



Relationship between Occupational Stress and Job Satisfaction

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Abstract

The present study was conducted to find out the relationship between occupational stress and job satisfaction of degree college teachers. Sample of 100 teachers were selected randomly from the degree colleges of Abohar. The tools used were Occupational Stress Index (OSI) by Srivastava & Singh (1984) and Job Satisfaction Scale by Singh and Sharma (1986). The data was analyzed by Pearson's Product Moment correlation. Result of the study revealed that there is significant and negative correlation between occupational stress and job satisfaction.

Keywords: occupational stress, job satisfaction, degree college teachers

Introduction

The developing countries are in transitional phase of development, newly exposed to economic integration and started experiencing workforce diversity to larger extent. Higher education sector is among the highly influenced sectors of this transition and takes major responsibility to direct the nation towards right path. College teachers are greatly responsible for the student's future. Therefore the teacher should be physically and mentally strong so that they can achieve their objectives successfully. The faculty of colleges promises to meet this great challenge of attaining objectives of higher education, which resultantly puts high stress on them. The stress bearing capacity is backed by their level of satisfaction to the institutions. The highly stressed and poorly satisfied faculty cannot help the colleges to compete such global challenges. The colleges in India and other countries particularly of developing nations need to adopt continuous job satisfaction and occupational stress assessment programs and investigate their causal relationship. The success of colleges in near future will highly depend on the capacities and performance of their faculty.

Occupational stress

Occupational stress is a term used to define ongoing stress that is related to the workplace. The stress may have to do with the responsibilities associated with the work itself, or be caused by conditions that are based in the corporate culture or personality conflicts. As with other forms of tension, occupation stress can eventually affect both physical and emotional well being if not managed effectively.

Occupational stress can be defined as the physical and emotional response that occurs where worker perceives an imbalance between their work demands and their capability and/or resources to meet these demands or in simple words it is the harmful physical and emotional response that can happen when there is conflict between job demands on the employee and the amount of control and employee has over meeting these demands (Kaur, 2011)^[14].

Job satisfaction

According to Kepler (1994)^[15] job satisfaction is in regard to one's feelings or state of mind regarding the nature of their work. Job satisfaction can be influenced by a variety of factors, for example the quality of one's relationship with their supervisor, the quality of the physical environment in which they work. Job satisfaction is the fulfilment and gratification that comes from work. It is not the money, the benefits or vacations. It is doing the work itself. Virtually every job can provide a level of satisfaction. People differ in the extent to which they report job satisfaction and the explanation for these difference lies in the nature of the jobs which various employees perform.

Statement of the problem

Relationship between Occupational Stress and Job Satisfaction.

Objective of the study

To study the relationship between occupational stress and job satisfaction of degree college teachers.

Hypothesis of the study

There exists significant relationship between Occupational Stress and Job Satisfaction of degree college teachers.

Delimitations of the study

1. The present study was delimited to degree colleges of Tehsil Abohar only.
2. The present study was delimited to 100 teachers only.

Design of the study

Descriptive Survey Method was used in the present study for the investigation.

Tools used

To measure the relationship between job satisfaction and job

stress following test were used:

1. Job Satisfaction Scale by Singh and Sharma (1986)
2. Occupational Stress Index (OSI) by Srivastava & Singh (1984)

Analysis and conclusion

The results have been discussed in the light of hypothesis of

the study.

There exists significant relationship between Occupational Stress and Job Satisfaction of degree college teachers.”

To verify the above hypothesis Pearson's Product Moment correlation was computed between the scores of Occupational Stress and Job Satisfaction of degree college teachers.

Table 1: Showing co-efficient of Correlation between Occupational Stress and Job Satisfaction of Degree College teachers

Sr. N.	Variable	N	df	r	Level of significance
1.	Occupational Stress	100	98	-0.30	Significant at 0.05 & 0.01 level
2.	Job Satisfaction				

The result shows that correlation between occupational stress and job satisfaction is - 0.30 which is higher than the table value at 0.05 and 0.01 level of significance. It indicates there is significant and negative correlation between occupational stress and job satisfaction. Thus hypothesis “There exists significant relationship between Occupational Stress and Job Satisfaction of degree college teachers” is accepted.

Educational Implications

There is negative relationship between job stress and job satisfaction, less the stress more the satisfaction and vice versa. For having more job satisfaction the work load should be less on teachers, misbehavior of the students and poor colleague relationship are the factors of dissatisfaction which should be stopped. Good pay scale, promotional opportunities for more job satisfaction of the teachers should be done. The institutional head should be cooperative, impartial and problem solving with the teachers for increasing job satisfaction. The teacher should have freely friendly nature, able to express their views, not having hesitation to talk with others. The teachers should take interest in life and felt productive and creative.

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