



# **A Comparative Study of Job Stress between Private and Government School Teachers**

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## **ABSTRACT**

Stress at work has become a prominent and pervasive feature of modern organizations due to the increasing complexity of work and its diverse demands. The term "job stress" has been coined by researchers in the fields of organizational psychology and management to describe the mental state of employees caused by a job situation or a combination of job situations that are perceived as presenting excessive and divergent demands. It is a mental and physical condition that has an impact on a person's productivity, effectiveness, health, and work quality. Behavioral, physical, or psychological outcomes are typically used to describe the ways in which stress manifests. A particular kind of occupational stress is teacher stress. It is when a teacher experiences negative emotions like tension, frustration, anger, and depression as a result of the work they do. Overall, teachers who are under a lot of stress also show signs of psychological distress, usually in the form of high levels of anxiety, low levels of psychological well-being, and lower levels of job satisfaction. Teachers are at the center of the education system, helping young people build their nation with purpose and responsibility and face the challenges of the future. It is a teacher's responsibility to mold and shape their future because they are the social engineers and custodians of the future. In every culture, teachers are constantly exposed to high levels of stress. A stressful recipe includes long working hours, inadequate pay, role ambiguity, inadequate teaching facilities, a lack of social recognition, a negative organizational climate, and strained relationships with co-workers.

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## **INTRODUCTION**

A teacher is a person who instructs students and understudies (children). The function of a teacher is typically one that is formal and ongoing, performed at a school or another location for official training. A teacher needs a lot more than just the vision of the society he is preparing his students for. Teachers must, then, be accorded a respectable position in society, and their pay and working circumstances must be adequate and agreeable in light of their qualifications and responsibilities. This third section for teachers may be unique among occupations because people in no other line of work are as deeply invested in the lives of almost all the people in their network and as closely connected to the task of managing money, politics, society, and social life as instructors are. The method through which we can instruct a person is by teaching. People with a perceived calling in life are teachers. A teacher, also known as a schoolteacher or formally an educator, is a person who, through the practice of teaching, assists students in acquiring knowledge, competence, or virtue. The role of a teacher varies according to culture. Teacher's professional responsibilities may extend beyond formal instruction.

## **WHAT IS STRESS**

The feeling of pressure is both mental and emotional. A person may experience feelings of being overwhelmed and underprepared to handle life's events. Stress can lead to a number of health problems, including being exhausted, irritable, furious, and anxious. Any kind of change that puts physical, mental, or psychological strain on a person is considered to be stressful. Your body's reaction to anything that demands focus or action is stress. Everyone goes through periods of stress.

## **CONCEPT OF JOB STRESS**

Job stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities resources, or needs of the worker. Job stress can lead to poor health and even injury. when discussing job stress in the context of workplace wellness, it's important to note that this term refers to a physiological condition in which an employee's mental and physical health is negatively impacted by their workload and other work-related obligations that have become so onerous and overwhelming that they are unmanageable. Because of the generally high standards and priorities set by employers, the workplace is sometimes a breeding ground for stressful situations. Additionally contributing factors to job stress include the clash of various personality types among coworkers and the worry about losing a source of money. The body's response to a change that necessitates a physical, mental, or emotional adjustment or response is stress. Any scenario or idea that gives you cause for frustration, rage,

trepidation, or anxiety can cause stress. The condition known as stress factors is one in which a stress distribution exhibits high localized stresses, typically brought on by a sudden change in the geometry of a member. The maximum stress is significantly higher than in cases where there is no geometrical discontinuity.

### **WHAT IS GOVERNMENT SCHOOL AND PRIVATE SCHOOL**

The primary distinction between government and private schools is in their funding and administration. Government schools, as the names suggest, are administered and funded by the local, state, or national government, whereas private schools are entirely or partially funded by student tuition fees and which is significantly higher than that of a public school and administered by a private body.

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## **REVIEW OF LITERATURE**

**Khalifa, Khalaf & Mohammed (2022)** conducted a study to determine the prevalence of occupational stress and depression among school teachers. Arabic version of Occupational Stress Index (OSI) and Beck Depression Inventory (BDI) questionnaires were administered to 106 participants from three schools in Cairo, Egypt to measure the level of stress and depression. The age of participants was between 22 to 58 years. Results show all teachers were moderate levels of stress 55.7% and 19.8% depression symptoms. Teachers had a high prevalence of occupational stress due to exposure to many occupational stressors.

**Doss ET. al. (2018)** study aims to compare occupational stress and professional burnout in teachers working in private and government schools. 120 teachers from private schools and 120 from government schools were selected by using a convenient sampling method. Occupational stress questionnaire and burnout questionnaire were administered. The study found that government teachers have more occupational stress compared to private school teachers.

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## **RESEARCH METHODOLOGY**

### **TITIAL OF THE STUDY**

“A COMPARATIVE STUDY OF JOB STRESS BETWEEN PRIVATE AND GOVERNEMNT TEACHERS”

### **SUBTITLE**

A study on job stress of 20 Private and 20 Government School Teachers.

### **OBJECTIVE**

1. To compare the level of job stress between private school teachers and government school teachers.
2. To study the job stress of Private school teachers.
3. To study the job stress of Government school teachers.
4. To analyze the satisfaction level of private and government school teachers on working environment.
5. To analyze job stress of private and government school teachers on working conditions.

### **RESERCH DESIGN**

A descriptive and exploratory research design is used for the purpose of the study. An organized plan for conducting a research in both quantitative as well as qualitative way was implemented. The set of methods and procedures used to collect and analyze measurements of the variables specified in the problem research is called a research design. The study type (descriptive, correlational, semi-experimental, experimental, review, and meta-analytic) and sub-type (such as descriptive-longitudinal case and study, research problem, hypotheses, independent and dependent variables, experimental design, and, if applicable, data collection methods and a statistical analysis plan) are all determined by the design of the study. A framework that has been developed to answer research questions is called a research design.

### **UNIVERSE**

The universe for this study private and government school teachers in Vadodara.

### **SAMPLE**

Sample is the representative of the whole universe. Here, the researcher has used simple random sampling method, and selected 40 respondents from various schools Vadodara which are randomly selected.

### **VARIABLES**

They are two types of variables independent and dependent.

**Independent variables**

Independent variable includes personal information like Age, education, occupation, marital status etc.

**Dependent variables**

Dependent variable includes information related to level of job stress.

**TOOL OF DATA COLLECTIONS****Primary Data**

Google form

**Secondary Data**

Internet, previous dissertation, journals

**LIMITATION OF THE STUDY**

- The study is limited in terms of its respondents.
- Difficulty in contacting resource persons.
- Limited exposure distribution data.

**FINDING**

- Majority of the respondents (67.5%) are belongs to the age group of 30-39 years.
- Majority of the respondents (50%) government school and (50%) private school.
- Majority of the respondents (92.5%) are married.
- Majority of the respondents (95%) teachers are working in full time.
- Majority of the respondents (87.5%) are permanent employees in government and private school.
- Majority of the respondents (42.5%) people are current position in school.
- Majority of the respondents (62.5%) people are satisfied with their work in the school.
- Majority of the respondents (40%) people are watching movie when they feel stress.
- Majority of the respondents (62.5%) people are symptoms of stress at workplace.
- Majority of the respondents (60%) people are physical stress feel in workplace.
- Majority of the respondents (52.5%) people are both (low and high) stress in job.
- Majority of the respondents (50%) people are facing other problem because of stress in job.
- Majority of the respondents (40%) people are stress related to supervision in both school (government and private).
- Majority of the respondents (60%) people are maybe stress related to demand in school job.
- Majority of the respondents (62.5%) people are saying that they are facing work load in workplace.
- Majority of the respondents (90%) people are satisfied with their job in workplace.
- Majority of the respondents (75%) people are spend time with their family.

**CONCLUSION**

This review means to thoroughly analyze the degrees of occupation stress experienced by government teachers and tuition based school instructors. There are sums of 40 instructors (20 from government schools and 20 from non-public schools) who are female. The subject is the autonomous variable, and occupation stress is the reliant variable. The current review uncovers that non-public school instructors' and government teachers' degrees of occupation stress are not essentially unique. This demonstrates that both government teachers and tuition based school educators experience a moderate measure of occupation stress. Conceivable to make the determination educators' elevated degrees of seen pressure are adverse to both their own wellbeing and the

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association's efficiency. Educators' expert misery was portrayed because of additional work and less rewards. It has been found that the showing climate shares not many likenesses in the variables that cause word related pressure, bringing about yield imperfections and smothering hierarchical turn of events. Instructors of government school experienced less work pressure than tuition based school educators. The reasons for more work pressure in tuition based school educators are more work request exhausting working circumstances power reduces impoverishment, job over-burden, equivocality and job struggle, unfortunate connection and low status in the public eye, uncertainty of work. The educators who are working in government school have better change likewise in contrast with the educators who are working in tuition based schools.

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