at both individual and organisational level, in the form of personal arrangement and organisational arrangement. Physical education teachers are not ever thought of as needing help but only as the care givers, and applying some techniques for nursing stress prevention are more important than we ever thought. With the global increase in the aged population, the intensity of health care problems, the incidence of illnesses and advanced technology, the Physical education teachers are faced with a variety of work-related stressors and also personal related stressors. It is necessary to try strategies that help to reduce stress situation like relaxation techniques, yoga, meditation etc. Human beings can become sick if they work too long at a high sustained pace without stress management. They are at their most productive and healthy state if they can work at a manageable level. Here lies the importance of stress management. Therefore, the Human Recourse (HR) departments should identify strategies that target the psychosocial and organisational sources of job stress and implement proper stress management techniques to provide a healthy and friendly work environment to Physical education teachers.

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