

A Review of Literature on Job Satisfaction and Mental stress of Teachers

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ABSTRACT

The review article contains review of the various research articles, related research papers, thesis or related organizational reports. The author had reviewed many research papers, research articles, thesis or organizational reports to know employee job satisfaction and mental stress impacts on teachers from previous studies of Gujarat, India and all over world. The study reveals that employee job satisfaction and mental stress is very important part for organizational productivity, mental peace and organizational development and due to that it is observed that a significant amount of research work has been carried out on these areas. The researcher has decided to have an insight of this research work in this review paper.

Introduction

Review of literature provides a deep insight of the related areas of the study. Review of literature is the primary step in any organized research process. The researchers know the directions of work done through review of literature. The researchers are also able to know various conclusions and outcomes of the work done through review of literature of previous various researches. It is also useful to the researcher to decide research methodology and research framework for the further research process. The researchers has seen various work from related books, articles research papers, thesis, organizational reports and various literatures available on websites and internet, in the present study.

In this review paper the researcher has included 10 different research work literature reviews related to the review of literature on job satisfaction and mental stress impacts on teachers.

Organization of the Article

Job satisfaction and mental stress is a very popular area of the study so immense numbers of research papers are published on these areas but the researcher has included 10 useful research reviews in this review paper.

Review of Literature

Sharma (2016) studied job satisfaction of secondary school teachers. The main objective of the study was to compare job satisfaction of secondary school teachers on the basis of sex and location. A sample of 200 male and female secondary school teachers was selected by the researcher. Researcher has used job satisfaction scale developed by Singh and Sharma (1986). The researcher concluded that there was a significant difference between male and female teachers in the job satisfaction. Teachers are government schools were more satisfied than teachers of private schools.

Manojkumar (2015) studied stress at work and employee's satisfaction of faculty members of private institutions and universities in Northern India. The study was conducted to find out the impact of workload and workplace on employee's job satisfaction. A sample of 300 faculty members was taken from different private institutions and universities within north region of India. Researcher has used Minnesota Satisfaction questionnaire (MSQ) as a tool of the research study. The results indicated that out of seven variables, five variables are positive predictors, having strong significant effect on job stress and job satisfaction level of faculty members. On the other hand two variables have no significant direct effect on job stress and job satisfaction level of faculty members.

Gajjar (2014) studied mental health and job satisfaction of higher secondary school teachers with regards to gender and habitat. The main objectives of the study were to study and compare mental health and job satisfaction of male and female teachers, urban and rural area teachers and also study interaction effect between gender and habitat higher secondary school teachers with regards to their mental health. Researcher has used mental health scale by Kamlesh Sharma and Job satisfaction scale by T. R. Sharma. A sample of 120 higher secondary school teachers of Ahmedabad was taken for this study. The results indicated that male teachers are not differing significantly on job satisfaction as compare to female teachers. There was a significant difference between Male and female teachers on mental health. There was a significant interaction effect was existed between gender and habitat of higher secondary school teachers on mental health.

Chamundeswari (2013) studied job satisfaction and performance of school teachers. The objective of the study was to investigate relationship between job satisfaction and performance of teachers in state, matriculation and central board school at the secondary level. There was a sample of 588 teachers was taken from state and central board schools.

Researcher has used Minnesota Satisfaction Questionnaire (Weiss and others, 1967) and Effective Performance Appraisals (Maddux, 2004). The results indicated that teachers in central board schools were significantly better than state board school teachers.

Goswami (2013) studied burnout of secondary school teachers in relation to their job satisfaction. The aim of this study was to see how teachers' burnout is related to different aspects of job satisfaction and demographic characteristics such as age and gender. There was a sample of 300 male female secondary school teachers was taken for this study. Researcher has used job satisfaction scale of Meera Dixit, the Maslach burnout inventory of Maslach and Jackson as tools for this study. The researcher concluded that job burnout of teachers leads to the decrease of job satisfaction. The demographic variables age and area of workplace affect job burnout, but sex was not found to be a factor of job burnouts.

Lalita (2013) studied a comparative analysis of job satisfaction among teachers of private and government school. The objectives of the study were to measure the job satisfaction level of teachers, to undertake a comparative study between male and female teachers regarding job satisfaction and to undertake a comparative study between government and private school teachers regarding job satisfaction. A sample of 100 School teachers was taken for the study. Researcher has used structured questionnaire which was divided in two sections as a tool for this study. The results indicated that there is no significant difference in job satisfaction between male and female teachers and also there is no significant difference in job satisfaction between private and government school teachers.

Patel (2013) studied effect of area on mental stress of high school teachers of Ahmedabad District. The study was conducted to find out the effect of area on the mental stress of high school teachers of Ahmedabad. Researcher has used Mental Stress Rating Scale developed by Dr. Ganpatsinh Patel as a tool for the research study which included 7 factors related to mental stress and by collecting the score using Rating-02e from the schools. A sample of 100 high school teachers was taken from Ahmedabad district. After the collection of data from the different teachers, the researcher calculated the score according to their respective scoring keys. The researcher has done a careful planning of the analytical framework and used Mean, Standard Deviation and t-test for the research study. Researcher concluded that the teachers of both rural and urban area possess equal mental stress.

Gehlavat (2012) studied organizational commitment in relation to job satisfaction and work motivation of secondary school teachers working in different types of schools. The main objectives of the study were to study the effect of type of schools, job satisfaction and gender on organizational commitment of secondary school teachers. And also to find out the interaction effect of type of schools, job satisfaction and gender on organizational commitment of secondary school teachers. There was a 600 secondary school teachers were

taken as a sample for this study. The researcher has used Personal Data Sheet, Organizational Commitment Scale by Hyde and Roy (2006), Job Satisfaction Scale by Dixit (1993) and Employee Motivational Schedule by Shrivastava (1988) as tools for this study. The researcher concluded that there was no significant difference was found in organizational commitment of male teachers with high level of job satisfaction and female teachers with high level of job satisfaction. There was a no significant difference was found in organizational commitment of male teachers working in private schools and female teachers working in private schools.

Kapadiya (2012) studied mental stress of high school teachers of Ahmedabad district. The study was conducted to find out the effect of gender, area and type of school on the mental stress of high school teachers. Researcher has used mental stress rating scale of Dr. G. S. Patel as a tool of this research study. There was a sample of 100 high school teachers was taken from Ahmedabad district. The results indicated that gender and area had no significant difference between the mean score of mental stress of high school teachers. Whereas, type of school had significant difference at the mean score of mental stress of high school teachers.

Dahiya (2011) studied adjustment of secondary school teachers in relation to their job stress, job involvement and job satisfaction. The study was conducted to see the relationship between adjustment and job stress, adjustment and job involvement and adjustment and job satisfaction of secondary school teachers. A sample of 500 secondary school teachers of Rohtak District was taken for this study. Researcher has used Teacher Adjustment Inventory by S. K. Mangal, Occupational Stress Index by A. K. Shrivastava and A. P. Singh, Job Involvement Scale by Dhar and Shrivastava and Job satisfaction Scale by Meera Dixit as tools for this study. The researcher has concluded that the job satisfaction level of both arts and science teachers is same, the qualifications does not make any difference on job stress and also no significant difference was found in job stress between arts and science teachers.

Conclusions

In the present study the researcher has included various 10 researches which conclusions are as under.

Sharma (2016) concluded that there was a significant difference between male and female teachers in the job satisfaction. Teachers are government schools were more satisfied than teachers of private schools.

Manojkumar (2015) concluded that out of seven variables, five variables are positive predictors, having strong significant effect on job stress and job satisfaction and two variables have no significant direct effect on job stress and job satisfaction level of faculty members.

Gajjar (2014) concluded that male teachers are not differing significantly on job satisfaction as compare to female teachers but there was a significant difference

between Male and female teachers on mental health and also significant interaction effect was existed between gender and habitat of higher secondary school teachers on mental health.

Chamundeswari (2013) concluded that there was a significant difference in relationship between job satisfaction and performance of central and state board school teachers.

Goswami (2013) concluded that the demographic variables age and area of workplace affect job burnout, but sex was not found to be a factor of job burnouts of secondary school teachers and also concluded that job burnout of teachers leads to the decrease of job satisfaction.

Lalita (2013) concluded that there was no significant difference in job satisfaction between male and female teachers and also private and government school teachers.

Patel (2013) concluded that the high school teachers of both rural and urban area possess equal mental stress.

Gehlavat (2012) concluded that there was no significant difference was found in organizational commitment of male and female teachers with high level of job satisfaction and also male and female teachers working in private schools.

Kapadiya (2012) concluded that gender and area had no significant difference but type of school had significant difference between the mean score of mental stress of high school teachers.

Dahiya (2011) concluded that the job satisfaction level of both arts and science teachers is same, the qualifications does not make any difference on job stress and also no significant difference was found in job stress between arts and science teachers.

All these research studies results are very inspiring for the researcher to do further research on job satisfaction and mental stress of teachers of government primary school teachers. The research reviews becomes base for initiating the further research study. These all literature reviews provide references to the researcher to do further researches on the specific area on job satisfaction and mental stress. The next section way forward describes that how these reviews and other reviews help the researchers all over the world to carry out further research studies on specific area on job satisfaction and mental stress.

Way Forward

It is very interesting to review the literature on impacts of job satisfaction and mental stress on teachers all over the world in urban, rural and metro cities of the world. And many well-known researches of the world have made this area very rich and useful for new researchers working on the same area with different objectives. The methodology used for the research work by the researches is very varied and conclusions are very logical.

The researchers come to the conclusions that job satisfaction and mental stress have impacts on work life, organizational productivity and organizational development of the teachers of various classes all over the world. Fewer burdens leads to happy outcomes everywhere and every institute focus on these to get desired outcomes and still new researchers have very broad scope to do further research in these perspectives.

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