

# A Review of the Literature on Occupational Stress among Teachers

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**Abstract:** Any form of change that puts a burden on one's body, mind, or spirit is stressful. In their daily lives, everyone encounters stress of some type. Fear of job safety, excessive hours, and low morale are all contributing factors that are stressing out teachers more and more. These elements have been shown to have a negative impact on the health of the teachers, which in turn has an impact on the pupils and the learning environment. The study's objective is to conduct a critical analysis of the body of research on teachers' occupational stress levels. The study also focuses on strategies adopted by the teachers to cope with occupational stress and concluding with finding out the research gap with regarding to stress level among college teachers.

**Keywords:** Teachers, the learning environment, job stress, and coping mechanisms are some of the keywords

## I. INTRODUCTION

Education is the process of imparting knowledge with the intention of enhancing one's knowledge, outlook, and character in order to equip one for a purposeful life. The most crucial link in our educational system is the teacher. Any educational program's success is greatly influenced by the teachers' effectiveness. Our life's role model is anyone who inspires and motivates us to strive for greatness, but the teacher is the one who points us in the proper route. Stress has a negative impact on an employee's family and social life in addition to their physical and psychological health. There are positive aspects to stress. It causes anxiety and distress. Distress typically has a detrimental effect on our functioning, while eustress helps to replenish our energy. A pattern of emotional, cognitive, behavioural, and physiological responses to negative and toxic features of work-related content, organisation, and surroundings give rise to work-related stress. Each occupation has its own unique strain at the office. No longer is teaching a career linked to mild stress. Teachers experience stress due to difficult working conditions, a lack of resources, and poor administration productivity. Teachers' stress is a response to unfavourable environmental conditions. Teachers' stress levels have a detrimental impact on their productivity, which in turn has a negative impact on the performance of the educational institution. The majority of teachers reported feeling stressed out at work because of influencing factors like gender, education, family income, and unstable economic conditions. Job uncertainty, bad student conduct, and inefficient departmental leadership all contribute to teachers' high stress levels and psychological discomfort. Educational status and years of experience of teachers are the factors responsible for creating stress among teachers.

### 1.1 Objectives of the Study

The study's primary objective is to assess the level of occupational stress and coping mechanisms among instructors employed in colleges, secondary schools, elementary schools, and universities by thoroughly reviewing the literature.

- **Research Methodology:** The current study attempted to identify some of the research projects completed in the area while keeping in mind the study's goals. The study only used secondary sources of data. Articles, journals, websites, magazines, and conference proceedings make up secondary data.
- **Purpose of the Study:** The goal of this study is to better understand the ideas of stress, stressors, and coping mechanisms in order to lower teachers' stress levels.

### 1.2 Factors Causing Occupational Stress

Stress at work is a fact of life that cannot be avoided. An individual's productivity, effectiveness, personal health, and level of work quality are all impacted by occupational stress. It is crucial to identify the reasons that are stressing out teacher educators at work. The stress level of teachers may be influenced by personal, social, and occupational factors. The upper primary school instructors differed greatly with numerous factors including teaching experience, workload, and it is treated as one of the biggest stressors causes stress among teachers under multiple aspects of occupational stress. Teachers in secondary schools reported feeling increased stress due to all stress variables, including workload, lack of resources, rapport with parents, and rapport with coworkers. Nine factors, including interpersonal relationships in the workplace, professional and competence development, recognition in the workplace, autonomy at work, work-family interactions, role conflict, job security and remuneration, and nonacademic factors were examined in an empirical study of teachers employed in Kerala's higher education sector. In order to carry out their primary responsibility of teaching, instructors must engage in a variety of tasks. It is regarded as one of the variables in determining how at-risk teachers are. Other elements that contribute to determining a teacher's stress level include their access to resources, their level of communication, and their relationships with other instructors in the workplace. According to a research of Kashmir valley teachers employed by the state government, the public sector, the military, and navavidyalayas, teachers' occupational stress is influenced by their age, educational background, and marital status. According to a study done in the West Bengali district of Bribhum, teachers' levels of stress are influenced by demographic characteristics. According to the study, teachers employed by self-financing colleges have higher levels of stress than those employed by government schools. The study found that among stressed-out and less stressed instructors, self-role distance, work overload, role ambiguity, and role conflict are the most stressful aspects. According to the pertinent data from the secondary government schools in the Mandi District of Himachal Pradesh, there are three levels of occupational stress that teachers must deal with at work: high, moderate, and low. According to Asamankese Circuit 11 in West Akim Municipality of Ghana, female teachers were underperforming because of their increased stress levels brought on by their workload and interpersonal relationships. Salary and other benefits are the main causes of stress, followed by working environment, relationships with coworkers, job security, and workload. Therefore, college professors' job stress can be decreased by enhancing these characteristics. The study finds that female teachers reported experiencing issues with occupational stress while carrying out their responsibilities, including a hard workload, family interference, a lack of suitable pay, and student conduct. According to a research conducted in secondary schools in Nigeria's Esan Central Senatorial District, the teachers there are at danger owing to work overload, crammed classrooms, poor working conditions, a lack of social support, and a lack of supplies. Stress decreases the quality of instruction delivered by teachers, as well as their morale, work satisfaction, and performance, and it also raises turnover rates. According to the study, female teachers, teachers in their second cycle of education, and instructors at middle stages of their careers are more likely to experience the stress related to students' disruptive behaviour and problems teachers perceive in managing conflicts. According to the study, changes in terms and conditions, the assignment of responsibility without consultation, and a lack of decision-making authority were the main causes of perceived work-related stress among teachers. In the category of support, the same was true for stress factors like a lack of funding for necessary supplies and resources, as well as restricted or no access to training. The factors that contribute to occupational stress in the teaching environment, such as the working environment, age factor, and job security, as well as paid leave role conflict and technological changes, are some that the researcher discovered after reviewing the various studies.

### 1.3 Stress Management

One of the secrets to leading a contented and successful life in contemporary culture is stress management. Even though dealing with all of life's obligations might be challenging, stress management offers a variety of strategies for controlling anxiety and preserving general wellbeing. A variety of methods and psychotherapies are used in stress management to help people control their level of stress. According to the study, factors affecting teachers' stress levels include excessive additional work, involvement in non-teaching duties, bad attitudes from coworkers, a lack of enthusiasm, a lack of personal development opportunities, and working from home. It's usually important to stay active and channel your anger and energy into something constructive during times of extreme stress. Meditation and a

positive outlook will be beneficial for reducing stress. When the demand exceeds the supply, stress primarily results. We control most parts of our everyday lives by responding negatively to events, which may be a result of ignorance or a failure to see things as they really are. According to a survey done in Nigeria, the typical Nigerian teacher prefers to set up their schedule such that family responsibilities don't interfere with their pedagogical responsibilities. The majority of instructors seldom exercise physically, watch films to decompress after stressful events, prefer to avoid any potentially stressful circumstances, and make an effort to keep their distance from others who are the source of stress. According to the survey, the main factors contributing to teacher stress include academic, administrative, governmental regulations, personal issues, and time management. According to the Melbourne survey, teachers frequently express concern about student misbehaviour. Elevated teacher stress is significantly correlated with the adoption of mostly relative management techniques. Teachers need help from their coworkers and supervisors in order to manage their stress and carry out their responsibilities in order to stay in the classroom for a long time. The study concluded that the main sources of stressors were poor living and working situations, a lack of resources, and physical activity, religious intervention, and alcohol usage. Every time the mind and body respond to a real or potential circumstance, stress occurs. According to the report, factors contributing to stress include population growth, lengthy workdays, a lack of free time, elder abuse, etc. The study came to the conclusion that poor living and working conditions, a lack of resources, physical activity, religious intervention, and alcohol use were the main sources of stressors. Stress happens each time the mind and body react to an actual or hypothetical situation. The paper lists a number of variables that can contribute to stress, such as population expansion, long workdays, a lack of downtime, elder abuse, etc. Additionally, they concluded that instructors' devotion and commitment to their careers had a positive impact on student achievement rather than workplace stress. The teachers are under pressure to support the fulfilment of these objectives because knowledge is necessary for both individual and societal development. According to the study, the biggest stressors were poor living and working conditions and a lack of resources. Teachers employed stress coping mechanisms including physical activity and religion to manage their stress levels.

## II. RESEARCH GAP AND CONCLUSION

After evaluating the literature that is currently accessible on the amount of stress among teachers, it was discovered that a few common factors, such as work load and job instability, were to blame for the degree of stress in the classroom. The study also looked at the coping mechanisms instructors used to lower their stress levels. However, the reality is that stress cannot be totally eradicated from organisations. However, stress may only be optimally alleviated with the aid of workplace and personal measures. According to the study, there are varied levels of stress experienced by teachers in their working lives, however the study did not specifically assess the level of stress experienced by instructors, particularly women teachers in degree institutions. In order to discover the various levels of stress experienced by government and private college teachers in their working environment as well as to learn copying tactics, further study based on "Stress management among women employees of degree colleges" is being conducted.

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