

A Study on Work Stress and its Impacts on Employee's Productivity with Reference to Teacher's in School

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Abstract - In this competitive world, productivity of the employees is crucial factor for the success of an organization. Stress is inevitable part of our life due to workload, challenges, responsibilities & complexity. Right from birth till death, an individual faces various stressful situations. Stress has become an issue of great concern & worry as it can have damaging physiological & psychological effect on people working in organization/ institutes. An attempt has been made through this research paper to know the reason of stress among teachers & the ways/ techniques to cope with stress generated at work place & its impact on them. The study also focuses on employees behavior and attitudes towards productivity which gets affected due to stress in organization. The research method used is purely on secondary data analysis by referring various research papers & journals of this nature, findings & suggestions are made based on grounded theory approach.

Key Words: Stress, teachers, causes & techniques, impact

1. INTRODUCTION

Educational institutions is a service providing organization and a like other organization it also became one of the competitive field in India, which provides high quality education to students and at a same time sustain in the market. In this technological revolution world education institution face challenges to teach students with new techniques. As employees of educational institution become a part of various systems, process and techniques which is complicated with this advance technologies and employees find it difficult to cope up. Stress can be described as a feeling emotional, exhausted, demand for over work load, also has a huge mental pressure, and physically overwhelmed. In this fast changing world it is bit difficult or impossible to live without a stress. We can easily find out the effects of stress on both employers as well as on employees. The life of people now a day is multidimensional and they have to face huge amount challenges in their daily routine irrespective to study, work, family, peer pressure, daily target etc. It would be reaction for short time situation, such as getting stuck in traffic or a long time situation such as stress due to spouse death or might be different reasons due to health issues occurred. Stress can be seen at different level in the organization ie Individual, Group, Organization which force employees to change the pattern of behavior.

As per the study of Dr. Lazarus and Dr. Selye work we came to know about the positive and negative stress. Positive stress can be said as eustress and negative stress can be said as distress. Positive stress can be seen as an opportunity for

employees in organization who believe to get a good outcome wherein negative stress can be seen as threat that would have a poor outcome. We can see a good stress in weddings, as we do not see things because wedding makes us happy. Stress can create ulcers or employee might vomit or else their might different symptom which shows huge stress on employees, due to this factors organization sent their employees for outing to different place to reduce stress and will have a creative thinking and good productivity. We have made an attempt to understand the level of stress faced by employees in education institution with respect teaching and work in the organization and how we can find a solution to reduce the stress.

1.1 LITERATURE REVIEW:

This study was on working women employees in the organization: I studied that working professional women employees have more work related stress than the non working or non professional women employees. (Tharakan 1992); Occupational stress is basically undertaken by him and his major focus on sources and managing stress as well as relationship between stress and heart diseases.(Joseph Sharit). (Daniel Ganste)r and John had done a research on stress which is more emphasized on those studies of work stress which affects the health of employees in the organization. This all have witnessed has been seen through the occupational stress which shows the difference in health and mortality that is bit difficult to explain by the other factor subjects to different studies that demonstrate the work experience on psychological and emotional responses. (Gardner sallie) had discussed the work stress and discussed on prospective teacher or individuals who want to choose teaching as a profession or want to get into education system. His review was well known for psychological distress of teachers and student with the practical experience. (Sharron SK Leung) This research study undergone mental health, stress management behavior among the secondary school teachers who are actively engaged in stress management behavior and who are not. (Ravindra Kaur) has undergone a study on psycho-social problem of women teachers face problem in the institution. Institution should create good policy, administration which would help women teachers feel caring and fairness. (Orpen) He compare the job stress of college lecturer and nurses in which found that nurses has more job stress as compare to lecturers. (Rhyllal and Singh) has done a research among the three designation of college Assistant Professor, Associate Professor and Professor; he reviled that assistant professor has more job stress than associate professor and professor. (Gibbons) has carried out research in Ireland and England on stress faced

among lecturer in the institution, he found out that 70% lecturer in Ireland and 57.5 % lecturer in England have stress due to heavy workloads

1.2 OBJECTIVES OF THE STUDY:

- To study the reasons of job stress of teachers in the schools.
- To study the impact of job stress on teachers performance and productivity.
- To understand the symptoms of excess stress on teachers in schools
- To suggest some successful implementation of coping mechanism of stress for teachers in schools.

1.3 LIMITATION OF THE STUDY:

- This research study is limited to women teacher in schools.
- We have not focused teacher other than women who feels stress during their working hours.
- Due to time constraints and lot of paper work we have collected data from limited Institution

1.4 RESEARCH METHODOLOGY:

The current study is based on both primary and secondary data. We have made questionnaire based on work stress which was distributed in different schools. Secondly some data is collected from the existing literature available on Internet, Reference books, Journals etc.

Sample size for the study is 20 and data is collected through simple random sampling method.

Descriptive type of research is used to complete the research.

1.5 CAUSES OF STRESS:

- Being unhappy in your job
- Having a heavy workload or too much responsibility
- Working long hours
- Having poor management, unclear expectations of your work, or no say in the decision-making process
- Working under dangerous conditions
- Being insecure about your chance for advancement or risk of termination
- Having to give speeches in front of colleagues
- Facing discrimination or harassment at work, especially if your company isn't supportive
- The death of a loved one
- Divorce
- Loss of a job
- Increase in financial obligations
- Getting married
- Moving to a new home
- Chronic illness or injury
- Emotional problems (depression, anxiety, anger, grief, guilt, low self-esteem)
- Taking care of an elderly or sick family member

- Traumatic event, such as a natural disaster, theft, rape, or violence against you or a loved one

Sometimes the stress comes from inside, rather than outside. You can stress yourself out just by worrying about things. All of these factors can lead to stress:

- Fear and uncertainty. When you regularly hear about the threat of terrorist attacks, global warming, and toxic chemicals on the news, it can cause you to feel stressed, especially because you feel like you have no control over those events. And even though disasters are typically very rare events, their vivid coverage in the media may make them seem as if they are more likely to occur than they really are. Fears can also hit closer to home, such as being worried that you won't finish a project at work or won't have enough money to pay your bills this month.
- Attitudes and perceptions. How you view the world or a particular situation can determine whether it causes stress. For example, if your television set is stolen and you take the attitude, "It's OK, my insurance company will pay for a new one," you'll be far less stressed than if you think, "My TV is gone and I'll never get it back! What if the thieves come back to my house to steal again?" Similarly, people who feel like they're doing a good job at work will be less stressed out by a big upcoming project than those who worry that they are incompetent.
- Unrealistic expectations. No one is perfect. If you expect to do everything right all the time, you're destined to feel stressed when things don't go as expected.
- Change. Any major life change can be stressful -- even a happy event like a wedding or a job promotion. More unpleasant events, such as a divorce, major financial setback, or death in the family can be significant sources of stress.

Your stress level will differ based on your personality and how you respond to situations. Some people let everything roll off their back. To them, work stresses and life stresses are just minor bumps in the road. Others literally worry themselves sick.

1.6 IMPACT OF STRESS ON PRODUCTIVITY:

- Physical Problems: Physical problems create physical problems such as a headache, stomachache, heart attack, allergies, and skin disorder and as a result production is hampered. This is one of the major impacts of stress on employee productivity.
- Emotional Problems: Emotional problems may cause emotional problems like anxiety; fear; guilt, depression, anger; panic, tension, and these problems directly impact on productivity.

- Absenteeism: Absenteeism stress increases high absenteeism of workers in the workplace and this cause low productivity.
- Family Problems: Family problems create many family problems and this hampered their production quality at their workplace.
- Wastage of Time: When stress is too high workers requires the long time to accomplish their work and this also lead to low productivity.
- Increased Cost of Production: When stress is too high, workers require too much time and as a result cost of production is also increased.
- Lack of Good Relationship between Labor and Management: When workers are in stress they become frustrated regarding their way of life. As a result, there is a conflict existed between labor and top management.
- Lack of Commitment toward Work: Lack of commitment toward work also reduces workers commitment toward their work. For this reason, lower productivity happens in the workplace.
- Low Quality of Products: When labors are in stress, they could not perform at their expected level and as a result, their quality of production is decreased.
- Employees could not perform at their expected level: Many times due to high stress, workers could not perform at their expectation level. So low productivity happens and costs of production increases. Finally, we can say that, although stress is the bad but moderate level of stress should prevail in any organization for better production.

PHYSICAL SYMPTOMS:

- Aches and pains
- Diarrhea or constipation
- Nausea, dizziness
- Chest pain, rapid heart rate
- Loss of sex drive
- Frequent colds or flu

BEHAVIORAL SYMPTOMS:

- Eating more or less
- Sleeping too much or too little
- Withdrawing from others
- Procrastinating or neglecting responsibilities
- Using alcohol, cigarettes, or drugs to relax
- Nervous habits (e.g. nail biting, pacing)

2. DATA ANALYSIS:

There is different designation and also have the different attitude of individual teachers in the schools with respect to strategies in coping stress. We have divided the teachers in different categories ie Senior Professor, Professor, Associate Professor, Assistant Professor and Lecturer.

Table 1.1

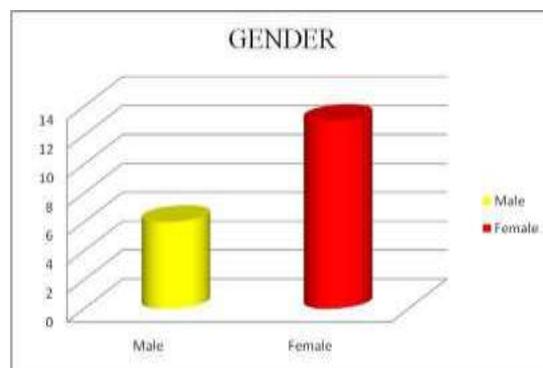
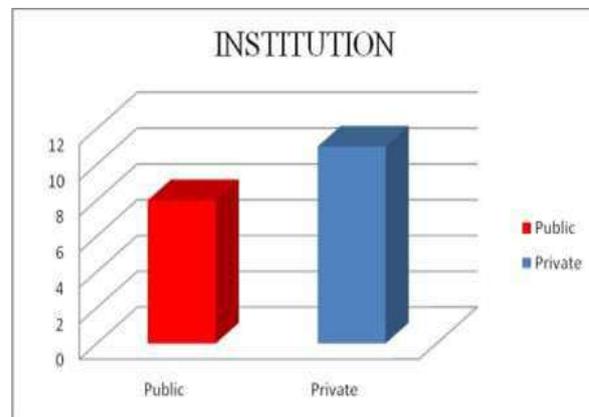


Table 1.2



1.7 SYMPTOMS OF EXCESS STRESS:

CONGITIVE SYMPTOMS:

- Memory problems
- Inability to concentrate
- Poor judgment
- Seeing only the negative
- Anxious or racing thoughts
- Constant worrying

EMOTIONAL SYMPTOMS:

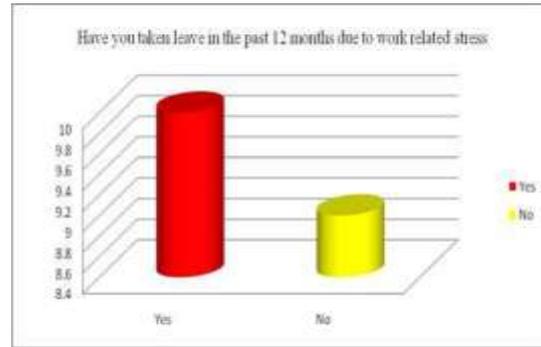
- Depression or general unhappiness
- Anxiety and agitation
- Moodiness, irritability, or anger
- Feeling overwhelmed
- Loneliness and isolation
- Other mental or emotional health problem

Table 1.3



From the above table 1.3 it clearly indicates that majority of the votes for their hard time or busy in the organization is “sometimes”.

Table 1.7



From the above Table 1.7 Many Teachers have taken leave due the work related stress

Table 1.4

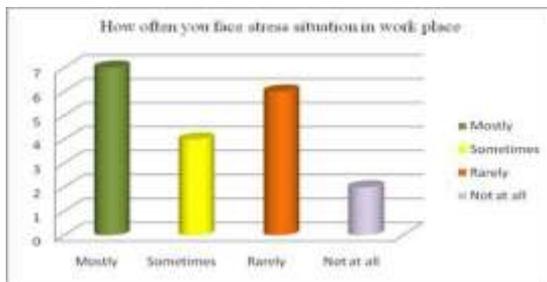
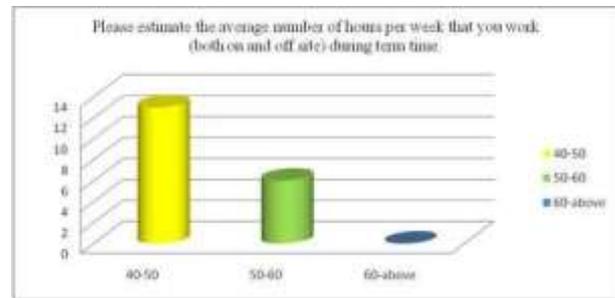
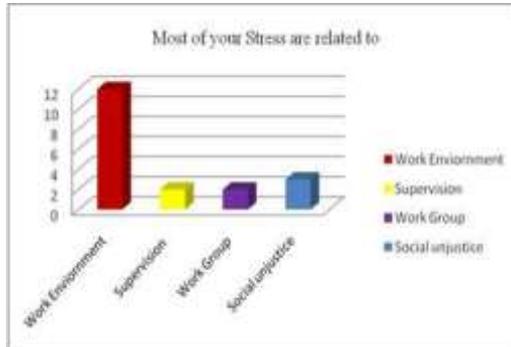


Table 1.8



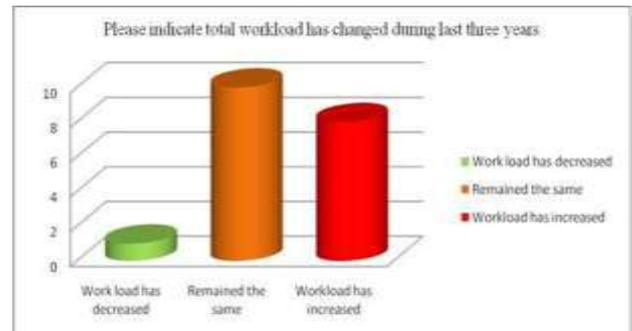
From the above table 1.8 the average number of hours per week is around 40-50 hours during the term time.

Table 1.5



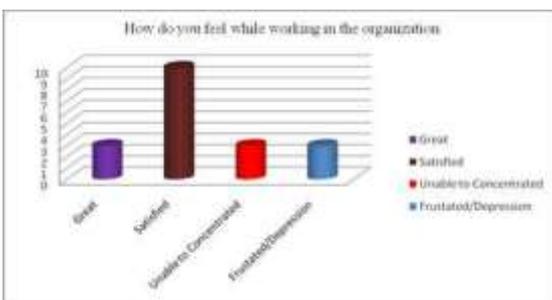
From the above table 1.5 Most of the time stress is related to the work environment

Table 1.9



From the above table 1.9 the total workload remains the same during the last three years.

Table 1.6



From the above table 1.6 Teacher's feels more satisfied while working in the organization

Table 1.10

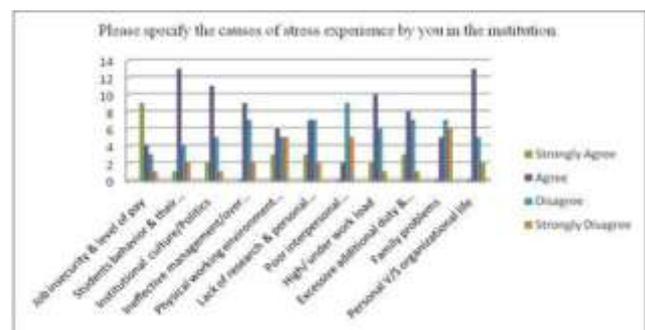
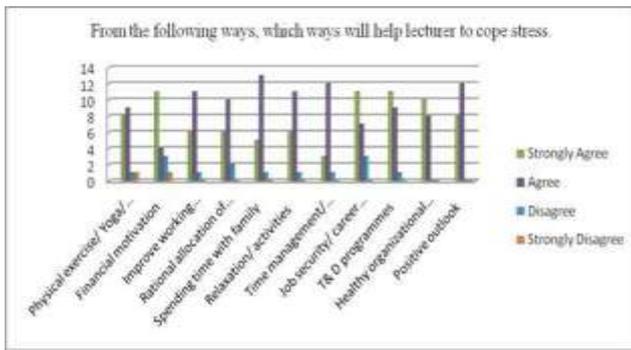


Table 2.1

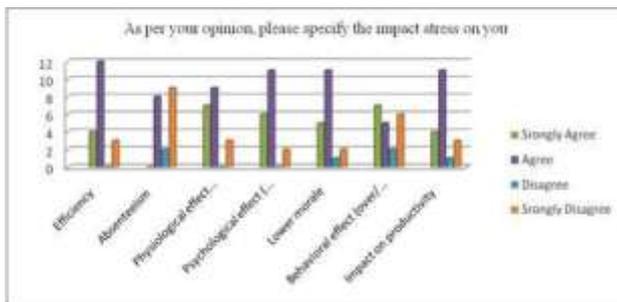


AUTHOR



Working as an Assistant Professor having work experience of 8 years in the field of HR.

Table 2.2



3. FINDING AND CONCLUSION:

- It is found that maximum number of teachers in school face stress related to work in the organization.
- Many of them feels they are overloaded with the work.
- Many a time’s employees scarify their domestic function and accept the boss order to achieve the target of the organization
- Employees feel stress due to the family related stress.
- Employee feels that strategies used in school to reduce stress are effective.
- Despite of huge stress in organization they manage to balance their social life.

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