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JOB STRESS AMONG SCHOOL TEACHERS OF JAMMU REGION OF JAMMU AND KASHMIR

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Abstract:

Stress is an organism's total response to environmental demands or pressures. When stress was first studied in 1950's, the term was used to denote both the causes and the experienced effects of these pressures. Stress may be good or bad. More recently, however, the word stressor has been used for the stimulus that provokes a stress response. The aim of the study was to find out the factor that creates stress among school teachers in Jammu region. The 60 respondents were selected by random sampling method. Data was analysed with the help of factor analysis and Chi square test. The most important factor that creates stress is salary and other benefits, work load, and job security. So by improving these factors job stress can be reduced among the school teachers. The results of this study may be helpful for school administrations and higher authorities to make best possible policies for teachers.

Key Words: Job Stress, School Teachers, Gender, Jammu, J&K

1. Introduction:

Stress in 21st century is not something new, not anything unknown. Stress has been experienced since time immortal but its toll is higher than ever before. Among the hardest parts of living in the modern world is stress. With the worries about the work, the environment, the economy, natural disasters, terrorism and general state of the world, it seems that there is no end to the number of things to worry about. Though we cannot control many of these things, they still weigh on our minds and cause us stress. However, despite these concerns, we should try to avoid stress. The modern world which is said to be a work of achievements is also a world of stress. One finds stress everywhere, whether it is within family, business organisation/enterprise or any other or economic activity. Indian society is undergoing rapid social changes and these changes have brought in their wake a number of stresses for the community at large. Thus it is not surprising that stress has been rising with the advancement of present century which has been called the "Age of anxiety and stress". The stress induced due to the roles performed by the individuals as employees has been a potent organisational stressor (Khan et al, 1964; Srivastava, 2007). The outcomes of which have been found to be costly to the organisation (Fisher and Gitelson, 1983). A person performs various roles that are centred on the self and are at varying distances from self. The relationships, the role space, which then is dynamic interrelationship between the self and the various roles an individual occupies. The focus of roles can be useful in planning organisational effectiveness. Herzberg (1968) drew attention to the need for humanising the need for involving jobs and giving more dignity to them. The work redesigning movement highlighted the need for involving job holders in work-related decisions and giving them more autonomy in work-related matters. A New Delhi NGO Vikas School of Development reported that in 1996 a total of 4,100 persons contacted its helpline for people on the verge of committing suicide (Agrawal, 2001). This figure definitely requires some serious thinking. Stress in India can take many forms - for example, stress among the youth, adults, unemployed stress, job stress, marital stress, health stress etc. It is becoming increasingly clear that youth of India face tremendous pressure regarding career, parental expectations and personal identity crisis so much. So that in recent years, numerous voluntary organisations have come forward to help youth cope with stresses in life.