

Teacher Educators Job Satisfaction and Occupational Stress

***Dr. R. Babu**

*Professor of Education, Director of Centre for Yoga Studies,
Dean, Faculty of Education, Annamalai University, India
Corresponding Author: Dr. R. Babu*

Abstract: The Kothari Commission rightly referred to teachers as national builders. The all-round development of the students is influenced by the teacher educators. The study has been conducted to investigate the levels of job satisfaction and occupational stress of Teacher Educators. It also examines the relationship between the job satisfaction and occupational stress of the Teacher Educators. The study was made on a random sample of 450 Teacher Educators in Pudukkottai, Thanjavur and Thiruvavur Districts. The tools used in the study were the job satisfaction scale and occupational stress scale constructed by the investigator. The study reveals the fact that the level of job satisfaction and occupational stress are at moderate and high level respectively. Further, it is noted that there is positive no correlation between job satisfaction and occupational stress among Teacher Educators.

Keywords: Teacher Educators, Job Satisfaction and Occupational Stress

Date of Submission: 06-07-2017

Date of acceptance: 20-07-2017

I. INTRODUCTION

Teacher education in any country has to face the challenge of producing Teacher Educators for a new society on whom the future of the nation depends. Job satisfaction is of great significance for efficient functioning of any institution and the persons involved. With a Teacher Educators, who is happy with his job, the role becomes more pivotal in the uplift of society. These Teacher Educators are nurtured by education colleges.

Job Satisfaction

Job satisfaction is an acceptableness with which workers view their job. It is the degree to which one's private needs are fulfilled in the job condition. It results when there is appropriateness between job requirement and the needs and potentials of employees. In other words, it states the extent of match between worker's potentials and the rewards, the job offers, the values it creates and gets cherished. Locke (1976) defines it as "the pleasurable emotional state resulting from the perceptions of one's job as fulfilling or as allowing the fulfillment of one's important job values, provided these are compatible with ones needs."

Occupational Stress

Occupational stress is a growing problem worldwide, which results in substantial loss both to employees and organizations (Cotton & Hart2003), occupational stress can be defined as a situation where occupation related factors interact with the employees in a manner that disrupt or enhances his/her physiological conditions forcing them to deviate from normal functioning. Stress can be defined as a physical and emotional reaction to potentially threatening aspects of the environment. Under stress individuals are unable to respond to environmental stimuli without undue psychological and/ or physiological damage such as chronic fatigue, tension or high blood pressure. This damage resulting from experienced stress is usually referred to as strain. Job stress occurs when a person experiences stress from a specific job-either excessive demands are being made or reasonable demands are being made that individuals are ill-equipped to handle. It is found that stress is pervasive in the work environment. All people do not react in the same way too stressful situations, even in the same occupation. One individual (a high need achiever) may thrive on a certain amount of Job related tension; this tension, may serve to activate the achievement motive. A second individual may respond this tension by worrying about his or her inability to cope with the situation. All stress is not necessarily bad. Although highly stressful situations invariably have dysfunctional consequences, moderate levels of stress often serve useful purposes. A moderate amount of job related tension not only keeps us alert to environmental stimuli; but in addition often provides a useful motivational function.

Some of the related studies conducted in the field of research are given below

Maeda Langguyuan-Kadtong (2013) attempted to find “the relationship between the performance and job satisfaction among teachers of Division of Cotabato City.” The findings concluded that the teachers of Division of Cotabato City display a high level of performance. They were contented with their job satisfaction facets such as school policies, supervision, and pay, interpersonal relations, opportunities for promotion and growth, working conditions, work itself, achievement, recognition, and responsibility. This implies that a teacher’s satisfied with their job is also a productive one. Furthermore, if the teachers contented with their job, they will develop and maintain high level of performance. Teaching learning process make more efficient and effective that could produce high competitive learners. Akpochafo (2014) investigated the self-efficacy and some of the demographic variables as the predictors of occupational stress among the primary school teachers in Delta State of Nigeria. Three hypotheses were formulated to guide the study. The study adopted a descriptive survey design that utilized an expo-facto research type. Samples of one hundred and twenty primary school teachers were selected as samples for the study through simple random sampling. Questionnaire was the main instrument used and the collected data were analyzed using the Pearson Product Moment Correlation, multiple regressions and other descriptive statistics. From the analysis, it was discovered that self-efficacy, gender and experience were predictors of stress.

II. NEED OF THE STUDY

The teacher educators are the fabricators of Human Resources for the educational institutions and its system on the whole. They act as a link between modern techniques and actual school practices. They should be properly developed and harnessed with in the educational platform to improve the national human resource. So the researcher wants to study job satisfaction and occupational stress of Teacher Educators.

Objectives of the study

1. To study the level of Job satisfaction of Teacher educators.
2. To study the level of Occupational stress of Teacher educators.
3. To study the significance of the difference with respect to Job satisfaction, if any between
 - a. Male and Female teacher educators
 - b. Age - Below 30 years / 30- 40 years/ 40 years and above Teacher educators
 - c. Joint and Nuclear family teacher educators
 - d. Monthly Income - Rs. 10000 and below / Rs.10,001 -Rs.20,000/ Rs.20,001 and above Teacher educators
4. To study the significance of the difference with respect to Occupational Stress, if any between
 - a. Male and Female teacher educators
 - b. Age - Below 30 years / 30- 40 years/ 40 years and above Teacher educators
 - c. Joint and Nuclear family teacher educators
 - d. Monthly Income - Rs. 10000 and below / Rs. 10,001 -Rs.20,000/ Rs.20,001 and above Teacher educators
5. To study the significant relationship, if any, between Job satisfaction and Occupational stress of the total sample and its sub-samples

Hypothesis of the study

1. The level of Job satisfaction of the teacher educators is high.
2. The level of Occupational stress of the teacher educators is high.
3. There is no significant difference with respect to Job satisfaction, between
 - a. Male and Female teacher educators
 - b. Age - Below 30 years / 30- 40 years/ 40 years and above Teacher educators
 - c. Joint and Nuclear family teacher educators
 - d. Monthly Income - Rs. 10000 and Below / Rs.10,001 -Rs.20,000/ Rs.20,001 and above Teacher educators
4. There is no significant difference with respect to Occupational stress, between
 - a. Male and Female teacher educators
 - b. Age - Below 30 years / 30- 40 years/ 40 years and above Teacher educators
 - c. Joint and Nuclear family teacher educators
 - d. Monthly Income - Rs. 10000 and below / Rs.10,001 -Rs.20,000/ Rs.20,001 and above Teacher educators
5. There is no significant relationship, if any, between Job satisfaction and Occupational stress of the total sample and its sub-samples.

III. METHODOLOGY

In the present study, the investigator adopted the normative survey method. The normative survey method describes and interprets what exists at present. The investigator collected data from the Teacher Educators working in college of education of Pudukkottai, Thanjavur and Thiruvavur districts of Tamilnadu state by using simple random sampling technique. Job satisfaction and occupational stress tools were constructed and standardized by the investigator (2015) was used to collect responses from respondents.

IV. ANALYSIS AND INTERPRETATION

The researcher used descriptive and differential analysis to prove or disprove the hypotheses through IBM SPSS19.

Table - 1: Analysis and Interpretation of data in Job Satisfaction of Teacher Educators

Sl.No.	Variable	Sample	N	Mean	S.D.	CR Value	LS
1		Entire Sample	450	122.63	31.64		
2	Gender	Male	189	127.03	32.08	2.512	Significant
		Female	261	119.44	30.98		
3	Age	Below 30 years	73	128.56	27.07	1.563	Not Significant
		30-40 years	310	121.66	33.56		
		40 years and above	67	120.66	26.22		
4	Type of Family	Nuclear family	183	127.01	30.34	2.469	Significant
		Joint family	267	119.63	32.21		
5	Monthly Income	Rs. 10000 and Below	139	127.71	29.13	2.849	Significant
		Rs. 10,001-Rs. 20,000	258	118.57	32.86		
		Rs. 10000 and Below	139	127.71	29.13	0.782	Not Significant
		Rs. 20,001 and above	53	131.38	27.34		
		Rs. 10,001-Rs. 20,000	258	118.57	32.86	2.858	Not Significant
		Rs. 20,001 and above	53	131.38	27.34		

From the Table 1 the following statistical information derived. The mean score of the entire sample shows that the teacher educator's job satisfaction is at moderate level. The difference in Job satisfaction score between male and female teacher educator is statistically **significant**. The difference in Job satisfaction score between various age group of teacher educator is statistically **not significant**. The difference in Job satisfaction score between teacher educator in Nuclear family and Joint family is statistically **significant**. The difference in Job satisfaction score between teacher educator with monthly income Rs. 10000 and below and Rs. 10,001-Rs. 20,000ome is statistically **significant**. The difference in Job satisfaction score between Teacher educators with monthly income Rs. 10000 and below and Rs. 20,001 and above is statistically **not significant**. The difference in Job satisfaction score between Teacher educators with monthly income Rs. 10,001-Rs. 20,000 and Rs. 20,001 and above is statistically **not significant**.

Table – 2: Analysis and Interpretation of data in Occupational Stress of Teacher Educators

Sl.No.	Variable	Sample	N	Mean	S.D.	CR Value	LS
1		Entire Sample	450	204.76	42.40		
2	Gender	Male	189	200.83	44.14	1.660	Not Significant
		Female	261	207.62	40.95		
3	Age	Below 30 years	73	199.55	41.69	0.731	Not Significant
		30-40 years	310	206.16	42.40		
		40 years and above	67	203.99	43.36		
4	Type of Family	Nuclear family	183	199.65	39.58	2.168	Significant
		Joint family	267	208.27	43.96		
5	Monthly Income	Rs. 10000 and Below	139	193.08	41.57	4.884	Significant
		Rs. 10,001-Rs. 20,000	258	214.11	39.70		
		Rs. 10000 and Below	139	193.08	41.57	0.620	Not Significant
		Rs. 20,001 and above	53	197.53	42.87		
		Rs. 10,001-Rs. 20,000	258	214.11	39.70	2.465	Significant
		Rs. 20,001 and above	53	197.53	42.87		

From the Table 1 the following statistical information derived. The mean score of the entire sample shows that the teacher educator's Occupational Stress is at moderate level. The difference in Occupational Stress score between male and female teacher educator is statistically **not significant**. The difference in Occupational Stress score between various age group of teacher educator is statistically **not significant**. The difference in Occupational Stress score between teacher educator in Nuclear family and Joint family is statistically **significant**. The difference in Occupational Stress score between teacher educator with monthly income Rs. 10000 and below and Rs. 10,001-Rs. 20,000 is statistically **significant**. The difference in Occupational Stress score between Teacher educators with monthly income Rs. 10000 and below and Rs. 20,001 and above is statistically **not significant**. The difference in Occupational Stress score between Teacher educators with monthly income Rs. 10,001-Rs. 20,000 and Rs. 20,001 and above is statistically **significant**.

Table -3: Co-Efficient of correlation between Job Satisfaction of teacher educators and their Occupational Stress with regard to sub-samples

Variable	Groups	N	r calculated value	Significant at 0.05 level
Entire	Total	450	0.166	S
Gender	Male	189	0.176	S
	Female	261	0.189	S
Age	Below 30 years	73	0.197	S
	30-40 years	310	0.204	S
	40 years and above	67	0.188	S
Type of Family	Nuclear family	183	0.101	S
	Joint family	267	0.108	S
Monthly Income	Rs. 10000 and Below	139	0.177	S
	Rs. 10,001 – Rs. 20,000	258	0.156	S
	Rs. 20,001 and above	53	0.012	NS

Table Value.098 at 0.05 level S – Significant NS - Not Significant

It is evident from the table 3 that there is a positive and significant relationship between Job satisfaction of teacher educators and their occupational stress. The table 3 also indicates that there is a positive and significant relationship between Job satisfaction of teacher educators and their occupational stress with respect to Gender (Male / Female), Age (Below 30 years/ 30-40 years/ 40 years and above), Type of Family (Nuclear family/Joint family) and Monthly Income (Rs. 10000 and below / Rs. 10,001 – Rs. 20,000) are significantly correlated. But Rs.20001 and above is not significantly correlated.

V. CONCLUSION

Teacher educator role is a vital concept of our education. Their job satisfaction and occupational stress is one of the factors which determine their efficiency. This study shows that job satisfaction of teacher educator is at moderate level but occupational stress is at high level, which is not good sign for our education system. There are 750 education colleges are functioning in a state like Tamilnadu in India. Most of the teacher educators are working in self-financing colleges. Their job environment and compensation (wage) should be improved to avoid occupational stress and increase job satisfaction.

REFERENCES

- [1] Akpochofo, G. O.,(2014). Self-efficacy and some demographic variables as predictors of occupational stress among primary school teachers in Delta State of Nigeria. The Oxford Companion to Philosophy. Oxford : Oxford University Press.
- [2] Cotton P, Hart, P.M.(2003). Occupational well-being and performance: A review of organizational health research. Australian Psychologist. 38 (2), 118 – 127.
- [3] Digumarthi Bhaskara Rao (2004), National Policy on education, R.V.R. College of education, Andhra Pradesh 522006.
- [4] Jarvis (2002) The Influence of Occupational stress on Job Satisfaction of Teachers, Journal of Educational Research and Extension, Vol.39 (2).
- [5] Maeda Langguyuan-Kadtong (2013). work – performance and Jab Satisfaction among teaching International Journal of Humanities and social science vol. 3. No.5 March 2013.
- [6] Maheswar Panda (2000) A study Job satisfaction of College Teachers in the Context of Types of Management, Journal of Educational Research and Extension, Vol.38 (2).PP (26-27)
- [7] McCormick, J. (2004) The Externalized Nature of Teachers' Occupational Stress and its Association with Job Satisfaction. Work and Stress, 6(1), 33-44.

- [8] McCormick, J. and Solman, R. (2005). Teachers' Attributes of Responsibility for Occupational Stress and Satisfaction: An Organizational Perspective. *Educational Studies*, 18(2), 201-222.
- [9] NabiAhamed(2003) A Study on Job satisfaction among school teachers, *The Educational Review*, Vol.46.

IOSR Journal of Humanities and Social Science (IOSR-JHSS) is UGC approved Journal with Sl. No. 5070, Journal no. 49323.

Dr. R. Babu. "Teacher Educators Job Satisfaction and Occupational Stress ." *IOSR Journal Of Humanities And Social Science (IOSR-JHSS) 22.7 (2017): 01-05.*