
**A COMPARATIVE STUDY OF WORK STRESSORS AND JOB SATISFACTION BETWEEN
UNIVERSITY TEACHER EDUCATORS AND TEACHERS OF DIETS OF DELHI**

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ABSTRACT

Present paper seeks to compare various work stressors and job satisfaction between University Teacher Educators and Teachers of DIETs. The paper also aims to find out the relationship between work stress and job satisfaction of University Teacher Educators and Teachers of DIETs. The findings reveal a significant difference among the two groups at work stressors i.e. factors related to career development and factors related to relationship at work. A significant difference was also noticed at the job satisfaction of two groups, where the University Teacher Educators were found more satisfied with their job in comparison to Teachers of DIETs. The results also disclose a significant relationship between job satisfaction and work stress of Teachers of DIETs in contrary to University Teacher Educators whose job satisfaction was not found related with work stress.

Keywords: Job Satisfaction, Work Stressors, University Teacher Educators, Teachers of DIETs

INTRODUCTION

“Nothing is more important than providing Teachers’ best professional preparation and creating satisfactory conditions of work in which they carefully be effective.

- The Indian Education Commission (1964-66)

The terms ‘stress’ has been defined in various different context and there is no one definition of the term. Some of the definitions of stress are: ‘Stress is any condition that disturbs normal functioning’ (Arnold, 1960). ‘Stress is a non-specific response of the body to any demand’ (Selye, 1974). ‘Stress refers to physiological, behavioural and cognitive responses to events appraised as threatening or exceeding one’s coping responses and options’ (Lazarus, 1966). ‘Stress is the state of an organism, where he perceives that his well-being is endangered and that he must divert all his energies to its protection (Cofer and Appley, 1964).

However, work stress refers to that form of stress which one face at the place of work. Stress can be defined in terms of its physical and physiological impact on a person. It can be in any form i.e either a tension or a situation or any other work related factor at workplace which is perceived as stressful by the individual. Work stress can occur when there is an inability within an

individual to meet the demands or carry out or complete the demands of the environment or workplace. Often a simple stressor leads the body of an individual to make certain reaction i. e strain either physically or mentally or sometimes in both forms. A variety of factors contribute to workplace stress such as negative workload, isolation, extensive hours worked, toxic work environments, lack of autonomy, difficult relationships among co-workers and management, management bullying, harassment and lack of opportunities or motivation to advancement in one's skill level. All the factors which lead to create some form of stress at workplace are termed as work-place stressors or work stressors and the composite stress created by all the possible work stressors can combinedly be termed as work stress.

Job Satisfaction means the degree of one's satisfaction with his/her job. There are a lot of factors which contribute in building up the positive or negative feeling or attitude towards one's job. They may be the health, age, length of experience in a particular job, social status, emotional stability, educational level, work- pressure, financial pressure, family support, leisure activities and other social relationships.

For some employees job satisfaction is a permanent attitude which doesn't get affected by the change in job status, pay, working conditions and goals as they have little effect on the by satisfaction of such employees. While on the other hand, these factors possess a significant impact on their job satisfaction level.

SIGNIFICANCE OF THE STUDY

The significant of the study lies in the notion that there is a lot of difference in the work stressors faced and level of job satisfaction of university teacher educators and teachers of DIETs. However, a comparison to find out where the difference lies, justifies the selection of the study. The present study will reveal some interesting results in finding the various work stressors at which the two groups are significantly different with each other. It will also reveal the wide gap between the job satisfaction of university teacher educators and teachers of DIETs.

OPERATIONAL DEFINITIONS OF THE TERMS USED

Work Stressors: In the present study work stressors can also be defined as those factors at work place which are perceived as stressful by teacher educators.

Job Satisfaction: In the present study job satisfaction refers to the extent to which teacher educators feel satisfied with his job.

University Teacher Educators: In the present study the University Teacher Educators refers to the teachers teaching at Education Department of the University.

OBJECTIVES OF THE STUDY

1. To compare the work stressors between university teacher educators and teachers of DIETs.
2. To compare the job satisfaction between university teacher educators and teachers of DIETs.
3. To compare the relationship between job satisfaction and work stress among university teacher educators and teachers of DIETs

HYPOTHESIS

H₀ 1 There is no significant difference in work stressors faced by university teacher educators and teachers of DIETs.

H₀ 2 There is no significant difference in job satisfaction of university teacher educators and teachers of DIETs.

H₀ 3 There is not a significant relationship between job satisfaction and work stress of university teacher educators.

H₀ 4 There is not a significant relationship between job satisfaction and work stress of teachers of DIETs.

METHODOLOGY

Present study is a combination of Survey studies and Inter-relationship studies (i.e. correlation and prediction studies) of Descriptive type of Researches. Descriptive studies serves the purpose of obtaining the information about the current status of the phenomenon or about the phenomena of the immediate past. These are basically fact finding studies and help the researcher in the formulation of certain principles and give solutions to the problems keeping in mind local, national or international issues.

Population: The population for the present study comprises of teacher educators of all universities and DIETs of Delhi.

Sample: Four DIETs of Delhi were selected by using the simple random technique and one central university was again randomly selected in order to serve the purpose. The sample size was limited to 50 teacher educators which comprises of 25 teacher educators from each group.

Tools Used:

1. A self-developed questionnaire containing 45 items on eight main work stressors was used to collect data from the sample.

2. An adaptive version of Job Satisfaction scale originated by Cary L Cooper, Stephen J. Sloan & Stephen Williams was used in the present study.

ANALYSIS & INTERPRETATION OF DATA

The analysis of data was done by employing the Person 'r', t-test and descriptive statistical techniques. The data obtained was analysed descriptively and inferentially. The hypothesis was tested at 0.01 level and 0.05 level of significance.

Comparison of Work Stressors between University Teacher Educators and Teachers of DIETs

The comparison of different work stressors have been done in order to find out those work stressors which are significantly different for both the groups. Table 1 showed a detailed comparison of various work stressors:

Table1: Showing the Comparison of various Work Stressors between University Teacher Educators and Teachers of DIETs

| Work Stressors | University T.E (N=25) | | Teachers of DIETs (N=25) | | t-value |
|--|--------------------------|--------|-----------------------------|-------|------------|
| | Mean | S.D. | Mean | S.D. | |
| 1. Factors related to nature of job | 52.24 | 14.844 | 55.80 | 9.539 | 1.009 (NS) |
| 2. Factors related to role in the organization | 24.84 | 7.318 | 25.88 | 7.196 | 0.507 (NS) |
| 3. Factors related to career development | 17.56 | 5.568 | 21.12 | 5.426 | 2.289 * |
| 4. Factors related to relationship at work | 20.56 | 7.124 | 24.28 | 5.820 | 2.022* |
| 5. Factors related to classroom teaching | 11.20 | 4.601 | 11.08 | 4.112 | 0.097 (NS) |
| 6. Factors related to social environment | 8.20 | 4.320 | 9.24 | 2.919 | 0.997(NS) |
| 7. Factors related to organizational structure & climate | 11.00 | 4.673 | 11.32 | 3.772 | 0.266 (NS) |
| 8. Personal factors | 10.72 | 4.878 | 11.36 | 5.016 | 0.457(NS) |

NS-Not significant

***significant at 0.05 level**

Table 1 clearly depicted a significant difference at 0.05 level in two work stressors i.e. Factors related to career development and factors related to relationship at work. This means all the other work stressors seems to produce a similar level of work stress among university teacher educators and teachers of DIETs except factors related to career development and relationship at work place. The graphical representation of mean comparison for different work stressors among the two groups is given below:

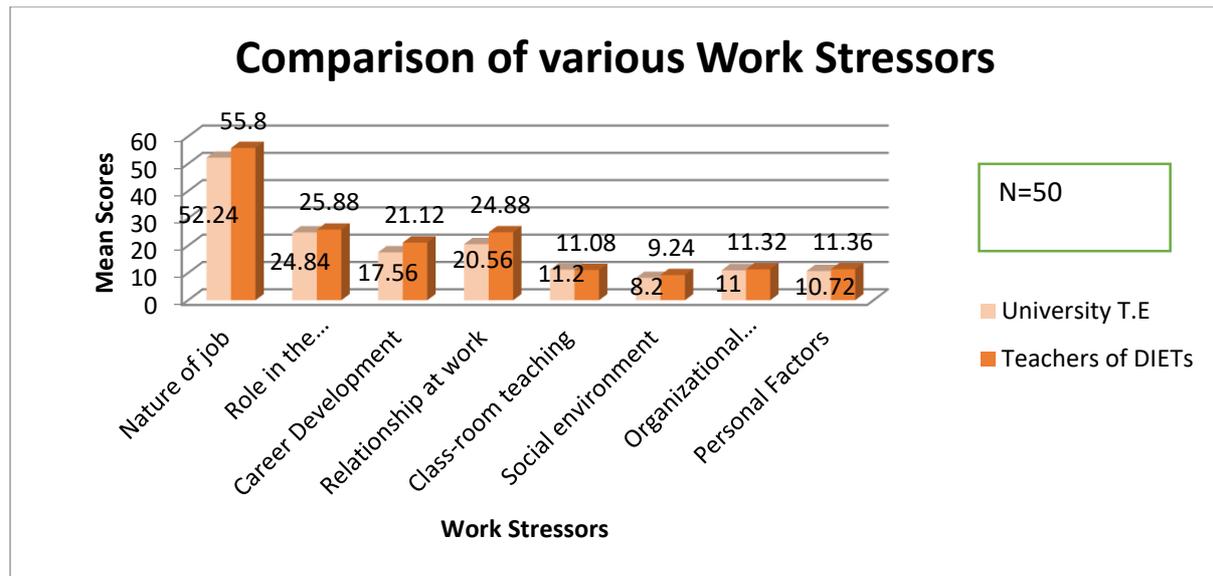


Fig.1: Graphical Representation of Mean Scores of Work Stressors among University Teacher Educators and Teachers of DIETs

Fig.1 shows the mean scores of various work stressors among university teacher educators and teachers of DIETs. It is clear from the graph that the mean scores of DIET teacher is high in comparison to the mean scores of university teacher educators in both the work stressors i.e. factors related to career development and factors related to relationship at work.

The plausible reason for a significant difference in factors related to career development seem to be lack of job security among the teachers of DIETs, Inadequate or poor quality of in-service training for their professional development, API threaten and above all the feeling of under-promoted which almost all the teacher working in the DIETs hold. The DIETs teachers found a less exposure to career development and knowledge & technological upgradation opportunities at their work place and which is perceived as a significant source of stress at their workplace in comparison to university teacher educators.

The DIETs teachers also have high mean scores for work stressors factors related to relationship at work which is due to feeling of jealousy and competition among the colleagues, lack of encouragement and guidance for efforts from the superiors, bureaucracy in the institute, lack of mutual co-operation and team-spirit among teachers and staff etc. All the above factors lead to create a high work stress among the teachers of DIETs as compared to university teacher educators.

Thus, the null hypotheses no.1 which states that there is no significant difference in work stressors faced by university teacher educators and teachers of DIETs is rejected. As it was found that the two groups are significantly different for work stressors- factors related to career development and factors related to relationship at work.

Comparison of Job Satisfaction between University Teacher Educators and Teachers of DIETs

The comparison of job satisfaction has been done in order to find out whether the job satisfaction is significantly different for both the groups. Table No. 2 showed a detailed comparison of job satisfaction of university teacher educators and teachers of DIETs:

Table2: Showing the Comparison of Job Satisfaction between University Teacher Educators and Teachers of DIETs

| SCALE | University T.E. (N=25) | | Teachers of DIETs (N=25) | | t-value |
|------------------|---------------------------|--------|-----------------------------|--------|---------|
| | Mean | S.D. | Mean | S.D. | |
| Job satisfaction | 81.92 | 16.414 | 68.16 | 19.282 | 2.717** |

**significant at 0.01 level

Table No.2 clearly revealed a significant difference at 0.01 level in job satisfaction of university teacher educators and teachers of DIETs. The graphical representation of the mean comparison for job satisfaction among the two groups is given fig 2:

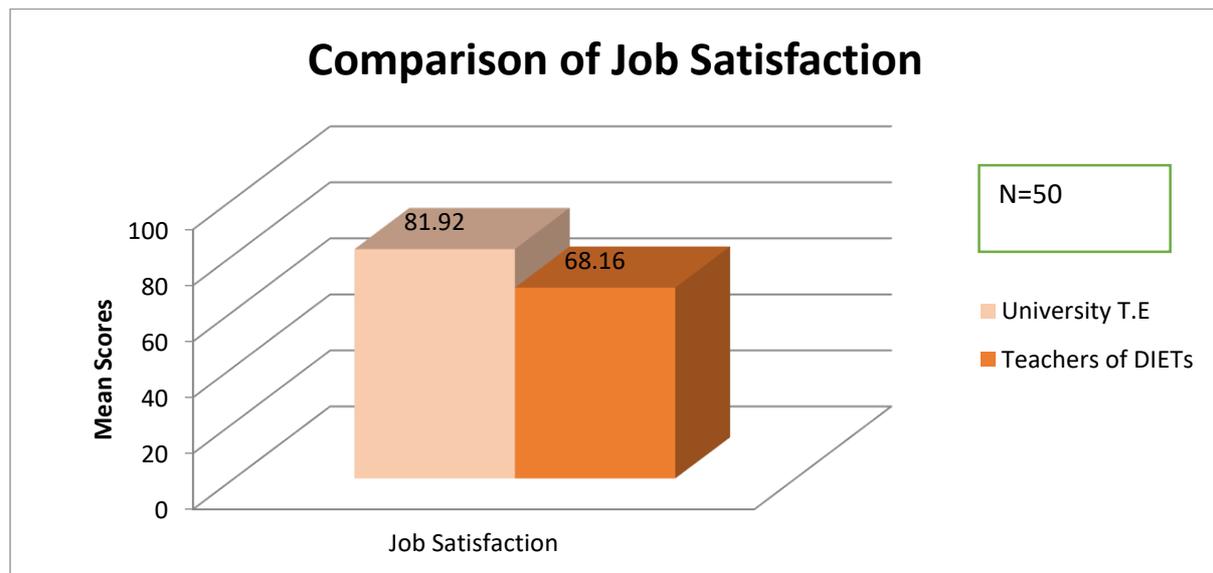


Fig.2: Graphical Representation of Mean Scores of Job Satisfaction among University Teacher Educators and Teachers of DIETs

Fig. 2 clearly showed that the mean score of DIETs teachers is low as compared to the mean scores of university teacher educators in job satisfaction. It means that DIETs are less satisfied with their job as compared to the other group.

The plausible reason for such a difference seem to be again relationship at workplace, less value given to efforts, lack of motivation, lack of current career opportunities, mutual conflicts in institution, lack of flexibility and freedom in job and a lot of work to be given other than teaching. All the above factors lead to less job satisfaction among DIETs teachers.

Thus, the null hypotheses no.2 which states that there is no significant difference in job satisfaction of university teacher educators and teachers of DIETs is rejected. As it was found that the two groups are significantly different at their job satisfaction.

Comparing the relationship between job satisfaction and work stress among university teacher educators and teachers of DIETs

The comparison of relationship between job satisfaction and work stress has been done in order to find out whether the job satisfaction is significantly correlated with work stress for both the groups or not. Table No.3 showed a detailed comparison of relationship between job satisfaction and work stress of university teacher educators and teachers of DIETs:

Table3: Showing the Coefficient of correlation between Job Satisfaction and Work Stress among University Teacher Educators and Teachers of DIETs

| Variables | Pearson's Product Moment Correlation | |
|--------------------------------|--------------------------------------|-------------------|
| | Coefficient of Correlation "r" | |
| Job satisfaction & Work Stress | University T.E | Teachers of DIETs |
| | | -0.194(NS) |

NS- Not significant

***significant at .05 level**

Table No.3 clearly showed an insignificant relationship between job satisfaction and work stress among university teacher educators. It means the level of job satisfaction of university teacher educators is not significantly correlated with the work stress. However, the direction of correlation that exists between job satisfaction and work stress is negative which indicates an inverse relationship between two variables. A high work stress will lead to less job satisfaction and vice-versa but this negative relationship is not significant at both levels i.e. 0.01 and 0.05 level.

Hence, the null hypotheses no. 3 that states there is not any significant relationship between job satisfaction and work stress of university teacher educators is accepted.

Table no.3 also shows a significant relationship between job satisfaction and work stress among teachers of DIETs. It means the level of job satisfaction of DIETs teachers is significantly correlated with the work stress. However, the direction of correlation that exists between job satisfaction and work stress is negative which indicates an inverse relationship between two variables. Thus, high work stress will lead to less job satisfaction and vice-versa and this negative relationship is significant at 0.01 level.

The existing significant relationship can be verbally interpreted (Garrett, 1981) as: substantial or marked negative relationship between job satisfaction and work stress.

Hence, the null hypotheses no. 4 that states there is not any significant relationship between job satisfaction and work stress of teachers of DIETs is rejected as a significant relationship between job satisfaction and work stress exists among DIETs teachers.

The reason behind negative relationship among both the groups lies in the notion that as much as the individual perceive more situations as stressful at workplace the more it leads to construct a negative attitude towards the job and bring less job satisfaction.

This negative relationship is insignificant among university teacher educators may be because of other benefits from the job such as high job security, better career development opportunities, high salary etc or due to less work stress perceived at workplace as compared to other group i.e. teachers of DIETs where there is a lack of such benefits from the job and work stressors like factors related to career development and factors related to relationship seems to be emerge as dominant work stressors.

MAJOR FINDINGS

Following are some of the major findings of the study:

1. University Teacher Educators and Teachers of DIETs of Delhi are significantly different at work stressors namely- *factors related to career development* and *factors related to relationship at work*.
2. University Teacher Educators and Teachers of DIETs are significantly different at their job satisfaction level.
3. Job satisfaction is significantly related with work stress among University Teacher Educators and insignificantly among Teachers of DIETs.

CONCLUSION

The present study reveals that there are some factors related to career development and relationship at workplace which are significantly contributing to the work stress of DIETs teachers as compared to university teacher educators. However, present paper also elaborate that there is a significant relationship between job satisfaction and work stress of DIETs teachers as compared to university teacher educators. Thus it can be concluded that university teacher educators perceived less situations as stressful and possess high job satisfaction as compared to

DIETs teacher which may be either due to more career development opportunities and good relationship at work or it may be due to effective coping strategies adopted by them.

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