## CONTENTS

**Preface**

**CHAPTER -I** Introduction

1.1 Preview of Education in India 2—4
1.2 Expectations of Society 5—7
1.3 Role of a Teacher 7—9
1.4 Human Behaviour 9—10
1.5 Teacher Behaviour 10—11
1.6 Teachers' Innovative Behaviour 11—13
1.7 Factors of Teachers' Innovative Behaviour 13
1.7.1 Teaches' Class-room Behaviour 14
1.7.II Time Management 15
1.7.III Job Involvement 15—16
1.7.IV Social Behaviour 16—17
1.8. Occupational Stress 17—19
1.8.I External Forces 19
1.8.II(a) The State and local authorities 19
1.8.I(b) Parents 20
1.8.II Internal Forces 20
1.8.III(a) The Head Master 20
1.8.III(b) The Staff 20—21
1.8.III The Children 21
1.9. Teachers' Occupational Stress 21
1.9.I Pupil Misbehaviour 21
1.9.II Poor Working Conditions 22
1.9.III Unhealthy Staff Relations 22
1.9.IV Time Pressure 22
1.9.V Personal Factors 23

**CHAPTER -II** Review of Related Literature

2. Review of Related Literature 24—25

**Part -I**

2.1 Related Studies Innovative Behaviour 26—35

**Part -II**

2.2 Related Studies Occupational Stress 36—45

**CHAPTER -III** The Problem

3.1 Rationale of the Present Study 46
3.2 The Problem 46
3.3 Operational definitions of key terms 47
3.4 Objectives of the Study 48
3.5 Variables 48
3.6 Formulation of Hypothesis 49
3.7 Delimitation of the Study 49
CHAPTER –IV Research Design 50–57
4. Research Design 50
4.1. The Sample Frame 50
4.2. Tools Used 51
4.2.1 Teachers’ Innovative Behaviour Scale 51–54
4.2.2 Teachers Occupational Stress Scale 54
4.3. Strategy for Data Collection 55
4.4. Statistical Treatment 55–57

CHAPTER –V Analysis and Interpretation of Data 58–146
5. Analysis and Interpretation of Data 58–59

Part –I Analysis of Teachers’ Innovative Behaviour 60–80
5.1. Teachers Innovative Behaviour 60
5.1.1 Teachers Class-room Behaviour 61–63
5.1.2 Time Management 64–66
5.1.3 Job Involvement 67–69
5.1.4 Social Behaviour 70–72
5.1.5 Overall Innovative Behaviour 73–75
5.1.6 Discussion of the Results Obtained 76–80

Part –II Analysis of Teachers Occupational Stress 81–104
5.2. Teachers Occupational Stress 81
5.2.1 Pupil Misbehaviour 82–84
5.2.2 Poor Working Conditions 85–87
5.2.3 Unhealthy Staff Relations 88–90
5.2.4 Time Pressure 91–93
5.2.5 Personal Factors 94–96
5.2.6 Overall Occupational Stress 97–99
5.2.7 Discussion of the Results Obtained 100–104

Part –III Impact of Teachers’ Occupational Stress 105–126
5.3 Impact of Teachers Occupational Stress upon their Innovative Behaviour 105
5.3.1 Impact of Pupil Misbehaviour on I/B 105–109
5.3.2 Impact of Poor working Conditions on I/B 110–111
5.3.3 Impact of Unhealthy Staff Relations on I/B 112–115
5.3.4 Impact of Time Pressure on I/B 116–117
5.3.5 Impact of Personal Factors on I/B 118–121
5.3.6 Impact of Overall Occupational Stress on I/B 122–125
5.3.7 Discussion 126

Part – IV Impact of Teachers Innovative Behaviour 127–146
5.4. Impact of Teachers Innovative Behaviour upon their Occupational Stress. 127
5.4.1 Impact of Class-room Behaviour upon O/S 128–131
5.4.2 Impact of Time Management upon O/S 132–133
5.4.III Impact of Job-Involvement upon O/S  133-137
5.4.IV Impact of social-Behaviour upon O/S  138-141
5.4.V Impact of Overall I/B Behaviour upon O/S  142-145
5.4.VI Discussion  146

CHAPTER VI

Results and Discussion  147-159
6. Results and Discussion  147
6.1 Results of Factors of Teachers’ I/B  147-151
6.1.I Teachers’ Class-room Behaviour  148
6.1.II Time Management  148-149
6.1.III Job Involvement  149
6.1.IV Social Behaviour  150
6.1.V Overall Innovative Behaviour  150-151
6.1.VI Order of preference of Factors of Innovative Behaviour A. Sex wise, B. Locality wise  151
6.2. Results of Factors of Teachers’ O/S  151-156
6.2.I Pupil Misbehaviour  152
6.2.II Poor Working Conditions  152-153
6.2.III Unhealthy Staff Relations  153
6.2.IV Time Pressure  154
6.2.V Personal Factors  154-155
6.2.VI Overall Occupational Stress  155
6.2.VII Order of preference of Factors of Occupational Stress A. Sex wise, B. Locality wise  156
6.3. Impact of Teachers Occupational Stress upon their Innovative Behaviour  156-158
6.3.I Impact of P/M upon I/B  156
6.3.II Impact of PWC upon I/B  156
6.3.III Impact of USR upon I/B  157
6.3.IV Impact of T/P upon I/B  157
6.3.V Impact of P/F upon I/B  157
6.3.VI Impact of Overall O/S upon I/B  158
6.4. Impact of Teachers I/B upon their O/S  158-159
6.4.I Impact of C./B upon O/S  158
6.4.II Impact of T/M upon O/S  158
6.4.III Impact of J/I upon O/S  158
6.4.IV Impact of S/B upon O/S  159
6.4.V Impact of Overall I/B upon O/S  159

CHAPTER VII

Conclusion  160-163
7.1. Conclusion  160
7.2. Innovative Behaviour  160
7.3. Occupational Stress  161
7.4. Impact of O/S upon teaches I/B  161
7.5. Impact of teachers I/B upon O/S  161
7.6. Educational Implications  162
7.7. Suggestions for further Research  163
CHAPTER VIII

Summary

8.1. Introduction 164
8.2. The Problem 165
8.3. Objectives of Present Study 165
8.4. Variables 165-166
8.5. Formulation of Hypothesis 166
8.6. The sample 166
8.7. Factors of Teachers Innovative Behaviour 167
8.8. Factors of Teachers Occupational Stress 167
8.9. Tools Used 167
8.10. Statistical Treatment 167-168
8.11. Findings 168-172
8.12. Conclusion 172-173
8.13. Educational-Implications 174

REFERENCES 176-186

APPENDICES 1---15
Appendix I. District wise distribution of Sample 1---4
Appendix II. Data Obtained for Teachers I/B 5---8
Appendix III. Data Obtained for Teachers O/S 6---11
Appendix IV. Teachers' Innovative Behaviour Scale 12--13
Appendix V. Teachers' Occupational Stress Scale 14--15