

INVESTIGATING RELATIONSHIP BETWEEN OCCUPATIONAL STRESS AND PERSONAL STRAIN AMONG UNIVERSITY TEACHERS IN RAWALPINDI AND ISLAMABAD

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ABSTRACT: *The aim of the present study was to find relationship between occupational stress and personal strain among university teachers. The first objective of the study was to find out level of occupational stress and personal strain among university teachers, the second object of the study was to find out relationship between occupational stress and personal strain. . All public and private universities situated in Rawalpindi and Islamabad was population of the study. Through a simple random sampling technique six universities were selected as sample of the study. Overall a sample of 120 university teachers was randomly selected. Two self report questionnaires one for occupational stress and one for personal strain were used as tool of study. For statistical analysis of received data mean, standard deviation and correlation were used according to suitability towards objectives It was concluded that majority of sampled university teachers have low and moderate level of occupational stress and personal strain. It was also concluded that no relation exist between occupational stress and personal strain among university teachers.*

Key words: occupational stress, personal strain, university teachers.

INTRODUCTION

The new challenges of the world have become a cause of increased stress level in university staff. The seriousness of this problem encouraged many researchers to explore relationship of occupational stress with different variables that contribute in occupational stress of university teachers. Teaching is very important profession towards society development that why it always remains main focus of educational research which studies its different dimensions and their relating problems. In recent past, there is found an increase in job burnout in teaching along with decrease in interest of joining teaching profession. Majority of researchers considered occupational stress as a root cause behind this decline trend [1].

The feeling of stress arises with the recognition of a danger for individual well being due to mismatch between demands of situation and ability to complete that demands. Occupational stress is a state which is directly associated with worker s personality and his physical, physiological problems [2]. Occupational stress mean stress that worker feels at his job or work. When we try to define stress we define it in term of its physical and physiological effects on persons and things. So we can say that stress is mental or physical imbalance which can be the result of a disturbance or imbalance. Occupational stress is a state which appears in result of imbalance of work or working place demands and worker ability to fulfill that demands and challenges. Mostly work overload is considered the main reason behind occupational stress [3].

Job stress appears when there is inequality between job requirement and worker perceived abilities and capabilities to accomplish that demands. Job or work related stress is very damaging for worker intellectual and physical health. Strain is a result of imbalance between demands and constrains and available resources. Another factor contributes in strain is interaction of response system toward different challenges and effect. [4]. Many physical and psychological problems occur due to strain. One of physical impairments because of personal strain is heart problems and pain in entire body [5]. Strain is a result of an inequity of the demands and hurdles that an individual faces in contrast of available support to accomplish his task [6]. Work overload becomes a cause of

strain in many times. There arises feeling of strain when a work has to perform heavy tasks within a limited time and he finds himself unable to complete these tasks [18].

Strain can be defined in many terms like in term of psychological and somatic misbalance. There are many signs which indicate somatic disturbance. Bad physical health, sleep disorders, stomach disturbance and pain in lower part of back are common sign due to strain.

Teaching like other profession is not free from occupational stress. There are plenty of researches which are conducted with the purpose to find out reasons and causes that contribute in occupational stress of teachers. The results and finding of these researches provide a verity of stressors. Stress of a teacher is directly associated with his will power with which a teacher deals with challenging stressor of life [7]. Teaching at university level was traditionally considered as an occupation with less stress and high level of pleasures. This concept was because of many advantages that university teachers had, such as flexible working hours and tasks and higher level of pay and wages. But in past few years situation is undergone a change. The benefits of this occupation have been reduced. Now teacher teaching at university level also faces stressors of work. Main reasons that pay contribution in their occupational stress are contract base appointments; excessive workload and motto of publish and perish. These entire factors with many more others had made university teacher's job very stressful [8].

A study was conducted with the purpose of finding out the causes of role stress and personal strain among secondary teachers district Rawalpindi. The results of this study indicated that there is a significant difference in strain of female teachers as compared with male teachers. Female teachers have higher score of strain questionnaire that indicate that they are more victimized by personal strain [9]. Another study was conducted to find out occupational stress, strain and coping situations in a professional accounting organization. It was found that there was difference in level of occupational stress strain, and coping strategies. These differences were because of age race gender and experience of workers [10].

Objectives of the study

1. To find out level of occupational stress and personal strain among university teachers
2. To find out relationship between occupational stress and personal strain

Hypotheses of the study

Ho₁: There is no significant level of occupational stress and personal strain among university teachers

METHODS AND MATERIALS

Research Design

A correlation study was conducted to find out relationship between occupational stress and personal strain among university teachers. It was quantitative survey that aimed at finding out to which extent these two variables are correlated. The present study provided the possible existing relationship between occupational stress and personal strain

Population

The study was conducted among university teachers of public and private universities of Rawalpindi and Islamabad. All HEC recognized universities were population of the study

Sampling Procedure

Sampling of the study was done in two stages. In first stages six universities were selected randomly from Rawalpindi and Islamabad. And in second stage 20 teachers were selected randomly from these universities. In this way sample study comprised of 120 university teachers.

Instrument of Study

Questionnaires were used as a tool of collecting responses of university teachers. Two closed ended five point likert scale self report questionnaire were used to get responses towards occupational stress and personal strain among university teachers. Occupational stress questionnaire was consisted of 25 question related to different factors of occupational stress. Personal strain questionnaire was consisted of 24 self report questionnaire regarding different dimensions of personal strain.

Data Collection

Researcher herself visited the sample universities and teachers to get response regarding their occupational stress and personal strain

DATA ANALYSIS

For data collection appropriate statistical tools were adopted. For relationship identification Pearson correlation was applied and mean and standard deviation were calculated to find out the level of occupational stress and personal strain among university teachers.

RESULTS

Table 1 level of occupational stress among university teachers

statements	Mean	SD	level
perform difficult task	2.9250	1.07032	M
not trained according expectations	3.1167	1.06261	M
provided with all resources	2.6500	.81633	L
expected to work at eleventh hour	3.1083	1.01911	M
work beyond mastery	2.9667	1.06063	M
my job is getting progress according my wishes	2.5250	1.02048	L
official work suits	2.4250	.74091	L
i am assigned with lower tasks than my ability	3.1583	1.04516	M
use my abilities fully in my work	3.0167	1.18806	M

I get proper feedback regarding my performance	2.5500	1.09889	L
I am clear about promotional activities	2.6000	1.21198	L
I know my job priorities	1.9250	.93631	L
I have complete understanding how can i spend time according my boss wishes	2.8333	1.23216	L
the bases of my evaluation are known to me	3.2417	1.23667	M
I use my skills according the suitability of organizational works	2.1583	1.08462	L
i deal with the people of different areas and departments	3.4833	1.21602	M
there is conflict of opinion with different units i experience at my work	3.0417	1.10306	M
I know well the key persons at my work place	2.8750	1.21311	L
I have to completely rely on my boss opinion for the solution of my problems	3.1250	1.16361	M
I have to deal with more people than i want	3.3083	1.17248	M
I have to take many vital decisions at my work	3.5750	.98444	M
I remain anxious to fulfill my responsibilities	3.6000	1.00753	M
my colleagues help me in work related problems	2.7167	1.13895	L
I am pressured to work long hours	3.12500	1.000525	M
I work in tense condition	3.2750	1.09208	M
Valid N (list wise)			

Table 1 indicates occupational stress level among university teachers. Occupational stress level was divided into 3 categories low, medium and high level. Low level started from 2.1 to 2.8. From 2.9 to 3.9 there was a moderate level of stress. And 3.9 to onward mean score indicated a high level of occupational stress. The following table indicates low and moderate level of occupational stress.

Table 2 level of personal strain among university teachers

statements	Mean	SD	level
unable to complete work	2.1000	1.08775	L
afraid of duty	1.9167	.99227	L
pay attention to work	3.5833	1.24065	M
work seems interesting	3.9333	.98504	M
work appreciated	3.4917	1.14493	M
can be annoyed easily	2.4750	1.01222	L
cannot sleep properly	2.7083	1.21887	L
remained depressed	2.4667	1.12222	L
amused people	3.2167	1.04667	M
matters run according wishes	3.2333	.92340	M
short of time for friends	3.2500	1.13944	M
life partner is happy	3.2750	1.48925	M
disputes between me and family	2.658	1.1412	L
good terms with people	3.4000	1.01584	M
need time to resolve personal issues	3.1750	1.12767	M
avoiding people	2.4500	1.20119	L
anxious about people views	2.4917	1.13015	L
differences with close friends	2.3167	1.08452	L

putting weight	2.6500	1.17144	L
irregular eating shedual	2.8667	1.30244	L
remain sleepy	2.3583	1.15078	L
cannot eat properly	2.7917	1.18034	L
feel energetic	3.2000	1.17108	M
I have un known pains	2.7333	1.29468	L

Table 2 shows personal strain level among university teacher. Mean scores of obtained data depicted low and medium level of personal strain among university teachers. Standard deviation with scattered data shows that some teachers have more strain and some have less personal strain.

Table 3: relationship between occupational stress and personal strain

Personal strain	Occupational stress	
	r	sig
Work overload	-.069	.452
Role efficiency	.012	.646
Role ambiguity	.142	.121
Role conflict	.027	.769
responsibility	.103	.265
Physical environment	.078	.398

Table 3 indicated correlation between personal strain and occupational stress. To find out the relationship between these two variables correlation was calculated between personal strain and different factors of occupational stress. Obtained results showed no significant relationship exist between personal stain and occupational stress when were compared at 0.05 level of significance. It means increase or decrease in one variable does not affect other variable. In this way H_0 is accepted that there is no significant relationship between occupational stress and personal strain.

DISCUSSION

The results of the study indicated a moderate and low level of occupational stress and personal strain. May be reason behind was same that concluded in a study that university teachers also face work related stressors but their level of stress mostly average not so high not so low. The reason behind that the perception of university teachers about their job. They don't consider their job stress full. There are many studies that support the results of the study like [11]. Majority of university teachers were found in moderate levels of stress. 74.1 percent teachers reported a moderate level of stress only 10 percent had a higher level of stress. [12]. A large number of university teachers in south India are experiencing a moderate and slightly high level of job stress. Another objective of the study was to find any relationship exist between occupational stress and personal strain. The results indicated no relation existed between these two variables. There are many studies that were conducted to find correlation between occupational stress and other relating variables as [13]. a correlation study concluded that there was no significant connection between occupational stress and organizationa citizenship behavior. The study was aimed to find relationship between occupational stress and organization citizenship behavior of academic staff working in higher institutions of Pakistan. [14]. a survey research was conducted with the purpose to explore relationship between occupational stress and job attitude of college lecturers. There were 140 lecturers selected on base of purposive

sampling technique as sample of study. After analysis of respondent data it was revealed that occupational stress had no relation with job satisfaction and life satisfaction [15]. A study was conducted to find out relationship between occupational stress and job satisfaction among university teachers on the bases of demographic differences of age, gender, nature of their work and job experiences. Statistical manipulation of Pearson correlation indicates that no significant relation exist between job stress and job satisfaction of private university teachers. No difference occurs in the results on the bases of gender and working experience. On t other hand few studies supported a relationship between occupational stress and other variables [16].there was found a positive correlation between stress and personal strain of secondary teachers of Rawalpindi [10].

CONCLUSIONS

It can be concluded on basis of statistical manipulation that majority of sampled university teachers have low and moderate level of occupational stress and personal strain. Results indicate that most of university teachers have no serious issues with their personal strain and job stress. It also concluded that no relation exist between occupational stress and personal strain among university teachers. So increase or decrease of one variable does not affect other variables. That's why H_0 is accepted that no significan relationship exist between occupational stress and personal strain.

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