

Research Paper

Comparative Study of Job Stress And Job Satisfaction Among Women Teachers Working In Government and Private Schools



* Dr. Sunita Bhadoria

* Assit. Prof. Education Dept. Boston College for Professional, Studies, Gwalior (M.P.)

ABSTRACT

The purpose of the present study was to investigate to compare. Job stress and Job satisfaction among women teachers working in Government and private schools in Gwalior Division in M.P. State. The study was carried on total number of selected. 200 Women teachers from Government and 200 women teachers from private schools. Data was treated by product moment method of correlation and 't' ratio. The level of significance was set at .05 level. The standardized tool was used. The Job Stress Scale of Dr. T.R. Paliwal and the Job Satisfaction scale of Dr. B.C. Muthaiya. The finding of the Job Stress reveals that there is a significant Job Stress differences among women teachers. Working in Government and private schools. The finding of the Job satisfaction study reveals, that women teachers belonging to Government Schools Possesses Significantly greater level of Job satisfaction in comparison to women teacher working in private Schools of Gwalior Division.

Keywords : Job Stress, Job satisfaction; working women, teachers.

Introduction :

The present World is said to be a World of achievements, is also a World of stress. Everyone seems to be talking about stress is daily conversation, television, news papers, conferences, with in family, business, organization etc. The present Century has been called the "Age of Stress" because from birth till the last breath every individual is invariably exposed to various stressful situations. Stress is an inevitable part of today's fast life. In this age of globalization and liberalization of the economy, competition among organizations has increased.

Job satisfaction plays an important role in determining the quality of one's life. If one is satisfied with one's job, it will boost one's morale and one will always aspire to rise further in life. Job satisfaction not only improves quality of life but it also makes a person more confident & secure future. Job satisfaction is a very vital aspect for a healthy and clam work place when a person who is not satisfied with her work suffer from some difficulties and abnormality in her family, work and private life.

Objectives :

To find out the job stress differences among women teachers working in Government and private schools in Gwalior Division. To study the job satisfaction among women teachers. Working in Government and private schools. To find out relationship between job stress and job satisfaction among woman teachers working in Government and private schools in Gwalior Division.

Hypothesis :

There would be no significant difference in Job Stress and Job Satisfaction among women teachers working in Government and private schools of Gwalior Division.

Job Stress :

Method :

Sample :

The random group design was adopted for the study. The subject for this study were the women teachers working in Government and private school in Gwalior division in Madhya Pradesh and were selected on random basis. The total numbers of teachers who responded and replied "questionnaire were 264 from the Government and 246 of private schools. The research scholar finally selected 200 women teachers from Government and 200 women teachers from private school for the final analysis of job stress among women teachers.

Tools :

For this purpose the following test tools were considered with their reliability, validity and objectivity mentioned in their respective manuals. Job stress scale was developed and standardized by Dr. T.R. Paliwal.

Procedure :

The questionnaires were distributed to all the subjects. Every statement had two possible responses has two possible responses has two possible responses i.e. true and false.

Scoring :

In order to measure the strength of stress, a

score value of 1 was awarded if the item No. 1, 7, 9, 13, 15, 38 and 44 were answered as false and a score of 1 was awarded when item 8, 14, 16-37 and 39-43 were answered as true. If the same items were answered contrary to the above Criteria then a score of Zero was awarded maximum score on can achieve in the test has not to be more than 44 and the minimum score would be zero.

Job Satisfaction :

Tools :

For this purpose the following test tools were considered with their reliability , validity and objectivity mentioned job satisfaction index by B.C. Muthaiyya. Job satisfaction Scale was developed by Dr. B.C. Muthaiyya.

Findings :

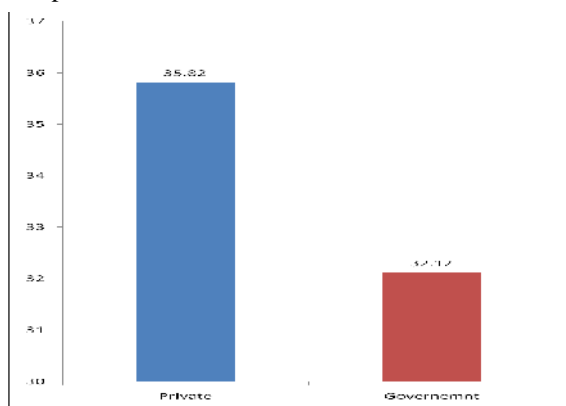
In order to find out significance of mean differences between government and private women teachers on job stress scores. The data was analyzed by using 't' ratio. The analysis to data pertaining to significance of mean difference for job stress among women teachers working in government and private schools of Gwalior Division is presented in Table-1. The graphical representation of mean score is presented in fig. 1

Table No. 1 Significance of difference in means for job stress among women teachers working in Government and Private schools of Gwalior Division

Teachers	Mean	S.D.	M.D.	S.E.	t' ratio
Government	32.12	3.92	3.7	1.86	2.18*
Private	35.82	4.32			

*Significant at .05 level of confidence (t = 1.96) df 398.

Fig. 1: Graph showing comparison of mean differences in job stress among women teachers of Government and private schools of Gwalior Division.



Significance of difference.

The data pertaining to Job stress of women teachers working in government schools was organised

on the basis of observed frequencies arranged in step intervals and is presented in table 2.

Table No. 2 Significance of difference in means for Job Satisfaction among Women Teachers working in Government and Private Schools of Gwalior Division

Teachers	Mean	S.D.	M.D.	S.E.	t' ratio
Government	38.31	4.76	6.19	2.41	2.56*
Private	32.12	3.29			

*Significant at .05 level of confidence t = 1.96) df 398.

The graphical representation of mean scores of women teachers of government and private schools pertaining to job satisfaction is presented in figure 2.

Fig. 2: Graph showing comparison of mean difference in job satisfaction among women teachers of Government and private schools of Gwalior division.

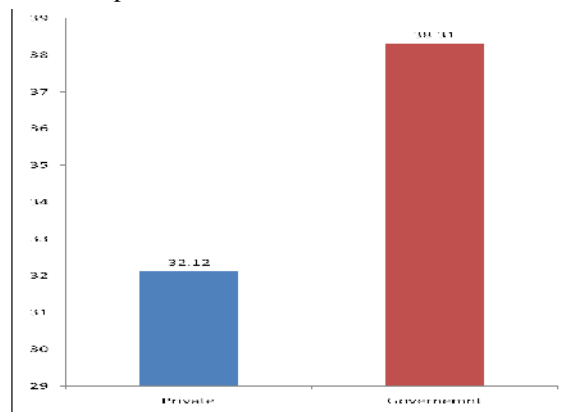


Table No. 3 Frequency distribution of job stress scores among women teachers working in government school.

Scores	Observed frequency	Smoothened frequency
10-15	3	4.67
16-20	11	11.00
21-25	19	27.00
26-30	52	45.33
31-35	65	55.67
36-40	50	38.33
Total	N = 200	

The graphical representation of frequency distribution of Job stress among women teachers working in government schools is presented in observed frequency and smoothened frequency in fig. 3

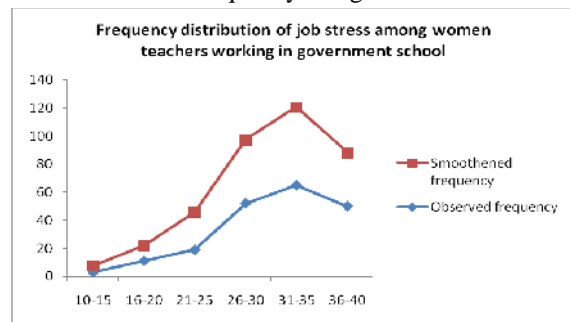


Fig. 3: Frequency distribution of job stress among

women teachers working in government school. The analysis of data on the basis of frequency distribution with regards to Job stress among women teacher working in private school of Gwalior division is presented in table 3.

Table No. 4 Frequency distribution of job satisfaction among women teachers working in government schools

Scores	Observed frequency	Smoothened frequency
10-15	5	4.67
16-20	9	16.33
21-25	35	31.33
26-30	50	41.67
31-35	40	39.00
36-40	27	31.33
41-45	27	20.33
46-50	7	11.33
Total	N=200	

The graphical representation pertaining to observed frequency is presented in fig. 4.

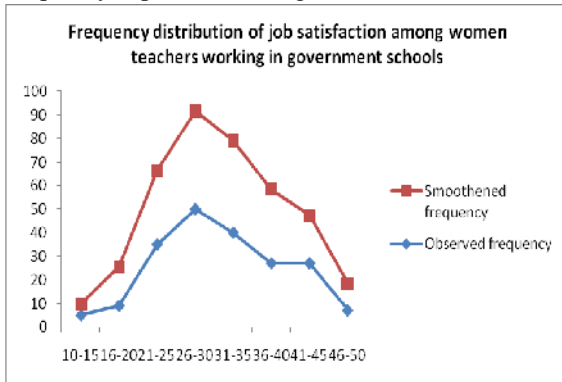


Fig. 4: Frequency distribution of job satisfaction among women teachers working in government schools

The data pertaining to job satisfaction among women teachers working in private schools on the basis of observed frequency in step intervals as per the norms of scale is presented in table 4.

Table No. 5 Frequency distribution of job stress among women teachers working in private schools of Gwalior division

Scores	Observed frequency	Smoothened frequency
15-20	3	7.33
21-25	19	21.33
26-30	42	37.00
31-35	50	57.33
36-40	80	45.33
41-50	6	28.67
Total	N=200	

The graphical representation pertaining to this table is presented in fig. 5.

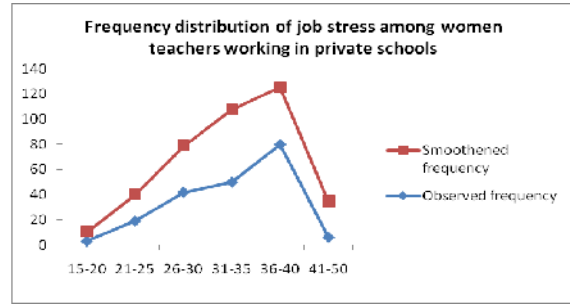


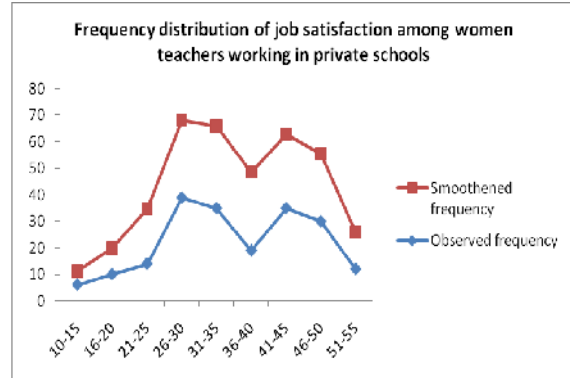
Fig. 5: Frequency distribution of job stress among women teachers working in private schools.

The graphical representation pertaining to scores presented in table are given in fig. 6

Table No. 6 Frequency distribution of job satisfaction among women teachers working in private schools

Scores	Observed frequency	Smoothened frequency
10-15	6	5.33
16-20	10	10.00
21-25	14	21.00
26-30	39	29.33
31-35	35	31.00
36-40	19	29.67
41-45	35	28.00
46-50	30	25.67
51-55	12	14.00
Total	N=200	

Fig. 6: Frequency distribution of job satisfaction among women teachers working in private schools of Gwalior division



See Table - 7

Discussion of Findings

The analysis of the data in the study revealed that women teacher working in private management schools have significantly higher job stress as compared to those working in the government schools. The

Table No. 7 Relationship between job stress and job satisfaction among female teachers of Government and Private Schools in Gwalior Division

S. No.	Variable	Coefficient of Correlation
1.	Correlation between Job Stress and Job Satisfaction for Government teachers	0.56*
2.	Correlation between Job Stress and Job Satisfaction for Private Teachers	0.43*

* r=0.07 (df 198) at .05 level of confidence

The graphical representation is presented in figure 7. analysis of the data pertaining to job satisfaction among women schools working in government and private schools also showed that the women teachers of private schools were found to be more job stressed than the government school teachers.

The government women teachers have much higher job security seems to be better pay scales, more freedom to work and independent in performing their duties assigned to them. The rules of the government are such that even if a teacher does not properly attend to this assign duties, he may not get into difficulty were as in the private schools, the management is more powerful teachers and have to put in more hard work and longer hour's of duties than the actual 8 hours of school hours.

Conclusion :

According to the results a significant differences in job stress among women teachers working in government and private school Gwalior Division. It is concluded that women teachers working in govern-

ment schools are found to be less job stressed than the women teachers working in the private schools. According to reserve is significant differences in job satisfaction among women teachers working in government and private school Gwalior Division. It is concluded that women teacher working in government schools are found to be high job satisfaction than the women teachers working in the private schools.

Suggestion :

1. It is suggested that effective measures to be taken by Schools management especially private Schools for creating a conducive environment in the schools so, that teachers do not have high level or Job Stress in order to promote effective teaching among to the students.
2. It is also, suggested that private school should provide parity to teachers in the regard to pay scale and other facilities being offered to government teachers.
3. It is also suggested that social security in terms of job be provided to teacher working in private schools as provide to govt. teacher.
4. It is also suggested that some recreational programmers be organized for stressing out the stress of teachers working schools in regular basis in order to promote positive mental health among teachers.
5. It is also suggested that there should not be too much of extra teaching load on private school teachers and there should be sufficient number of teachers working in private schools with proper teachers pupil ratio to avoid Job Stress.

REFERENCE

- 1 Dean Carol J. (1998) "Stressors Coping Behaviors and Burnout in secondary teachers. Dissertation Abstract International. 5:3 (Sept. 1989): 647-A.
- 2 Freeman and Mckay , (1987) "The stress the affect the ability of working women to deal with multiple role responsibilities:" Dissertation Abstract International 48:35 (Jan. 1987): 182.
- 3 Hipwell and will son (1991) "The source of stress on dissatisfaction among nurses" Dissertation Abstracts International 147:10 (April 199): 174.
- 4 Neuman and theodare Robert "Reported Job-Related stress and Job performance of selected groups of School Employees." Dissertation Abstracts International 51 (October 1990):1070-A.
- 5 Price, C.B. (1971) "An investigation of relationship between teacher job stress and selected personal characteristics" Dissertation Abstract International , 31, 5093-A.
- 6 Simpson and Cherly Joyer Fall (1980) "Study of teacher stress in Advertist School" Dissertation Abstract International 41:05 (Nov. 1980) 2026-A.
- 7 Shrivastava and Jagdish (1988). Psychological well being as moderator variable of occupational stress job satisfaction relationship. Advances in Psychology 3(1), 31-37.
- 8 Thakur, S. (1993) Teachers job satisfied and job stress of Secondary School Physical education teacher working in different school in Madhya Pradesh. Ph.D. thesis Jiwaji University, Gwalior.
- 9 Reese, Charley green (1986) "Teachers job satisfaction and job stress of urban secondary school teachers." Dissertation Abstract International, 36(3) 1374-1375.