Abstract

Education Scenario in West Bengal is in news always for reasons which are highly unacceptable to the culture and belief of the education sector of West Bengal. West Bengal is always considered as the cradle of Indian renaissance and national freedom movement. It is also considered as a land of intellectual awakening. The recent events of recurrence of student’s confrontation in colleges and universities, often quite disrespectful to even teachers, add insult to injuries. Overall, education in Bengal is suffocating for lack of fresh thinking how to rejuvenate the sagging morale and spirit of the teaching community, students and their worried parents. Hence this study is made because of its importance and relevance in today’s education sector as it has become a major concern to provide a hazard free workplace to the Employees working in this sector. In today’s teachers face many physical and psychological problems due to their workload and also occupational stress at the workplace.

This study aims to discuss about pertinent issues related to the occupational hazards of the education sector and how it can be dealt effectively by using the coping strategies. The research method that is used to identify the hazards and also the factors influencing the coping strategies are mixed in nature i.e is both qualitative and quantitative research. The factors are identified using the qualitative content analysis method on secondary data and written narratives of in-depth interviews taken. Based on the conceptual framework that is obtained from qualitative data hypothesis is formulated.

For the purpose of fulfilling the objectives the hypothesis that are formulated are segregated in three groups. The first group deals with the analysis of impact of occupational hazard among demographic variables. The second group of hypothesis tries to investigate the significant predictors of the impact of occupational hazard. The third group of hypothesis analyses the variables which influence any individual in adopting the various coping strategies.

The study finally contributes to the knowledge of the occupational hazards and its impacts on the employees working in educational sector of West Bengal. It enhances the awareness of the most common sources which escalate the impacts of the occupational hazards on the individuals. The
study also identifies of various coping strategies adopted by the employees to cope with the hazards also highlighting the factors which influence the individual in adopting the specific coping strategies.

**Key Words:** White Collar, Education Sector, Occupational Hazard, Coping Strategy, Stakeholder Complexity, Stakeholder Multiplicity, MBTI, CSI, Theme identification technique, Qualitative Research, Mixed Research Design, ANOVA, Cramer’s V, Somer’s Symmetric Value of Independent Variables, Correlation, Factorization, Gamma Value of Independent Variables, Personality Trait, KMO And Bartlett’s Test, Task Complexity, Task Ambiguity