

## STUDY OF OCCUPATIONAL STRESS AND ADJUSTMENT AMONG SECONDARY SCHOOL TEACHERS

**MALVIKA KOTWAL & NEETU PARIHAR**

Lecturers in School of Education (B.Ed.) Bhandarwah Campus,  
University of Jammu

<https://doi.org/10.37602/IJSSMR.2025.8224>

### ABSTRACT

The modern age has provided us with many luxuries and comforts, that made our life easy but at the same time stressful also. In order to lead a luxurious life, we are working for longer hours without taking rest, which adversely affects our health and happiness and gives rise to occupational stress. Occupational stress generally occurs because of a misfit of person's attitude, abilities, skills and the demands of the occupation and the organization. Adjustment is the process by which a person maintains a balance between the needs and the circumstances that influence the satisfaction of these needs. This paper is an attempt to examine the occupational stress and adjustment among secondary school teachers. The present quantitative study was conducted on 206 secondary school teachers. The data was collected using Occupational Stress Index by Dr. A.K. Shrivastava and Dr. A.P. Singh, and Mangal's Teacher Adjustment Inventory (MTAI) by Dr. S.K. Mangal. The data was analyzed by employing Pearson's Product Moment Method of Correlation. It was analyzed that significant positive relationship has been found between occupational stress and adjustment among trained male teachers of secondary schools. It was further found that no significant relationship has been found between occupational stress and adjustment among trained female teachers, untrained male teachers and untrained female teachers of secondary schools.

**Keywords:** Occupational stress, adjustment, secondary school, trained teachers, untrained teachers.

### 1.0 INTRODUCTION

We are living in the age of worries, conflicts and doubts. The seventeenth century has been called the age of enlightenment, eighteenth century the age of reason, nineteenth century is considered as the age of anxiety, twentieth century as the age of extremes or possibilities. The twenty first century will be christened as "era of stress" unless mankind evolves strategies to successfully cope with stress.

Stress is an unavoidable consequence of modern living. Stress is a condition of strain that has direct bearing on emotions, thought process and physical conditions of a person. Stress is of various types- existential stress, occupational stress, family stress etc. These stresses are result of many unfulfilled desires and needs of individuals.

Among various types of stresses, the stress which disturbs a human being more is occupational stress. Occupational stress can be defined as the physical responses that occurs when worker perceives an imbalance between their work demands and their capacity to meet these demands.

A job stressed individual is likely to have greater job dissatisfaction, increased absenteeism, negative psychological symptoms, increased frequency of drinking and smoking, and reduced aspiration and self-esteem.

In these days' stress among teachers is increasing rapidly. The best teacher is one who possess a good mental health and who is fully satisfied with his/her profession. Because of increasing duties and responsibilities of a teacher, the life of a teacher has become more complex and stressful and due to which efficiency in teaching is suffering. In today's scenario the expectations from teacher have intensified and there are more and more responsibilities on teachers. All this has given rise to occupational stress among teachers.

On the other hand, adjustment is the individuals' efforts to deal with stress and meet his needs. Adjustment is the harmonious relationship between the person and the environment involving the ability to satisfy one's needs and meet most of the demands.

A brief review of the relevant literature are as follows:

**Kumari (2016)** used the descriptive survey method to perform a research study titled occupational stress among secondary school teachers in relation to gender and school type. Using stratified random sampling a total of 120 secondary school teachers from Rohtak district were selected. The data was collected using the occupational stress index Hindi/English by A.K. Srivastava and A.P. Singh. The data revealed that there was no significant difference in occupational stress between male and female secondary school teachers. It was further revealed that government secondary school teachers had less job stress than private school teachers.

**Rizvi (2015)** performed research on the professional adjustment of teachers at the class level. A sample of 792 teachers from the districts of Lucknow, Allahbad, Jaunpur, and Sitapur was chosen for the study. The Manual on Teachers' Professional Adjustment was used to assess the status of teachers' professional adjustment. The study found that there was no statistically significant variation in professional adjustment of teachers working in different schools of different cadres. The study further revealed that the level of class had no influence on instructors' professional adjustment.

**Upender Kumar (2019)** reported a substantial difference in adjustment between male and female secondary school instructors. Based on mean scores, female secondary school teachers were shown to be better adjusted than male secondary school teachers. There is a considerable difference in adjustment between secondary school instructors with up to five years of teaching experience and those with more than five years of teaching experience. Based on mean scores, it was shown that experienced secondary school instructors with more than 5 years of teaching were better at adjusting than those with less than 5 years of teaching experience. There is no substantial difference in adjustment between secondary school teachers in rural and urban areas. According to mean scores, urban secondary school teachers were marginally better adjusted than rural secondary school teachers.

**Monikha Saikia and Tribeni Saikia (2020)** studied the amount of occupational stress among elementary school teachers. The descriptive research study approach is applied in this investigation. Using stratified random selection procedures, 60 primary school teachers from the Jorhat district were selected for the study. Sharma and Kour's teacher occupational stress

scale was employed in this study. The data obtained is examined using various statistical techniques such as mean, percentage, and t-test. According to the findings, the degree of stress among instructors is average. It was also shown that there are no significant disparities between male and female professors.

**Ali and Kumar (2022)** conducted a study to compare occupational stress experienced by teachers in public and private schools as well as to determine how much occupational stress each group of teachers experienced. 40 female school teachers were randomly selected from various inter colleges of Bareilly city to participate in the study using cross-sectional methodology. Hindi version of Srivastava and Singh's (1984) occupational stress index were given to all the 40 teachers in order to quantify their levels of stress at work. It was found that both groups experienced a moderate level of occupational stress, with no discernible differences between government and private school teachers. Therefore, the study discovered that the teachers at both public and private schools experienced the same amount of occupational stress.

## Objectives of the study

The present investigation was undertaken with the following objectives:

1. To compute the relationship between occupational stress and adjustment among trained male teachers of secondary schools.
2. To compute the relationship between occupational stress and adjustment among trained female teachers of secondary schools.
3. To compute the relationship between occupational stress and adjustment among untrained male teachers of secondary schools.
4. To compute the relationship between occupational stress and adjustment among untrained female teachers of secondary schools.

## Hypotheses of the study

1. There will be no significant relationship between occupational stress and adjustment among trained male teachers of secondary schools.
2. There will be no significant relationship between occupational stress and adjustment among trained female teachers of secondary schools.
3. There will be no significant relationship between occupational stress and adjustment among untrained male teachers of secondary schools.
4. There will be no significant relationship between occupational stress and adjustment among untrained female teachers of secondary schools.

## Delimitations of the study

1. The sample for the present investigation has been limited to only 206 teachers.
2. The investigation has been confined to the teachers of secondary schools only.
3. The sample has been limited to the trained and untrained teachers of secondary schools.
4. The study has been limited to English knowing teachers because tools employed are in English language only.

## 2.0 METHODS AND PROCEDURE

### Sample

The sample of the present investigation was drawn from the seven government and two private schools of Bhaderwah. The total sample of the teachers representing the population is 206 consisting of male and female teachers.

The list of schools selected and number of teachers from each of the 9 schools for the present study are presented in table.

**Table showing the details of sample selected**

S.No.	Name of the School	Male	Female	Total
1.	Govt. Hr. Sec. School, Chinta, Bhaderwah	11	13	24
2.	Govt. Hr. Sec. School, Bhalla, Bhaderwah	14	9	23
3.	Govt. Hr. Sec. School, Saringal, Bhaderwah	12	15	27
4.	Govt. Hr. Sec. School, Bhalra, Bhaderwah	13	11	24
5.	Govt. Boys Hr. Sec. School, Bhaderwah	15	10	25
6.	Govt. Girls Hr. Sec. School, Bhaderwah	12	15	27
7.	Govt. Hr. Sec. School, Drudu, Bhaderwah	16	12	28
8.	Atkhar Public School, Saringal, Bhaderwah	5	4	9
9.	Green Model Hr. Sec. School, Bhaderwah	11	8	19
	Total	109	97	206

### Selection of tools

The following tools have been used to collect the requisite data:

1. Occupational Stress Index by Dr. A.K. Shrivastava and Dr. A.P. Singh.
2. Mangal's Teacher Adjustment Inventory (MTAI) by Dr. S.K. Mangal.

### Statistical technique used

The investigator has used Pearson's Product Moment Method of Correlation.

### Analysis and Interpretation of data

Analysis has been done with the help of statistical technique.

**Table 1: Showing Coefficient of Correlation between occupational stress and adjustment among trained male and trained female teachers**

Group	N	X	Y	X <sup>2</sup>	Y <sup>2</sup>	XY	R	Significance
Trained Males	86	11541	3612	1589601	155075	491927	0.610	Significant at 0.05 level
Trained Females	84	11501	3581	1588954	154932	489917	-0.06	Not Significant at 0.05 level

## Interpretation

Table 1 reveals that the value of coefficient of correlation computed between occupational stress and adjustment using Pearson's Product Moment Method for trained male teachers of secondary school is 0.610 which is significant at 0.05 level of significance. This means that there is a significant positive relationship between the variables of occupational stress and adjustment in case of trained male teachers of secondary school. It can be said that the variable of occupational stress and adjustment are directly related to each other. Hence, the hypothesis that there is no significant relationship between occupational stress and adjustment among trained male teachers of secondary schools is rejected.

Table 1 further shows that the value of coefficient of correlation computed between occupational stress and adjustment using Pearson's Product Moment Method for trained female teachers of secondary school is -0.06 which is not significant at 0.05 level of significance. This means that there is no significant relationship between the variables of occupational stress and adjustment in case of trained female teachers of secondary school. It can be said that the variable of occupational stress and adjustment are not related to each other. Hence, the hypothesis that there is no significant relationship between occupational stress and adjustment among trained female teachers of secondary schools is accepted.

**Table 2: Showing Coefficient of Correlation between occupational stress and adjustment among untrained male and untrained female teachers**

Group	N	X	Y	X <sup>2</sup>	Y <sup>2</sup>	XY	R	Significance
Untrained Males	23	2813	855	350364	34797	104613	0.009	Not Significant at 0.05 level
Untrained Females	13	1795	609	249697	28811	84231	0.197	Not Significant at 0.05 level

## Interpretation

Table 2 reveals that the value of coefficient of correlation computed between occupational stress and adjustment using Pearson's Product Moment Method for untrained male teachers of secondary school is 0.009 which is insignificant at 0.05 level of significance. This means that there is no significant relationship between the variables of occupational stress and adjustment in case of untrained male teachers of secondary school. Thus, it can be said that the variable of occupational stress and adjustment are not related to each other. Hence, the hypothesis that there is no significant relationship between occupational stress and adjustment among untrained male teachers of secondary schools is accepted.

Table 2 further shows that the value of coefficient of correlation computed between occupational stress and adjustment using Pearson's Product Moment Method for untrained female teachers of secondary school is 0.197 which is not significant at 0.05 level of significance. This means that there is no significant relationship between the variables of occupational stress and adjustment in case of untrained female teachers of secondary school. It can be said that the variable of occupational stress and adjustment are not related to each other. Hence, the hypothesis that there is no significant relationship between occupational stress and adjustment among untrained female teachers of secondary schools is accepted.

## 3.0 RESULTS AND DISCUSSION

The tables above present the calculated values for coefficient of correlation computed between occupational stress and adjustment using Pearson's Product Moment Method among trained male and trained female teachers of secondary school and among untrained male and untrained female teachers of secondary schools, and the results for the same has been shown in Table 1 and Table 2 respectively.

From Table 1, it can be concluded that significant positive relationship has been found between occupational stress and adjustment among trained male teachers of secondary schools as the calculated value is 0.610 which is significant at 0.05 level of significance. Table 1, further reveals that no significant relationship has been found between occupational stress and adjustment among trained female teachers of secondary schools as the calculated value is -0.06 which is not significant at 0.05 level of significance. Table 2, clearly shows that 3 no significant relationship has been found between occupational stress and adjustment among untrained male teachers of secondary schools as the value calculated is 0.009 which is insignificant at 0.05 level of significance. Table 2, further shows that no significant relationship has been found between occupational stress and adjustment among untrained female teachers of secondary schools as the value calculated is 0.197 which is not significant at 0.05 level of significance.

## 4.0 CONCLUSION

The statistical analysis of data helped in testing the various hypotheses formulated to realize the objectives of the study and concluded that:

1. Significant positive relationship has been found between occupational stress and adjustment among trained male teachers of secondary schools.
2. No significant relationship has been found between occupational stress and adjustment among trained female teachers of secondary schools.
3. No significant relationship has been found between occupational stress and adjustment among untrained male teachers of secondary schools.
4. No significant relationship has been found between occupational stress and adjustment among untrained female teachers of secondary schools.

## Educational Implications

On the basis of results, following educational implications are suggested:

1. Awareness should be created among teachers regarding various strategies of reducing occupational stress and improving adjustment.
2. Provision of yogic practices should be there in schools on regular basis. These practices will prove helpful to all in maintaining good adjustment and in reducing stress among teachers.
3. Psychotherapy may be utilized to overcome occupational stress and to improve adjustment.
4. Good level of job security, good salary structure, less work load, equal distribution of work among male and female teachers etc. should be provided to increase level of adjustment and to decrease level of occupational stress.

5. Administrators can reduce stress by being responsive to teachers' needs, offering constructive feedback, and fostering an open communication culture.

## REFERENCES

Ali, M.K. & Kumar, A. (2022). Study of Occupational Stress Between Government School Teachers and Private School Teachers. *The International Journal of Indian Psychology*, 10 (2), 1312 – 1317.

Kaul, L. (2010). *Methodology of Educational Research*. New Delhi: Vikas Publication.

Kumar, Upender (2019) A Comparative Study of Adjustment Among Secondary School Teachers, *International Journal of Creative Research Thoughts (IJCRT)*, Vol.-7, (2), 143-152.

Kumari, S. M. (2016). Occupational Stress among Secondary School Teachers related to Gender and Type of School. *Paripex Indian Research Journal*, 5 (7), 316 – 318.

Mangal, S.K. (2009). *Statistics in Psychology and Education*. PHI Learning Private Ltd.

Monikha Saikia and Tribeni Saikia (2020) A Study on Occupational Stress among Elementary School Teachers--*Palarch's Journal of Archaeology of Egypt/Egyptology* 17(7), 10668-10674.

Rizvi, A. H. (2015). *Professional Adjustment of Teachers: For Pre-primary to Higher Education Teachers*. Germany: Lap Lambert Academic Publishing House.

Shailaja, M. K. (2017). *Occupational Stress and Stress Coping Strategies of B.Ed. College Teachers*. India: Discovery Publishing House Pvt Ltd.