

An Examination of the Mutual Relationship between Stress and Job Performance of the College Teachers of Rohtak District, Haryana

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Abstract-The stress is one of the important problems among the college teachers which directly or indirect affect the job performance of the college teachers. The present study throws an adequate light on the mutual relationship between stress and job performance of the college teachers; working in various colleges of the Rohtak district, Haryana. The study is aimed at examining the mutual relationships between stress and the job performances of the 200 college teachers respondents who are teaching in various colleges, located in five different blocks of the Rohtak district of Haryana. The study shows a varied response under the varied stress conditions. Furthermore, various recommendations have been implemented to alleviate the stressful conditions experienced by college teachers and improve their job performance within their respective institutions.

Key words: College Teachers, Job Performances, Stress, Well Being

INTRODUCTION

Stress is a natural response to demands or pressures placed on an individual. It can manifest in various ways and affect a person's physical, mental, and emotional well-being. High workloads, tight deadlines, challenging tasks, difficult coworkers, or job insecurity can all contribute to stress. Teachers often have heavy workloads that include lesson planning, grading assignments, preparing materials, attending meetings, and maintaining student records. The sheer volume of tasks and responsibilities can be overwhelming. Maintaining discipline and managing behavior in the classroom can be challenging. Dealing with disruptive students, conflicts, and diverse learning needs can create a stressful environment for teachers. On the other hand the disappointment with their activities which may adopt the best approach towards the undue pressure of the work. The steady

growing stress also affects the job performance and also leads to long term efficiency on their respective works undertaken. It is therefore; it requires a periodic review to cope with this growing menace and the various types of professionals and the personnel, belonged to academic and non-academic streams (Inderpal Singh, 2017).

Growing Stress among Teachers:

Stress is the summation of consequences for all vague organic experience extricated by troublesome and undesirable outside weights. One can feel it when he/she is gone up against with a troublesome and additionally unavoidable circumstance. Stress has been characterized by such huge numbers of researchers in various timeframe. All their points seems to be important in one point of view in other words, i.e., stress as an outer occasion or inward drive takes steps to disturb the balance of creature stress is a unique state inside a living being because of an interest for adjustment, as an apparent unevenness among request and reaction limit under conditions where inability to fulfill need has given significant results which attributed in a two distinguished ways (Yogianands & Annie 2019).

The proof proposes that the burnout etiologic is multiple- factorial, with the “dispositional factors” which have been playing a vital, since their “ago neglected” tasks. All these are the dispositional and subjective factors which have embroiled in the sufferings which have likewise been visible as indulged in the process of the burnout. Another cause of the burnout which is caused by the stressors that an individual which fails to adapting completely. Word concerning to burnout often grows slowly and also fails to perceive until it has attain the extreme position. At this view point, when one's assumptions on a

profession and its presence is burnout in a varied way can be started. The process of the Burnout is concept to happen when a jumble is available between the activity idea and the individual which understand the responsibility. A typical symptom of this bungle is functions to bear an excessive burden, which occasionally includes a labourer, who endures the cutbacks series yet after the reduce in the specialization which further finds that a person; who is in the question is doing significantly with barely with any asset. The situation of the excessive burden may arrive with regarding to scaling back, which is not restricted regularly in accordance with the objectives of the association; however it requires hardly representatives to get the desired results (Ishaq & Mahmood, 2017).

The requests assets related activity model has suggested for the burnout, as projected by the “Oldenburg Burnout Inventory (OLBI)” The mental and the request on the physical occupation were connected simultaneously with the depletion, as it was estimated by the OLBI. The absence of the acquiring the opportunities of the employment assets; which is relating to the separating OLBI segment. The perception of the ‘Burnout’ should be a disorder of the work-explicit condition. In case of this prohibited situation on the degree of burnout which has been displayed which to be unfounded. In the end of the day, burnout situation could be applied to non performing tasks, for example, either understudy or guardian (Geeta Rani, 2017).

The Demographic factors, Affecting the Stress: The demographic factors, affecting the stress of the teachers like age, gender, conjugal status, sort of the family, numerical strength of the wards, business status of the life partners, assignments, capabilities, nature of the school and the opportunities of the employment, time of understanding and the pay likewise stress relating impact on the teachers and their respective workplaces. There are numerous of the examinations which have been examined; as a result, it shows that there is significant relation between these prevailing factors and the existing stress (Iman Seyed Moharrqmi, 2019).

STATEMENT OF THE PROBLEM

There are various studies which have been carried out on steady growing stress on the mind of the college teachers with the result, it tends to affect the efficiency and the performances of the teachers. The present study throws light on the cause-effect relationship of the growing stressful situation and its impacts on work efficiency and the performances of the college teachers, as reported under the field conditions. Keeping in view these problematic areas of the stressful situation among the teachers; it becomes imperative to examine the stressful situation among the college teachers in relation to its impact on the efficiency and the adverse impact in terms of their periodic performances and the situation is addressed accordingly.

Objectives of the Study:

- To examine the mutual relationship between stress and their job performance.
- To recommend the methods and the means to address the stress.

METHODOLOGY

In order to analyze the job stress among the college teachers and burnout towards college targeted population for the present study was the college teachers in the district Rohtak of Haryana state. The strategies which have been used on the stratified samplings has discussed the proceedings to analyses various problematic areas and the pressing issues and to know the cause-effect relationship to find the varied impacts among various variables, taken for the study. By using the explicit methodology or procedure which was applied to differentiate the process, and analyze the stratified data to understand the pressing issues and which has enabled to the researcher to carry out the study on the dependently and the overall validity on these variables. In this phase; various phases of the research aspects including stratified block wise sample colleges are tabulated as follows:

Table: 1-Block wise Sample College of the study areas

Sample Colleges	The Population of the Blocks	Total Numbers of the Colleges	Sampling Technique
1. Rohtak	214064	NRS Post Graduate Govt. colleges, Rohtak with 50 teacher Respondents (One degree college, sample drawn, out of 6 colleges.	On the first stage, there were probability sampling with simple random sampling
2.Sampla	123826	One Govt. degree college with 50 teachers	At second stage non-probability samplings
3. Meham	20484	One Govt. degree college With 50 teachers	Convenience
4.Kalanaur	23319	One Govt. degree college with 25 teachers	Sampling technique is used & sample size is
5.Lakhan Majra	50513	One Govt. degree college with 25 teachers	Drawn from total 350 Teachers from 18 colleges

Source: Hand Book of Rohtak district, 2021

RESULTS AND DISCUSSION

In this study, there were all the five blocks which have been taken in to consideration with taking one degree collage from each block of the Rohtak district. In the district Rohtak, which is a large college, as a result, there were 50 college teachers, belonged to different streams which have been taken in to consideration for the field study. Further, there were rest of the four colleges which have been taken in to consideration by selecting one college with 25 respondents, belonged to the teacher’s community, from the Government colleges, located at the block headquarters such as Sample, Meham, Kalanaur and Lakhan majra respectively. Further, structured questionnaires with some of the qualitative and quantitative parameters have been administered to carry out the

field study to get the desired objectives of the study area. The testing parameters were selected as overloading the work load on the teachers, no adequate time for prepare, busy schedule due to frequent exam duties, in adequate resources, no spare time due to frequent paper marking, rude and misbehavior of the students, stress cause by extracurricular activities, lack of supporting hand from the staff members, most of the time, engaged in the administrative works, no extra reward for the additional works and insufficient support from the college Principal. All these factors, either directly or indirectly affect the work efficiency and their performances. Further, the distribution of college teacher’s response on the stress situation and its impact on the job performance in their respective colleges have worked out and tabulated as follows:

Table: 2- Distribution of College teacher’s response on Stress and its impact on job performance in Rohtak district, Haryana

Factors	Total No of Respondents	Strongly agreed	Agreed	No answer	Disagree	Strongly Disagree	Score	Rank
Overloading of work	200	68 (34)	36 (18)	46 (23)	23 (11.5)	27 (13.5)	7.34	1
No adequate time to prepare	200	28 (14)	61 (30.5)	28 (14)	48 (24)	35 (17.5)	5.51	7
Busy schedule due to frequent exam duties	200	44 (22)	43 (21.5)	41 (20.5)	38 (18)	34 (17)	4.71	11
Inadequate resources	200	48 (24)	44 (22)	45 (22.5)	38 (19)	25 (12.5)	5.57	5
No spare time due to paper marking	200	44 (22)	49 (24.5)	44 (22)	36 (18)	27 (13.5)	5.91	4
Rude & misbehavior of students	200	42 (21)	52 (26)	45 (22.5)	37 (18.5)	26 (13)	4.88	9
Stress caused by extra-curricular activities	200	42 (21)	49 (24.5)	46 (23)	39 (19.5)	24 (12)	4.84	10

Lack of supports from staff members	200	42 (21)	52 (17.5)	39 (20.5)	41 (13)	26 (13)	4.92	8
Most of time is devoted to administrative works	200	53 (26.5)	59 (29.5)	41 (20.5)	28 (14)	19 (9.5)	7.24	2
No extra reward for additional works	200	52 (26)	61 (30.5)	33 (16.5)	28 (14)	26 (13)	6.78	3
Insufficient supports from the College Principal	200	42 (21)	46 (23)	41 (20.5)	44 (22)	27 (13.5)	5.11	6

Source: Field survey

*Percentages are given in brackets

Keeping in view, all the tabulated figures of the distribution of response of the teachers' respondents lead to stress among College in Haryana, shows that out of 200 respondents, the response has been given in a varied way. In this worked out tabulated figures, the over load work ranked first among the stress related load with 7.34 score; followed by the reason that most of the time they busy in the administrative works with its score 7.24. Further, the reason of No extra reward for additional works with third rank with its composite score 6.78. On the other hand, the fourth reason of the stress among the college teachers which affect the efficiency and performances of the teachers has been no spare time due to busy in examination paper marking. with its score 5.91. Further, in this context, an adequate numbers of the teacher's respondents have pointed out that they do not have sufficient funds to improve their performances with their score 5.57. The next reason is relating to due to busy schedule they do not find adequate time to prepare themselves for improve their performance with their score with their score 5.51. With another reason which is associated with the rude and misbehavior of the students with its score 4.88 ranks 9th ranks among the reasons which usually affect the performances of the college teachers, belonged to sample colleges, taken for the study. In this context, the next reason is associated with the stress caused due to indulging in the extra-curricular activities by the teachers with their composite score 4.84. Lastly, there were considerable numbers of the college teachers who have scored 4.71 composite scores with their 11th rank have justified with cause-effect relationship with this parameters for their an adverse impact on their efficiency and performance of their job, working in their respective colleges in accordance with the applied with the scoring system applied for this stress evaluating system on the 200 respondents for 14 colleges, taken

from five sample blocks, belonged to Rohtak district of Haryana.

Recommendations for Improvement in the Efficiency and Performances of the College Teachers:

Self-care methods are enlisted as follows:

- Eating in accordance with a schedule of the sound taking meal;
- Receiving a ton of the exercises,
- Taking part in strong rest inclinations may help decrease a segment of the effects of a high level of job relating stress;
- A journey may offer us some short term living with the easing also,
- Avoid the stressor;
- Alter the stressor;
- Adapt to the stressor;
- Accept the stressor;

The techniques and plans applied to vanquish the stressful situation which is known as the "coping strategies". In this context, the varied individuals grasp with different relating adjusting strategies to address is problem. Further, in a doubtful situation, the physical arranging, the mental course of the action, use of the clinical methods, relationship in terms of the supernatural aspects and the reverse direct transformations are the "typical adjusting techniques" used by the experts to make the different social orders in an equilibrium position.

CONCLUSION

The stress is one of the pressing problems among the college teachers which directly or indirect affect the job performance of the college teachers. The present study throws an adequate light on the mutual relationship between stress and job performance of the

college teachers; working in various colleges of the Rohtak district, Haryana. The study is aimed at examining the mutual relationships between stress and the job performances of the 200 college teachers respondents who are teaching in various colleges, located in five different blocks of the Rohtak district of Haryana. The study shows a varied response under the varied stress conditions. In order to find the desired objectives of the study, the composite score method has been applied, as a result, a considerable variability has been found with varied valid reasons; as justified by the college teachers who have been teaching in the various colleges, located at the block headquarters of the Rohtak district of Haryana. Further, there are some of the recommendations which have been used to address the stressful conditions, among the college teachers, so that the job performances of the college teachers may be ameliorated under the stress less situation in their respective colleges.

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