Chapter - I

INTRODUCTION

Physical Education is an integral part of the total educational process deals with totality of human behaviour which makes man different from other species. Through well directed Physical Education Programmes, Children develop skills for worthy use of leisure time, engage in activities conducive to healthful living, develop socially and contribute to their physical and mental health. The ultimate aim of education is to develop all round personality of the individual. Physical activities under the discipline of Physical Education also contribute in achieving this end. Physical Education in the present scientific age, has acquired scientific dimensions. Now it has become an organised and institutionalised discipline involving much more than merely motor behaviour. Now Physical Education is an instrument of raising the health and fitness standards of the society. By developing physical strength, skills for vocational pursuits, character, and by providing opportunities for leisure time, it is an active partner in the field of education. Physical Education is a discipline in academic sense of the term and a profession which contributes to the welfare of the society. Its value and services have widely been accepted and acclaimed.

Physical Education teachers are playing a number of diverse as well as specialised roles as teachers, officials, organisers and administrators. Teacher of Physical Education has the responsibility to help the student develop skills, master knowledge and acquire attitudes and social qualities that help the person to become all that he or she is capable of. A Physical Education teacher plays a double role. Not only, does he acquires knowledge from various
sources and discipline to enrich his mind but he makes use of that knowledge to develop his policies and practices so that the process of teaching learning runs smoothly as possible. A Physical Education teacher is as good a scholar of his field as any other scholar of his field as any other scholar in his own field of knowledge. Sports scientist have ultimately been emerging from the Physical Education. Physical Educators are not biologists yet they know something of biological principles as they affect human movements. The rise of sports science such as Physiology, Sports Psychology, Sports Sociology, Kinesiology, Bio-mechanics is a recent phenomenon, which has emanated out of man's craze and quest for setting new standards, conducting physical classes at school and college level is a ritualistic process of education but identifying, selecting and grooming genetically endowed and talented people to achieve excellence in sports competitions demands not only scientific outlook but also application of systematic and sophisticated research procedures. The artist in Physical Educator must collaborate with the scientist in him in order to cope with the shifting emphasis on diverse activity programme.

In modern scientific age, responsibilities of Physical Education teacher have increased manifolds. The expectations of the society and nation towards Physical Education teachers are very high in the sense that they are only leaders who can protect and save general fitness of the sedentary people in the machine age. In proportion to the expectations of the society, the Physical Education teacher have not been given due place and recognition, Consequently, they face a lot of problems while carrying out their responsibilities. Bad working conditions, ill maintained play grounds, lack of facilities create impediments
in their efficient and smooth functioning. This causes tremendous stress on them while they perform their duties.

In the world of strives and struggles, tensions and tantrums, Physical Education preaches the message of relaxation and recreation. No other profession provides more succour and solace to the ailing humanity than Physical Education. But Physical Education as a profession faces new challenges with the rapid changes taking place in society. The way the profession meets these challenges affects teachers, students and the community. The world brought close together by rapid of communication responds instantaneously to natural disasters, wars, political and social upheavals and a multiplicity or crises. Many social and political problems encountered by world leaders each day are faced on smaller scale in classroom and play area. Some problems as drug abuse, alcohol abuse, student unrest, crime and poverty, discrimination against women and minority groups, austerity budgets are common problems being faced by Physical Education teachers.

Dream jobs are not available on a silver platter. Nor are they secured merely by being a good professional. It also involves a process of identifying the right kind of opportunities; looking for an organisation that hires winners and bring a pioneer at work.

The jobs situation is a well regulated and highly organised cultural reality. It is neither a happenstance nor an appendage of the cultural environment where a person spends some fixed hours daily and then re-enters his real culture for gratification of his various needs. A major part of man's working life is spent on his work. His job, therefore represents an important cultural
segment. It is natural that men seek to satisfy many of their needs in and through their work. It becomes necessary, therefore, to know the relative contribution of the job situation to overall dissatisfaction in an individual's life. The individual is a unified organism and not merely a multiple of diverse needs; through his job life he may be able to achieve a satisfactory way of life itself.

Every individual has a different idea about a dream job. A dream job is nothing more than a job that gives an individual a reasonable level of security, a decent environment to work, a chance to grow as a professional and a mentor boss. A dream job is expected to give a reasonable sense of self-esteem and self-unfulfillment and of course salary taken care of adequately.

Though there are a number of factors which may be considered extremely important. On the basis of personal experience and related studies, the present researcher has considered job stress, job satisfaction and adjustment variables of Physical Education teacher as some of very important areas to be focussed on.

Therefore, a Physical Education teacher has to ensure how best his profession can serve the individual and the society. In that sense he is a Philosopher for he has to reflect seriously as what is right and what is wrong, what is sufficient, what is important. Hence, formulation implementation, criticism and assessment of existing policies, practices and goals have to be ensured by him while executing his job. teacher of Physical Education face a lot of challenges and problems. Some find the job very interesting. There are ample opportunities to use initiative, experience and novelty. For them,
the nature of job is found exciting. Work load is not very high. They find head of institution reasonable. Their salary is adequate. They get co-operation from their colleagues. They are satisfied with opportunities for promotion. But some others have the feeling that they have a heavy work load, that more facilities should be provided, that they have little opportunity to use their abilities, that progress on the job is not what it should be or could be. Those who are not satisfied with their job have high stress level and are less adjusted.

**JOB STRESS**

Stress is a complex term with many meaning. Physiologists describe stress as a total body reaction to any situation or agent which tends to destroy the homeostatic balance. Stress is caused by any threat to organism. Disease, trauma, heat, cold, thirst, fatigue, emotional excitement can all be the causes of stress. Stress is a series of complex responses of the central nervous system (brain and spinal cord), internal nervous system and internal glands of man's body to any unusual stimulation or situation. It is the reaction to physical and emotional wear and tear on the body.

A stress is the manifestation of one's disturbed state of mind, so its cure lies in providing equilibrium or relaxation of the mind. A certain amount of stress is in fact, essential to push ahead in life. The training of mind should be such that it trains the individual to meet the challenges of stress throughout the day in a productive and useful way by modifying his reactions to these situations in a positive way and not by flight, fright or flight. Stress occurs when abilities of the person are incongruent with the demands of environment or where clear obstacles exist in fulfilling strong needs or values.
In all types of jobs, there is an interplay between the demands that the job makes on the employee requires of the job. The lack of accommodation between the demands of employee and those of his organisations is the cause of job stress.

If the demands overweight coping abilities, a state of imbalance develops. The body is burdened with a weight beyond its tolerance capacity. The body is able to bear with a temporary imbalance and bounce back. However, if the situation persists, wear and tear occur on the body as signs of excessive stress, resulting in exhaustion or development of stress-related illness. The human body is equipped with indicators of stress. An important sign of stress is an increase in the heart rate to enable blood to flow to the muscles to prepare them for action. A number of chemicals associated with stress are released to free energy reserves in case they are needed. In short, the body mobilizes its resources for either, "a fight or a flight" lying a top each kidney. The organs concerned with this response are the adrenal glands lying a top each kidney. Stress is not just what happens to us but how one reacts to what happens to us and this reaction is controlled by our mind and emotions. So deal with any situation under modern days is to be under stress. Positive stress keeps us on our toes and enhances our performance. Positive stress coupled with relaxation is a good method to enhance performance. It is a dynamic force that distinguishes between the active business of living and passive existence.

Stress becomes negative force when it hampers our ability to work efficiently and relax. Stress is not just a mental or emotional state. It is an
important risk factor in causation and progression of heart diseases. Scientific studies have shown that stress increases blood pressure and cholesterol levels. It increases the permeability of arterial walls of cholesterol i.e. arteries absorb more cholesterol. It also decreases good cholesterol (HDL). Chronic stress also leads to increased blood clotting increase in smoking, drinking and food intake and an increase in irritability and irregular beating of the heart. It is when we lose the ability to return to baseline to relax that stress become chronic.

LAZARUS (1966) stated that stress encompasses a whole spectrum of factors (stimulus, response, cognitive appraisal of threat, coping styles, psychological defences and the social milieu).

APPLAY AND TRAUMBULL (1967) stated that psychological stress is elicited by condition that approach the upper thresholds of tolerability and produces behaviour that deviates momentarily from the normal behaviour, behaviour reflects the presence of psychological stress which includes muscular tremors, increased reaction time erratic performance rates, fatigues, etc.

JOSEPH E. McGrath (1970) has defined stress as the anticipation ability to perceived demand accompanied by anticipation of negative consequences for inadequate responses. According to him, four events must be considered in studying stress.

1) The physical and social environment that places some demand on the individual.

2) The individual's perception of the demand and the decision about how to respond it.
3) The organism's actual response to the perceived demand.

4) The consequences resulting from the responses.

In today's society more than enough stress comes from organizations which pressurises coaches, teachers and athletes to become winners. Athletes and trainers increase their own stress level by setting high goals and making unrealistic demands on themselves. Coaches often begin their careers so enthusiastically that they devote all their time to the profession. They feel that they have less than normal social life because they spend their free time at work or alone. The people most susceptible to stress are extremely dedicated, over achievers who are perfectionists and excessively goal oriented. Many hours are spend planning practices, working on game strategies, preparing the necessary administrative paper work which put them on stress. Often the conditions of facilities or equipments are poor and the athletic budget may be very below necessary amounts.

The trainer (Physical Education teacher) is expected to perform well despite all adversities and same is true with athletes. Trainee and trainer are frequently under the scrutiny of the public. It will be win-loss record that ultimately determines success in the public's eye.

The teacher of Physical Education is responsible for the health and safety of the athletes. Their adequate supervision is mandatory. Teacher must also work hard to develop the athlete to his fullest academic and athletic potential. The demands may cause stress. The teacher of Physical Education becomes tired of the continual pressures and feels he is unappreciated. Team's
success is often beyond the control of Physical Education teacher but his competence is questioned if he is unsuccessful. He can become the scapegoat for parents, community members, administrators and athletes.

The right amount of stress can be a great motivating factor. Stress can also protect us to avoid hazardous situation. Under different environmental conditions, the human organism marshals inner forces (brain, heart, muscular system) to meet the crisis producing a positive condition to overcome damage, accident or injury to organism. But if the crisis becomes too frequent and too intense to call the inner factors too frequently, then the stress becomes 'Debilitating' leaving the body unable to cope with such situations.

JOB SATISFACTION

Work form an essential part of human activity. Work is a potent sources of need gratification of all types such as physical, security, social and ego needs. Work is a social reality and social expectation to which men seem to conform. This urge to work seems to be deep rooted in most men and work is viewed much more than a means of seeking economic gratification. Most men gratify their needs by working on a job. Work not only provides status to individual but also binds him to the society. Work occupies so much of men's life span, that the satisfaction or dissatisfaction with it could affect the individual considerably in all walks of life.

Job satisfaction is the total body feeling that an individual has about his job. This total body of feeling involves in effect, weighing up the sum total of influences on the job, the nature of the job itself, the pay, the promotion
prospectus, the nature of supervision and so on. Where sum total of influences gives rise to feelings of satisfaction, the individual is job satisfied, where in total they give rise to filling of dissatisfaction, the individual is job dissatisfied. Improving any one of these influences will lead to the direction of job-satisfaction, making less satisfactory any one of the influences will lead to the direction of job dissatisfaction. However, what make a job satisfying or dissatisfying does not depend only on the nature of job, but on the expectations that individuals have of from their jobs. When a man satisfied with his work, not only does he alone but also the employer gets benefit. The community profits on the score of individual and the well being of the society in general is improved. Job satisfaction has three aspects viz. (i) job aspect, (ii) personal aspect, (iii) inter-personal aspect. Job satisfaction is important to the employer, the worker and community.

Job satisfaction and life satisfaction are often found to be closely related. One point is clear about job satisfaction that it is dynamic. One cannot establish high job satisfaction once and then forget about it for several years. It usually leads to qualitative and quantitative improvement in performance. Satisfaction in job induces motivation and generates interest in work. When work becomes interesting it gives personal pleasure to worker and this has tremendous psychological satisfaction.

A comprehensive approach to the understanding of job satisfaction requires the consideration of factors such as wages, supervision, steadiness of employment conditions of work, advancement opportunities, etc. Apart from such factors as employee's age, health, temperature, desire and level of
aspiration, family relations and social status have to be taken into consideration in order to have a complete understanding of the term.

To define job satisfaction is a difficult task, because there are various definitions depicting different dimensions, but one frequently used is that job satisfaction is favourableness or unfavourableness with which the employees view their work. It results when their is an agreement between job characteristics and wants of an employee. It expresses the amount of congruence between one's expectations as compared to rewards.

Vroom (1964) defines job satisfaction as "the positive orientation of an individual towards all aspects of work situation". So, the job satisfaction is resultant of a host of orientations to specific aspects of job.

Locke (1976) defines job satisfaction as "a pleasurable or positive emotional state resulting from appraisal of one's job experiences". He further considered that job satisfaction of attributes of individual, not of any collective, depends upon the individual's values.

Davis (1977) stated satisfaction as "favourableness or unfavourableness with which employees view their work. He contends that job satisfaction results when there is a fit between job characteristics and the wants of employees and that it expresses the amount of congruence between one's expectations of the job and the reward that the job provides."

Laviangia (1977) stated a job satisfaction is the extent to which an individual's needs are satisfied and the extent to which the individual perceives that satisfaction as stemming from his total job situation.
ADJUSTMENT

Concept of adjustment is as old as human race on earth. Systematic emergence of this concept starts from Darwin. In those days, the concept was purely biological and he used the term adaptation. The adaptability to environmental hazards goes on increasing as he proceeds on the photogenic scale from the lower extreme to the higher. If you examine the various activities of the individual life, you'll find that most of them involve adjustment of the individual to his vocational, social and economical problems. The process of adjustment starts from birth of the child and continues till his death. Psychologists use the term adjustment for varying conditions of social or inter-personal relations in the society. Thus we see that adjustment for varying conditions of social or inter-personal relations in the society. Thus we see that adjustment means reaction to the demands and pressures of social environment imposed upon the individual. The demand may be external or internal to which the individual has to react. Observe the life of the child, who is asked to do this and not other things. He has to follow certain beliefs and set of values which the family follows. His personality develops in the continuous process of interactions with his family environment. There are other demands which may be termed as internal as food, water, oxygen and sleep etc. If we don't fulfill these internal demands we feel uncomfortable. With the development of the child, these psychological demands go on increasing and become more complex.

The term adjustment has two meanings. In one sense, it is continual process by which a person varies his behaviour to produce more harmonious relationship between himself and his environment. The direction of his effort
may be towards modifying his own behaviour and attitudes or towards hanging
the environment of both. Others may contribute towards his adjustment process
either by helping to change the environment or by helping to change the person's
outlook on his environment. In other sense, adjustment is a state i.e. the condition
of harmony arrived at by a person whom we call "Well adjusted."

Adjustment means to ful, to make adaptation, to put into correct
position, to become suited to new conditions. Psychologically adjustment means
person's interaction with his environment. Environment includes everything
external to the person with which he is in some relations. How and individual
behaves in a situation, depends upon his personal characteristics and the
situation. Adjustment is dynamic rather than static in quality. A person changes
with the change in environment. Likewise, individual also adjusts to social
pressures during his infancy, childhood and adulthood. His parents make
demand upon him to acquire proper values and behaviour patterns. He continues
to have expectations from his marriage, his career or where and how he lives.
Thus, the society has powerful pressure upon the individual. Basically, every
individual is to adjust to external as well as internal demands.

A well adjusted person uses his knowledge and skill to act wisely
on his environment. Excessive timidity, aggressiveness or other faults of
personality prevent him from making this contribution. Adjustment is the
individual's ability to harmonize his or her own needs with those of environment.
Adjustment may be referred to as continuous process of maintaining harmony
among the attributes of individual and the environmental conditions which
surround him. The individual potential and characteristics are in born as well
as modified through experience. The effective adjustment will involve both personal and social criteria and value judgement.

According to Shafter (1936), "Adjustment is a process by which living organism maintains a balance between its needs and circumstances that influence the satisfaction of these needs. Humans beings are born with varying needs, the frustration of which leads to maladjustment. These needs are food, drink, sleep, temperature regulation, human company, social approval, a sense of self-esteem and love. When these needs are thwarted, these produce significant effects on behaviour making the person maladjusted to this environment."

According to Hazarus (1976), "Adjustment consists of psychological process by means of which individual manages to cope with various demands and processes of life." Adjustment involves a reaction of the person to the demands imposed upon him. These demands are further classified into external and internal demands that arise from the physical conditions of existence."

ARKOEF (1968) states that, "Adjustment can be defined as person's interaction with environment. Each person constantly strives to meet his needs and reaches his goals. At the same time he is under pressure from the environment to behave in a certain way. Adjustment involves the interaction of personal and environmental demands."

STATEMENT OF THE PROBLEM

The problem has been stated as "A study of job stress, job satisfaction and adjustment of Physical Education teachers as related to their job placement". 
The study has been delimited to Physical Education teachers male and female working in Chandigarh, Panchkula and Mohali schools affiliated to the Central Board of Secondary Education.

Since the study is a survey type and questionnaire was used for the collection of data as such questionnaire, has some limitations. Some biased opinion might appear which may be considered as limitation of the study.

1) The objective of the study was to find out significant difference among Physical Education teachers working in government, public and private schools.

2) To study the significant difference between male and female Physical Education teachers working in the schools.

3) To find out the relationship among job stress, job satisfaction and adjustment variables of Physical Education teachers.

4) To find out relationship of job stress, job satisfaction and adjustment variable with service length of Physical Education teachers.

5) Find out relationship of job stress, job satisfaction and adjustment variable with age of Physical Education teachers.
HYPOTHESIS

1) There would be no significant difference between the Physical Education teachers working in different types of schools such as government, public and private institutions.

2) There would be no significant difference between male and female Physical Education teachers.

3) There would be a significant relationship among job stress, job satisfaction and adjustment of Physical Education teachers.

4) There would be a significant relationship of job stress, job satisfaction and adjustment variables with length of service of Physical Education teacher.

5) There would be a significant relationship of job stress, job satisfaction and adjustment variables with the age of Physical Education teachers.

SIGNIFICANCE OF THE STUDY

1) Study would help to understand and find out job stress, job satisfaction and adjustment level of the Physical Education teachers.

2) Study would help to find out difference among Physical Education teacher working in school managed by different organization and their related causes of their differences.

3) Study might help in solving some of the problems of Physical Education teachers leading to the difference among Physical Education teachers as related to their job stress, job satisfaction and adjustment.
4) The study would be useful for the administrators to provide congenial atmosphere to the Physical Education teachers for their job satisfaction and adjustment so that they may prove useful unit for the institutions.

5) Study would add new knowledge to the Physical Education teachers.