

IMPACT OF STRESS ON JOB PERFORMANCE: A RESEARCH ON FACULTIES OF GOVERNMENT SCHOOL UNA DISTRICT OF HIMACHAL PRADESH

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ABSTRACT

The study is conducted to know the impact of stress on job performance of school faculties of government sector with special reference to Una District. Stress and performance is closely related each other whether it is job related or task related. The main objectives of this study are to assess the causes of the stress in Government school faculties and impact on their performance. For the strong base of the school level students required high quality teaching. The effects of stress on faculty can result in poor performance, work dissatisfaction, low productivity, heavy work load, and lack of support from colleagues, changes in work styles. Stress effects on their mental and physical health, reduced quality of work, nonexistence from work. In present study an attempt is made to teacher's occupational stress of primary and higher secondary school teacher of district Una Himachal Pradesh. A sample of 120 teachers was selected 60 each from senior secondary teachers and primary school teachers. Convincing sampling technique is used for effective study. The study is based on primary data. Questionnaire as main tool of collecting relevant information is used here. Likerts scale is used for rating the responses. Percentage method is used here for the data analysis. The main findings of the study showed that most of the faculties of govt. school are highly stressed relevant and suggestions are given. This study is limited to District Una of Himachal Pradesh.

Keywords: *Faculties, Stress, Job Performance, Information, Task Performance.*

Introduction

Teachers are the foremost significant resources in educational institutions. They're the key figures for any learning reforms needed in education structure. The supply of excellence in education system depends on top quality teachers. But most of the teachers bear tons of stress while doing this important job. Schools are considered as the main a part of the society to groom and educate the society. Teachers are considered because the role models where because the job of the teachers is extremely challenging and they have to figure under tons of pressures and they need to fulfill the stress of the society and therefore the institutions. High morale, appropriate subject knowledge and therefore the teachers' specialized teaching skills are fundamental to quality teaching and learning. The general population might imagine that faculty members are just teachers, but this is often a significant misconception. In government schools faculty members are required to show, provide services to high school, maintain balance between personal and business life then the teacher should be physically and mentally strong in order that they will reach their targets successfully. For an honest teacher it's important that he should be free from physical and psychological diseases. Stress The modern world is of competition and life is filled with challenges. Generally stress is perceived as negative condition but a particular level of stress is important for the effective function-ing. Stress can't be ignored or avoided but are often managed. The reasons International Journal of educational Research in Business and Social Sciences November 2013, Vol. 3, No. 11 ISSN: 2222-6990 666 for that are quite almost like other stressful occupations within the world. during a survey assessing the strain levels of varied jobs by the Health and Safety Executive, teaching came out top. The report, the size of

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Occupational Stress: further analysis of the impact of demographic factors and sort 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 consequences of stress all or most of the time. Teachers are over burdened with regular teaching load. Occupational satisfaction may be a necessary condition for a healthy growth of teacher's personality. College teachers protest that they're not paid enough. The importance of pay or an element in occupational has been greatly over emphasized. generally , occupational stress arises from the working conditions/environment of a system, once we talk about stress among teachers. Many factors cause stress among teachers. School teachers have lot of problems and challenges in teaching and handling students. Teachers also are over burdened with regular teaching work and non-teaching work as election duties, duty in census; populations counting etc. the teachers are often heard of complaining about. Teaching professional's important place in society. Teachers are considered because the creators of nation as scientists, philosophers, advocates, politicians and Administrators etc. Teacher is that the principle means for implementing all educational programmers of the organizations of educations. With the changing scenario and increasing unemployment, the values of teacher and their professional concerns related to the work have undergone a change, increasing stresses in this profession and hassles of teachers.

Occupational Stress

Occupational stress is psychological stress associated with one's job .job stress can increase when workloads are excessive or too low. Stress Work stress may be a condition during which the person feels unpleasant emotional experience regarding his/her job which diverts his/her attention from the work responsibilities. Work stress researchers agree that in many organizations stress may be a significant issue An Individual's adaptive response to a situation that's perceived as challenging or threatening to the person's wellbeing (Wu. S et al. 2006). Work stress is identified as a state during which some uniqueness of the workplace is taken into account rooting depressed mental or physical health. Work stress a risky, expressive and corporal response that happen when a load of working is inconsistent with the resources and necessities of the worker (Bano and Sadia, 2014). National institute of occupational safety health has more specifically defined work-related stress, as harmful, physical and emotional responses that occur when the wants of the work don't match the potential resources or needs of the workers. Teachers' work on Schools Overview of a Teacher's Responsibilities.

Job Performance of Teacher

Primarily the role and responsibility of an educator is multitasked within the present day school system. This was altogether different just a couple of years ago. Due to change in the modes of teaching mode and culture added managerial responsibilities for teachers include planning and executing instructional lessons, assessing students supported specific objectives derived from a group curriculum, and communicating with parents. A teacher has to combat his responsibilities within the following capacities:

- Lesson planning and teaching.
- Accountability for student performance.
- Classroom management and discipline in school.
- Supervisory role and advisory role .
- Examination and test conducting and monitoring

Job performance of teacher As occupational stress affects the physical and psychological well being of the teacher; it's definitely influences his efficiency and performance. Teaching is considered a really stressful occupation. For increasing competitions among students for achieving their goals added more pressure and stress on teachers. It's a longtime incontrovertible fact that the performance of teacher mainly depends upon his mental state of mind. As occupational stress affects the physical and psychological well being of the teacher; it's definitely influences his efficiency and performance.

Objectives

- To determine the effect of management-related stress on teacher's performance in public Sr. Secondary schools in District Una Himachal Pradesh.
- To find out the relation between Job satisfaction and work life balance among the faculties of Una District.
- How does work stress affect government school teachers' performance in District Una?
- Possible strategies for avoiding Government school's teachers stress ?

Methodology

- Both primary also as secondary data are used for the sake of study.
- Researcher has used exploratory research design.
- Questionnaire may be a main instrument of a knowledge collection for the govt school teachers.
- The detailed questionnaires has both structured also as open-ended questions
- Structured Questionnaire is ready for collecting the knowledge from Government school teachers of Una District of Himachal Pradesh.
- Purposive sampling technique is employed to pick 120 teachers in district Una .
- Ms Excel is employed for analyzing the information.
- The questionnaire using 5-Scale Liker (1=strongly Agreed 2=Agreed, 3=neutral, Agreed, 4=Disagreed, 5=strongly Disagreed) was planned to check the impact of all the variables. For this study the questionnaire is divided into 2 sections demographics and job stress & its impact on employee concert

Data Analysis and Interpretation

Sr. No.	Particular	Classification	No. of Respondent	Percentage
1	Age	Less than 30 years	19	15.83
		31 to 40 Years	47	39.16
		41 to 50 years	40	33.33
		51 to above	14	11.66
			120	100
2	Education	Graduation	90	75
		post graduation	15	12.5
		M.phil	10	8.33
		PhD	5	4.16
			120	100
3	Gender	Female	78	65
		Male	42	35
			120	100
4	Status	Marred	92	76.66
		Single	28	23.33
			120	100
5	Designation	Assistant Professor	32	26.66
		Associate Professor	82	68.33
		Principal	6	5
			120	100
6	Monthly Income	Less than 20000	11	9.16
		21000-40000	37	30.83
		40000-60000	62	51.66
		more than 60000	10	8.33
			120	100
7	Work Experience	Less than 5 year	30	25
		5 to 10 years	57	47.5
		11to 15 years	22	18.33
		more than 15 years	11	9.16
			120	100
8	My Department Head to show more Opportunities from others	Strongly Agree	21	17.5
		Agree	10	8.33
		Not Agree	30	25
		Disagree	11	9.16
		Strongly Disagree	48	40
			120	100

9	Lack of Top Management	SA	31	25.83
		A	47	39.16
		N	17	14.16
		D	13	10.83
		SD	12	10
			120	100
10	MY colleagues provide opportunities for learning and growth	SA	13	10.83
		A	8	6.66
		N	12	10
		D	32	26.66
		SD	55	45.83
			120	100
11	My Department head takes keen interest in improving staff management	SA	20	16.66
		A	15	12.5
		N	42	35
		D	19	15.83
		SD	24	20
			120	100
12	My Colleagues shows concerns for me	SA	3	2.5
		A	7	5.83
		N	71	59.16
		D	15	12.5
		SD	24	20
			120	100
13	My department head is good at helping me with my emotional issues	SA	4	3.33
		A	10	8.33
		N	17	14.16
		D	35	29.16
		SD	54	45
			120	100
14	My school provide good working conditions for all staff	SA	14	11.66
		A	23	19.16
		N	35	29.16
		D	33	27.5
		SD	15	12.5
			120	100
15	I am able to manage family and work life balance	SA	17	14.16
		A	45	37.5
		N	22	18.33
		D	16	13.33
		SD	20	16.66
			120	100

16	I feel aggression, depressed, headache, deficiency in work while I am on my job	SA	25	20.83
		A	78	65
		N	7	5.83
		D	4	3.33
		SD	6	5
			120	100
17	I am satisfying with administrative support	SA	12	10
		A	8	6.66
		N	39	32.5
		D	22	18.33
		SD	39	32.5
			120	100
18	My colleagues provide good environment with each others	SA	4	3.33
		A	9	7.5
		N	48	40
		D	29	24.16
		SD	30	25
			120	100
19	Work overload and time pressure	SA	51	42.5
		A	44	36.66
		N	7	5.83
		D	8	6.66
		SD	10	8.33
			120	100
20	I am confident that I can perform well on many different task	SA	23	19.16
		A	20	16.66
		N	33	27.5
		D	32	26.66
		SD	12	10
			120	100
21	I am satisfied with my life	SA	26	21.66
		A	22	18.33
		N	35	29.16
		D	24	20
		SD	13	10.83
			120	100
22	The conditions of my life are excellent	SA	21	17.5
		A	10	8.33
		N	18	15
		D	26	21.66
		SD	41	34.16
			120	100

The above table shows that 40 % Strongly disagreed, 8.33% agreed, 25%arenot agree,9.16% are disagree and only 17.5% respondents strongly agree on the my department head to show me more opportunities from others .10% respondents are strongly disagree, disagreed, 10.83% , 14.16% are not

agree 39.16% respondent agree on lack of top management support only 25.83% employees are strongly agree .From the above table it is clear that lack of administrative support causes stress and the performance of the respondent decreases as the 10% respondent were strongly agreed they satisfying by administrative services, 6.66% were agreed and 32.5% were agreed that lack of administrative support cause stress which in turns decrease their performance. 18.33% were disagreed and only 32.5% were strongly disagreed with that.

The results are clearly indicating that majority of respondent were agreed 42.5% were strongly agreed, 36.66% were agreed and 5.83% were not agreed that work overload and time pressure is a big source of stress in their job and also leads towards decreased performance. While 6.66% were disagreed and 8.33% strongly disagreed. The above table demonstrates that 21.66% respondents were strongly agreed that they are satisfied with their life, 18.33% were agreed and 29.16% were not agreed with that. Only 20% were disagreed and 10.83% were strongly disagreed and said their job stressful they are not happy with their lives .

The above table shows what the respondents feeling while they were on their job. The data indicated that 20.83 % of respondent were strongly agree ,65% are agree, The 5.83 not agree ,3.33 % of the respondents disagree and 5% are strongly disagree they were feel headache, depressed and deficiency in work. So majority did feel stress and their performance decreased.19.16% respondents do their best possible under stress and confident they were perform well on many different task, 16.66% respondents become motivated and more productive in stressed environment, 27.5% were not agree ,26.66% respondents were disagree and only 10 % respondents were strongly disagree on they are confident on multitasking .

It was further envisaged from data that 3.33% respondents were agree their colleagues provide working condition with each other.7.5% were agree, 40 % were not agree, 24.16% respondent disagree and 25% respondents were strongly disagree on that.

Conclusion

Greater a part of the teachers of Himachal State District schools felt that their job is stress full which stress reciprocally reduces their performance. Work overload, risky job and poor co-worker relations were the main donor to job stress. Due to work overload and time pressure the teachers of government schools in District Una aren't capable to handle work life with family life which cause some serious social problems. Therefore the overstressed job decreases Teachers performance and maybe a chief contributor to educator dissatisfaction .Of these factors create tons of problems for the teachers and that they indulged into mental depression, smoking, heart disease , high blood pressures and lots of other problems. To satisfy their job requirements workers use unfair means like telling a lie, work shirking, fraud and lame excuses. Proper strategies should be made regarding working hours, interpersonal reference relationships and supervision of faculties of District Una to scale back stress and to raise manage the Performance of teachers.

Suggestion and Recommendation

It is recommended that the Government may take measures for reducing the work stress of the teachers as they're the state builders and stress-free teachers can better make students good citizens. Primary teachers affect the essential education and it's very difficult to show the students at primary level but the first teachers are so neglected in our country that they weren't given basic facilities at schools starting from low pay scales to conducive learning environment. Primary, being a critical stage for college kids , sets foundation, so work stress of primary school teachers may affect the general education of the scholars as poor basic education affects the upper education which is made upon the essential education. Hence, it further recommended that:

- The first school building should be facilitated which make teaching-learning as easy process. The essential pay scale of the first teachers should even be the equal to the secondary teachers. Reduction of stress regarding fulfillment of the essential needs will enhance their teaching performance.
- School principals could also be given training to develop good relationship with the staff as harsh supervision harms the memory power and affects the teaching process.
- Heads may distribute the equal workload among the teachers and assign the teaching of the themes consistent with the power and interest of the teachers.
- Teachers might not be engaged in administrative task because the teaching to the youngest children is extremely time taking and difficult task.

- The government may establish concealing units in school for coping with teachers' stress. In these units expert psychologist may be appointed to help or support to teachers solving teaching related problems and prepare some solid policy measures for teachers stress management.
- Refresher course may be conducted once or twice in a year for stress management in primary schools.

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