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A comparative study of occupational stress and job satisfaction among physical education professionals of, Chhattisgarh and Uttar Pradesh

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Abstract

The aim of the present study was to compare the Occupational stress and Job satisfaction among physical education teachers of Chhattisgarh and Uttar Pradesh. Total Two hundred (n=200) Teachers was selected for study as sample. The samples were further divided into groups of 100 each. The first group was Chhattisgarh and the second group of Uttar Pradesh. The data was collected by using simple random sampling technique of Occupational stress and Job satisfaction among physical education teachers. In order to assess the Occupational stress and Job satisfaction by Dr. A. K. Srivastava and Dr. A. P. Singh. The data was collected tabulated and subject to statistical analysis. Descriptive analysis was done by computing means, standard deviations and t-test. The result revealed that there is significant difference found between Occupational stress and Job satisfaction among physical education teachers.

Keywords: Professional, stress, physical education, job, satisfaction, Chhattisgarh, Uttar Pradesh

Introduction

The working physical education teacher of the present generation are performing multiple roles such as father, husband, father-in-law and employer etc., for man and mother, wife, mother-in-law etc., for woman. These role and responsibilities are thrust on them by the society in that they live and it is also considered that these are all normal and routine work and nothing extra ordinary. Over the years, formal attentions have been paid to the problems of the family adjustment. Physical education teachers are confronted with problems regarding their school, home life, school experiences, interaction with colleagues and social relationships. But these roles and responsibilities often developed several kinds of stresses, mal-adjustment and affect their psychic well-being which is responsible for mental conflicts. A person with least mental conflict will be in a better position to concentrate and perform whole heartedly in other pursuit of his life. Indirectly it can be inferred that in physical education and sports, a person with less family problems will perform his professional responsibility more efficiently than a person who is suffering from mental conflicts. Therefore this variable has been considered to one of the important parameter to be included in this study.

Almost every physical education teacher is in charge of housework. It is difficult to find a physical education teacher of either gender who is not involved in housework. However, in addition to their household responsibilities, they work in various institutions as a coach or physical trainer, which puts them under additional stress and makes it difficult for them to adjust to different aspects of life.

Occupational Stress

The word stress is derived from the Latin word 'Stringere'. Stress is the 'wear and tear' our bodies experience as well as adjusts to our continually changing environment; it has physical and emotional effects on us and can create positive and negative feelings (Sachdeva & Kaur 2013) ^[10]. Stress is a system produced by emotional and social relations that are going on within an organization-economical, political, social, cultural or educational. Whenever equality strong power units are functioning within an organization stress is created. Going to school or into a new job for the first time are some of the stressful situation. It varies in degree or intensity (Singh 2007) ^[11].

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It is an inextinguishable part of life, a natural and predictable factor of life. Complete freedom from stress for living individual is impossible. In relation to definitions of stress, it can be said that this is a type of acute or strong and fast change in outer environment due to which there is change in one's tolerating power which takes the form of physical or mental disorder. It is the process that occurs in response to situations or events that disrupt or threaten one's physical or psychological functioning.

According to Beehr and Newman, "job stress is a condition arising from the interaction of the people and their jobs, and characteristics by changes within people that force them to deviate from their normal functioning".

We are living in an era of growing complexities and pressures where human constitution and capacities are being taxed severely. The stresses relating to job have become predominant feature of modern life, exerting far reaching effects on focal employee's behavior and adjustments on as well as off-the-job.

All occupations are associated with stress, but defense occupations are significantly more stressful than others. Then that jobs or carriers are a central source of stress. Some of factors producing stress in work setting are obvious for example, work overload, or being asked to do too much in short period of time. Interestingly being asked to do too little can also be quite stressful. Such under load, producers' intense feelings of boredom, and these in turn, can be very stressfully (wikipedia.org)

Work related stress is making news these days both in high profile newspapers and in human resources related publications. Rising numbers of mental illness claims are costing companies both money and productivity and while talk of corporate wellness programs has been plentiful, very few companies actually have implemented one.

Occupational stress has been defined as employee's mental state aroused by a job situation or a combination of job situations perceived as presenting excessive or divergent demands.

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.

When left unchecked, occupational stress can lead to emotional and physical disorders that began to impact personal as well as professional lives. The individual may develop a level of tension that interferes with sleep, making relaxing outside the workplace impossible. Over time, the stress can trigger emotional disorders such as anxiety, depression and in some cases various phobias that further inhibit the ability to enjoy any aspect of living.

During the middle of the 20th century, employers began to initiate programs to help reshape corporate cultures in an effort to minimize the amount of productive stress found in the workplace. For many companies, this meant developing an occupational stress definition that relevant to the individual business and the working environment as it was currently constituted. With the working definition in place, employers began to utilize resources such as confidential reporting methods, professional counseling, and employee committees to identify areas where the corporate climate could be enhanced and reduce stress levels at the same time.

Over the years, the tools used to identify and effectively deal

with occupational stress have continued to evolve. Today, there is a standard occupational stress index that is used in many stress management programs to assess the potential for negative stress to undermine one or more employees. There are also various incarnations of an occupational stress indicator listing that can help individuals determine if general conditions have the potential to lead to unhealthy stress levels. Occupational Stress is stress at work. Stress is defined in terms of its physical and physiological effects on a person (or thing). Stress is mental, physical or emotional strain or tension or it is a situation or factor that can cause this. Occupational stress occurs when there is a discrepancy between the demands of the environment/workplace and an individual's ability to carry out and complete these demands. Oftentimes a stressor can lead the body to have a physiological which in turn will result on a strain on a person physically as well as mentally. One of the main causes of occupational stress is work overload. Occupational stress is oftentimes caused by an increased workload without the addition of employees to take on that additional work. Instead the increased amount of work is given to the current employees to finish in the same time span that they would be asked to finish their regular or standard workload.

Job Satisfaction

Job satisfaction is the combination of two words "Job" and "Satisfaction". Where, job consists of duties, responsibilities and task (performance elements) that are defined and specific, can be accomplished, quantified, measured and rated. Satisfaction refers to the way one feels about events, people and thing.

Job satisfaction concept has come from industrial psychology and it is now one of the most explored searched expected of human competence at work. It is also said to be the result of various attitude the employee hold towards his job when a particular employee have satisfaction in his/her job, they are likely to do their job with great care and sincerity.

The concept of job satisfaction traditionally has been great interest to social scientist concerned with the problem of work in a industrial society. However, people have done very large number of research but they were able to collect only a little communication of knowledge. Most of them faced many difficulties like problem in comparing studies and estimating trends due to difference in measurement of job satisfaction, sampled population and time periods. Different in measurement technique have been a major problem since a multitude of indicators have been developed and it is a questionnaires whether they all measure the same thing Research have been a major tool to examine the different ways of measuring job satisfaction such knowledge will help the researcher to access the dependence of their inferences regarding the causes and consequences of job satisfaction on the indicators they have used to measure the concept and would thus facilitate the comparison of research findings. Job satisfaction is the situation derived from any pursuit by the process of fulfillment of the needs. It is the favorableness or un-favorableness with which employee view their work. Job satisfaction may refer either to a person or a group, it result from the best fit among job requirement, wants and expectation of an employee. It is used to express the extent of match between the employees' expectation of the job and reward that the job provides.

Job satisfaction can be defined also as the extent to which a worker is content with the rewards he or she gets out of his or her job, particularly in terms of intrinsic motivation. (Staff,

2004) [12].

The term job satisfaction refers to the attitude and feelings people have about their work. Positive and favorable attitudes towards the job indicate job satisfaction. Negative and unfavorable attitudes towards the job indicate job dissatisfaction. (Armstrong, 2006) [2].

Hoppok & Spielgler (1938) [13] defines job satisfaction as the integrated set of psychological, physiological and environmental conditions that encourage employees to admit that they are satisfied or happy with their jobs. Further, the role of employees at workplace is emphasized as there is an influence of various elements on an employee within the organization Job satisfaction essentially implies one of the most pleasant and keenly sought after state of mind. It also can be said that the job satisfaction is widely accepted psychological aspects which will help a particular employee to function his profession more effectively.

Purpose

To measure the Occupational stress level of selected Physical Education Professionals of Uttar Pradesh and Chhattisgarh.

To measure the Job-satisfaction level of selected Physical Education Professionals of Uttar Pradesh and Chhattisgarh.

Methodology

For the purpose of present study, Two Hundred (N=200) male Physical Education professionals from Government Colleges/Universities of Chhattisgarh and Eastern Uttar Pradesh were selected as subjects. In which 100 subjects from Chhattisgarh and 100 from Eastern Uttar Pradesh were selected. As the sample has been selected purposively hence, it comes under purposive sampling.

Selections of Variables

In present research after reviewing the literature, consultation with the experts and researcher's own understanding the following variables have been selected for purpose of this study:

- Occupational stress.
- Job satisfaction.

Criterion measures

After going through detailed discussions with the supervisor, experts and the related literature, it was decided to employ the following standardized research tools were used for the present study.

- I. Occupational Stress Index (OSI) developed by Dr. A. K. Srivastava and Dr. A. P. Singh was used to measure job stress of subjects.
- II. Job Satisfaction Scale (JSS) of Dr. Amar Singh and Dr. T. R. Sharma was used to measure job satisfaction.

Statistical Technique

For purpose of the study descriptive statistics i.e. Mean,

Standard Deviation, Independent t-test were computed to compare the psychological parameters i.e. Occupational Stress, Job Satisfaction between Government colleges Physical Education professionals of Uttar Pradesh & Chhattisgarh. The level of significant will be set at 0.05 level.

Administration of questionnaire

The scale consists 46 items, each to be rated on five-point scale. Out of 43 items, 28 are 'True-keyed' and rest 18 are 'False-keyed'. The items related to almost all relevant components of job life which cause stress in some way or the other, such as role over load, role ambiguity, role conflict, group and political pressures, responsibility for persons, under participation, powerlessness, poor peer relations, intrinsic impoverishment, low status, strenuous working conditions and unprofitability.

The scale has 30 statements. Each statement has five suitable alternatives characterized by the nature of the statement from which a respondent has to choose any one, which candidly expresses his response and encircle the same. There are no "right" or "wrong" answers as everyone has right to express his own views.

Results and Discussion

According to the findings of this study, there was a significant difference in Occupational Stress among PE Professional of Chhattisgarh and Uttar Pradesh. Whereas, It was observed that there was no significant difference between PE Professional of Chhattisgarh and Uttar Pradesh in relation to Job Satisfaction.

- Result of study revealed that significant difference was found between college level PE professionals of Uttar Pradesh & Chhattisgarh in term of Occupational Stress.
- Result of study revealed that no significant difference was found between college level PE professionals of Uttar Pradesh & Chhattisgarh in term of Job Satisfaction.

Table 1: Descriptive statistics of college level Physical Education Professionals of Chhattisgarh and Uttar Pradesh in relation to Sports Occupational Stress (OS)

Variables	State	N	Mean	Std. Deviation	Min.	Max.
Occupational Stress	CG	100	153.29	12.615	114.00	180.00
	UP	100	146.21	21.539	112.00	205.00

Table 1 shows that the mean and standard deviation of Occupational Stress for Physical Education Professionals of Chhattisgarh and Uttar Pradesh are 153.29 ± 12.615 and 146.21 ± 21.539 respectively. Minimum and maximum values range from 114.00 to 180.00 for CG and 112.00 to 205.00 for Uttar Pradesh.

The above table also shows that the Physical Education Professionals of Chhattisgarh (M=153.29) falls under high level of Occupational Stress and Physical Education Professionals of Uttar Pradesh (M=146.21) have moderate level of Occupational Stress.

Table 2: Comparative statistics of Occupational Stress (OS) between college level Physical Education Professional of Chhattisgarh and Uttar Pradesh

Variables	State	N	t	DF	Sig. (2-tailed)	Mean Difference
Occupational Stress	CG	100	2.836*	198	.005	7.080
	UP	100				

* Significant at .05 level

From table 2, it reveals that significant difference in the score of Occupational Stress between Physical Education

Professional of Chhattisgarh and Uttar Pradesh as the obtained p-value 0.005 is lesser than the 0.05.

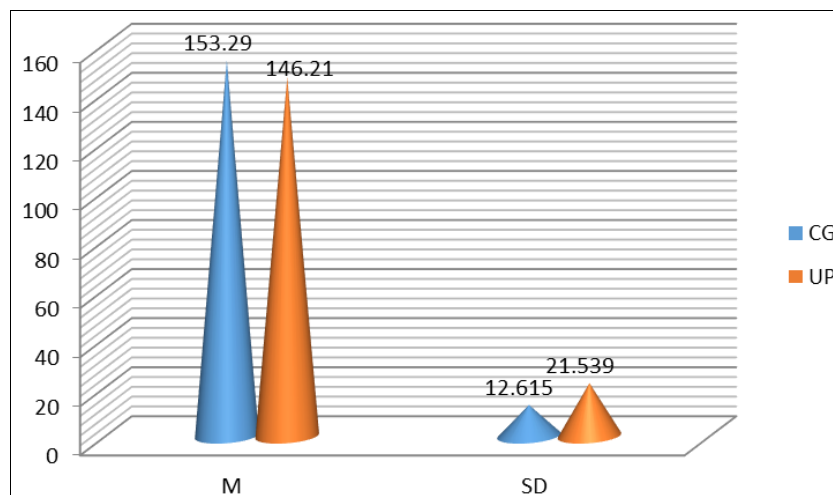


Fig 1: Graphical representation of mean and SD of selected Physical Education Professionals in relation to Occupational Stress (OS)

Table 3: Descriptive statistics of college level Physical Education Professionals of Chhattisgarh and Uttar Pradesh in relation to Job Satisfaction (JS)

Variables	State	N	Mean	Std. Deviation	Min.	Max.
Job Satisfaction	CG	100	68.75	9.412	50.00	88.00
	UP	100	67.25	9.806	47.00	88.00

Job Satisfaction for Physical Education Professionals of Chhattisgarh and Uttar Pradesh are 68.75 ± 9.412 and 67.25 ± 9.806 respectively. Minimum and maximum values range from 50 to 88 for Chhattisgarh and 47 to 88 for Uttar Pradesh. The above table also shows that the Physical Education Professionals of both state ($M=68.75$ & 67.25) falls under Very satisfied category of Job Satisfaction Scale.

According to table 3, that the mean and standard deviation of

Table 4: Comparative statistics of Job Satisfaction (JS) between college level PE Professional of Chhattisgarh and Uttar Pradesh

Variables	State	N	t	DF	Sig. (2-tailed)	Mean Difference
Job Satisfaction	CG	100	1.104	198	.271	1.50
	UP	100				

From table 4, it reveals that no significant difference in the score of Job Satisfaction between Physical Education

Professional of Chhattisgarh and Uttar Pradesh as the obtained p-value 0.271 is greater than the 0.05.

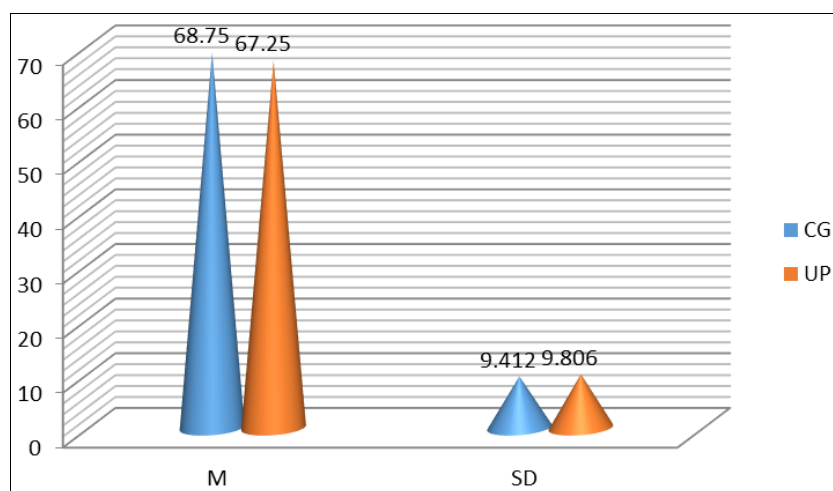


Fig 2: Graphical representation of mean and SD of selected Physical Education Professionals in relation to Job Satisfaction (JS)

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