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## WORK RELATED STRESS AND JOB PERFORMANCE

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### ABSTRACT :

This study intends to investigate how Private school teachers' job-related stress connect to their performance. The study acknowledges the important role that teachers play in learning and forming the lives of students, as well as the potentially harmful consequences that stress from the workplace may have on their general well-being and effectiveness in the classroom. The research methodology entails the gathering of primary data from high school teachers using a questionnaire and secondary data from reviews, journals, and books using a practical sampling procedure. According to the study's findings, high school teachers' job performance and work-related stress are significantly correlated. The performance of teachers who are given secretarial and administrative tasks other than teaching will be impacted by the added stress these tasks provide. As stress levels rise, so do physical and mental health issues such as depression, irritability, memory loss, exhaustion, breathing issues, high blood pressure, sleep issues, panic attacks, etc. Results indicate that there is no correlation between teachers' age, gender, or level of stress. When stress levels rose, mental and physical health issues followed, by job performance get drastically decreased. The purpose of this study was to pinpoint the root causes of workplace stress and its effects on teachers' ability to execute their jobs as well as their physical and mental well-being.

**Key words:** Workplace stress, job performance, and concerns with mental and physical health

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### INTRODUCTION :

Teachers shapes generations' features, but demanding professions and responsibilities cause stress, impacting physical, and mental health, and job performance. Work-related stress effects employees across various sectors, with teachers facing unique professional challenges. Teachers fails to provide high-quality instruction, balancing student behaviours, parental expectations, and administrative requirements.

Researches shows work stress negatively impacts teacher's performance, leading to higher absenteeism, job satisfaction, and burnout, impacting the education system and affecting student motivation. Teachers often face work-related stress, feeling underappreciated, and unsupported, leading to a challenging work-environment, effecting job-performance and quality of education. The study identifies causes, effects on job performances, and physical and mental health of school teachers addressing work-relates issues.

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### REVIEW OF LITERATIURE :

Teaching is a particularly stressful profession. It includes lesson planning, administrative works, organizing activities, evaluation, and exam supervision, among other things. Increased blood pressure, headaches, shivering, and sore throats are just few of the health issues brought on by anxiety. These have risen as a result of negative institutional attitudes, parental attitudes, student attitudes and job overload. High level of depression may increase the likelihood of suicide Rajar, H.A., Shoukat, F., and others (2023). Manja, Manja, and Ba-an, M.T.; Jallu, S.Y.; E.K. (2023) stress among university professors are significantly influenced by workspace variables such as excessive workload, workspace, job security, delays in promotions, and working environment. Despite their best attempts to effectively manage all these things, academics still struggle with administrative duties, research projects, taking classes, attending meetings, and family issues. Oparanoize, O., Agunanne, V., Obinna-Akakuru, A., & Achonu, J (2022) lecturers who are engaged in heavy academic activities will suffer stress; physical stress has an impact on lecturer's mental states, which lowers their level of productivity. The participation of lecturers in sports, exercise and fitness programmes should also be promoted in order to preserve excellent health. Tagay, O (2022) life satisfaction, belief in occupational resilience, and age are highly and negatively associated with job stress in teachers but not superior support or gender. Wangdi, N. (2021) the most prevalent causes of occupational stress of teachers were workload, student misbehaviour, and frequent policy of programme changes level of stress from rising. Bearschank, D (2010) varied working pressures have varied effects on male and female teachers. Women are more likely than men to experience stress.

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**Conceptual Framework :**

The teaching profession may be difficult and stressful. Teachers, who confront special difficulties in their field of work.

***causes of work-related stress***

- Heavy workload
- Student behaviour
- Lack of time management
- Additional administrative and clerical works
- Staff shortage
- Lack of discipline and motivation
- Lack of teamwork
- Work-life balance
- Job insecurity

***Mental health problems due to work-related stress***

- Sadness
- Fatigue of exhaustion
- Sudden irritability
- Losing control in certain situations
- Losing concentration and memory problems

***Physical problems due to work-related stress***

- Difficulty in breathing
- Blurred eyesight or sore eye
- Sleep problems
- Muscle aches and head aches
- Panic attack
- Suffering chest pain and blood pressure
- Indigestion and heartburn

***Factors affecting job performance***

- Satisfaction with the work environment
- Enough salary
- A good relationship with the students
- A good relationship with the colleagues
- Punctuality at work
- Confidence and mastery over own subject
- Proper communication skill

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**OBJECTIVES OF THE STUDY :**

1. To identify the common cause of work-related stress
2. To identify the effect of stress on job performance
3. To identify the effect of stress on the physical and the mental health of teachers

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**RESEARCH METHODOLOGY :**

The study is descriptive in nature and used both primary and secondary sources. While secondary data is gathered from various articles, journals, and books relating to the study topic, primary data was gathered via a questionnaire. A convenient sampling technique was used to choose the samples in terms of sampling. The study focused on high school teachers in Chavakkad Taluk in the Thrissur District. Specifically, the sample consist of high school teachers. A total of 60 samples were taken for the study. The collected data, both primary and secondary, were analysed using statistical tools such as tables, charts, percentage analysis, ANOVA and, simple linear regression. Data were analysed using statistical package for social sciences (SPSS) software. These analytical techniques allowed the researcher to summarize and interpret the data, enabling to draw conclusions and insights related to the

factors causing work-related stress, and the relationship between work-related stress and age, gender, job performance, mutual health and physical problems

## Data Analysis and Interpretations :

### *Relationship between level of stress and job performance*

- HO: There is no significant relationship between level of stress and job performance
- H1: There is a significant relationship between level of stress and job performance

**Table 6.1**  
**SIMPLE LINEAR REGRESSION**

Coefficient<sup>a</sup>

Model	Unstandardized Coefficients		standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	4.998	.294		17.011	.000
WRS	-.274	.083	-.396	-3.285	.002

Source : SPSS output

#### Interpretation:

- The estimated average value of the dependent variable “Job Performance” (JP) when the independent variable “work-related stress” (WRS) is zero is represented by the constant term (interpret) of 4.998.
- The dependent variable “JP” is predicted to decrease by 0.274 units for every unit rise in “WRS,” holding other variables constant, according to the coefficient of -0.274 for the “WRS” variable
- After taking into consideration the standard of the variable, the standardized coefficient (beta) of -0.396 shows that the dependent variable “JP” is moderately negatively impacted by the independent variable “WRS” the dependent variable “JP” is significantly negatively impacted by the independent variable “WRS”. So here rejected the null hypothesis and accepted the alternative hypothesis that there is a relationship between level of stress and job performance. If the level of stress increased the job performance of teachers so decreased.

### *Relationship between level of stress and mental health problems*

- HO: There is no significant relationship between level of stress and mental health problems
- H1: There is a significant relationship between level of stress and mental health problems

**Table 6.2**  
**Simple linear Regression**

Coefficient<sup>a</sup>

Model	Unstandardized Coefficients		standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	812	.644		1.260	.213
WRS	.552	.183	.369	3.023	.004

Source : SPSS output

#### Interpretation:

- The estimated average value of the dependent variable “mental health problems” (MP) when the independent variable “work-related stress” (WRS) is 0.213 is represented by the constant term (intercept) of 0.812.
- The dependent variable “MP” is predicted to decrease by 0.552 units for every unit rise in “WRS,” holding other variables constant, according to the coefficient of 0.552 for the “WRS” variable
- After taking into consideration the standard deviation of the variable, the standardized coefficient (beta) of 0.369 shows that the dependent variable “MP” is moderately positively impacted by the independent variable “WRS” the dependent variable “MP” is significantly positively impacted by the independent variable “WRS”. So, here rejected the null hypothesis and accepted alternative hypothesis that there is a relationship between level of stress and mental health problems. If the level of stress increased the mental health problems of teachers also increased.

**Relationship between level of stress and physical problems**

- HO: There is no significant relationship between the level of stress and physical problems
- H1: There is no significant relationship between the level of stress and physical problems

**Table 6.3**  
**Simple Linear Regression**

Coefficient<sup>a</sup>

Model	Unstandardized Coefficients		standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.056	.614		1.718	.091
WRS	.454	.174	.323	2.603	.012

Source : SPSS output

**Interpretations**

- The estimated average value of the dependent variable “physical problems” (PP) when the independent variable “work-related stress” (WRS) is 0.091 is represented by the constant term (intercept) of 1.056.
- The dependent variable “PP” is predicted to decrease by 0.454 units for every unit rise in “WRS” holding other variables constant, according to the coefficient of 0.454 for the “WRS” variable
- After taking into consideration the standard deviation of the variable, the standardized coefficient (beta) of 0.323 shows that the dependent variable “PP” is moderately positively impacted by the independent variable “WRS” the dependent variable “PP” is significantly positively impacted by the independent variable “WRS”. So, here rejected the null hypothesis and accepted alternative hypothesis that there is a relationship between level of stress and physical problems. If the level of stress increased the physical problems of teachers also increased.

**CONCLUSION :**

School teacher’s job performance and general well-being can be considerably impacted by work-related stress. Prioritizing methods for lowering stress and fitness supportive work environment is vital for educational institutions and administrators. Teachers can be better prepared to manage their stress level and improve their performance in the classroom by implementing good time management, offering suitable assistance and resources, supporting work-life balance and encouraging autonomy and recognition.

There are a number of aspects in this study that can cause stress, with effective time management having the highest mean score (4.02) and a healthy balance between work and life having the lowest mean score (2.28). According to the respondent’s demographics, 38% of respondents are between the ages of 30 and 35. While 34% are over 40 years. 43% of males and 57% of women responded to the survey. Most respondents (78%) have an average monthly income of between Rs. 50000 and 100000. The majority of responders (67%) are members of joint families. In their families, more than 80% of respondents reported having childcare or childcare obligations. 42% of respondents have between ten and twenty years of teaching experience. There is a correlation between stress levels and job performance; as stress levels rose, instructors' job performance also fell. There is a link between stress levels and both mental and physical health issues. Therefore, when teachers' stress levels rose, so did their mental and physical health issues. In the end, encouraging teachers' mental health and job satisfaction benefits both them and the quality of instruction they provide to pupils.

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