CHAPTER- VI

FINDINGS, SUGGESTIONS AND CONCLUSION

6.1. FINDINGS

FINDINGS RELATED TO THE DEMOGRAPHICS FACTORS

1. Majority of the respondent are women and in that too the majority are in the less than 30 years of age group. The larger group of male respondents belongs to 51 years and above age group.

2. The majority respondents are women who work for the private schools in Thanjavur. The next major chunk is the group of men who work for government aided schools. The major chunk of the respondents are from the private schools

3. Majority of the respondents in the study are working in the Government aided schools and they draw a monthly Salary between Rs.10001 to Rs.20000. Private schools are poor pay masters with the average salary of respondents working to Rs 10000 per month

4. There is a disparity in the number of classes handled per week between the Private and Government Aided Schools. Private School Teachers slog for more than 21 Hours a week whereas their counterparts in Government aided School take between 16-20 Hours per week.
5. Majority of the respondents among women are having less than 5 years teaching experience, and minor group among Men has more than a decade of teaching experience. A minuscule group among men have been in teaching for more than two decades.

6. Most of the respondents commute less than 15 Kms to reach their Schools and a minor group travels nearly 30 Kms to reach their schools. As far as teachers of Thanjavur are concerned Travel is not a contributory factor of occupational stress.

7. A quarter of the respondents is M.Phil., degree holders and too and among them to majority of them are in private schools hoping for a better Future soon. The Government Aided Schools have majority of the respondents as post graduates with an masters in education.

8. A half of both the male and female respondents feel that there is petty politics prevailing in their institution. A quarter of the respondents feel that there is no room for Petty Politics and Nobody involves in it in their institution.

9. Majority of the men and women interviewed were of the opinion that gossiping prevailed in their institution and a quarter among the respondents opined that gossiping was absent.
A quarter of the male respondents felt that they had no groupism of any kind whereas another quarter opined vice versa. Nearly 25% women felt that there is groupism and acknowledged its presence.

**FINDINGS RELATED TO THE CHI-SQUARE TEST**

1. There is no significant relationship between the respondents’ opinion that there is caste or creed being practiced in their institution with the type of current employment status.

2. There is a significant relationship between the respondents’ opinion that there is petty politics prevailing in their organization with type of their current employment status.

3. There is no significant relationship between the respondents’ opinion that gossiping encouraged in their institution with their type of current employment status.

4. There is a significant relationship between the suitable working hours existing in the job with the respondents’ perception whether they are overburdened.
There is a significant relationship between the opinion that teaching job is good but do not find leisure time with the perception that the job is overburdening.

There is a significant relationship between the Perceptions that teaching job is overburdening with the fact of respondents being diagnosed with any disease.

There is a significant relationship between the opinion that the job is overburdening with the opinion job remains too busy.

There is a significant relationship between the respondents opinion that they discuss vital issues with their top Management and being considered as an indispensable person in the institution.

There is a significant relationship between the respondents opinion that there is no fatigue with the long time work and their self satisfaction.

There is a significant relationship between the respondents opinion that they prepare at home to teach with their level of self satisfaction.

There is a significant relationship between the respondents opinion that they considered their work itself as a recreation with their level of self satisfaction.
12. There is a significant relationship between the respondents opinion that they work more than the allotted time to complete a job with their level of self satisfaction.

13. There is a significant relationship between the respondents maximum satisfaction obtained from the work with their self satisfaction.

FINDINGS RELATED TO THE ONE-WAY ANOVA TEST

1. There is no significant variation between the variables of the respondents opinion Viz., not want to engage after the working hours, like to stay at home when compared to going for the job and the High interest level only during the early stages of the job.

2. There is a significant variation between the variables of the respondents opinion like having happiness in completing the job, no fatigue even for long time, having full commitment and preparing at home to teach in the class.

3. There is no significant variation between the variables of the respondents’ opinion for getting recognized for their contribution, and their increments are regular, motivation and cooperation exist at the top level, and are offered with yearly vacation.

4. There is a significant variation between the variables of the respondents opinion for encouraging students to ask questions, enjoy taking classes,
students look forward eagerly for their classes and a sense of achievement in their job.

5. There is no significant variation between the variables of the respondents' opinion for need of more pay for the job, no opportunities for progress in their Career, and the services are not according to their taste.

FINDINGS RELATED TO THE TWO-WAY ANOVA TEST

1. There is no significant variation between the ages of the respondents in the study. There is a significant variation between the respondents opinion that they feel happy in completing their job.

2. There is no significant variation between the educational qualifications of the respondents in the study. There is no significant variation between the respondents opinion that they feel happy in completing their job.

3. There is no significant variation between the current employments status of the respondents in the study. There is no significant variation between the respondents opinion that they feel happy in completing their job.

4. There is no significant variation between the various experience levels of the respondents in the study. There is a significant variation between the respondents opinion that they feel happy in completing their job.
5. There is no significant variation between the various salary levels of the respondents in the study. There is no significant variation between the respondents opinion that they feel happy in completing their job.

6. There is no significant variation between the numbers of hour per week of classes handled by the respondents in the study. There is no significant variation between the respondents opinion that they feel happy in completing their job.

7. There is no significant variation between the various experience levels of the respondents in the study. There is a significant variation between the respondents opinion that they are highly recognized for their contribution in their institution.

8. There is no significant variation between the various salary levels of the respondents in the study. There is no significant variation between the respondents opinion that they are highly recognized for their contribution in their institution.

9. There is no significant variation between the various experience levels of the respondents in the study. There is a significant variation between the respondents opinion that they have a sense of achievement in their job.
10. There is no significant variation between the educational qualifications of the respondents in the study. There is no significant variation between the respondents opinion that they have a sense of achievement in their job.

11. There is no significant variation between the various students-teachers ratio prevailing in the study. There is no significant variation between the respondents opinion that they have a sense of achievement in their job.

12. There is no significant variation between the respondents opinion that they are considered as an indispensable person in their institutions. There is no significant variation between the respondents opinion that they can meet their top levels and discuss about vital issues in their institutions.

13. There is no significant variation between the respondents opinion regarding whether their working hours are remaining too busy. There is no significant variation between the respondents opinion whether they are overburdened in their job.

14. There is no significant variation between the various numbers of hours per week of classes handled by the respondents in the study. There is no significant variation between the respondents opinion that they have a sense of achievement in their study.
FINDINGS RELATED TO THE WEIGHTED AVERAGE

1. The various variables (full commitment in the job, prepare at home itself to teach better, complete their work even if it takes more than the allotted time, get maximum satisfaction from their work, feel happiness in completing their job) representing the job involvement scale having more weightage at agree level, this reveals that (on an average 226 out of 260) 87% of the respondents are involved in their job.

2. The various variables representing (encouraging their students to ask questions, colleagues and the school principal are motivate and co-operative with the respondents, concentrate with academic work only in the school, respondents have a sense of achievement in their job) the Occupational stress Index and the more weightage found to be at agree level, and the variables considered here, are oriented in minimizing the Occupational stress and thus (on an average 224 out of 260)86.15%of the respondents agree that the Occupational stress minimizing environment is prevailing in their institutions.

3. The variables (working hours are suitable for the respondents, the teaching job is good but not having leisure time, as an indispensable person in the institution, teaching is a profession of liking for the respondents) representing the job satisfaction index and the more weightage occurs at agree and strongly agree level. This shows that (on an average 193 out of
74.23% of the respondents are satisfied with their job based on various parameters.

4. Weighted average for the three major factors, (viz., job involvement, Occupational stress Index and job satisfaction index) it is found to be at the same level and this reveals that the respondents opinion are similar for the three major factors and majority of the respondents are positively answered for the factors which in turn based on variables and thus in the study it is observed that the respondents are job involved, having stress minimizing environment in their institutions and they are satisfied with the job.

5. The questions are negative oriented towards mental status, and it required to be answered in the rejection manner, thus here (on an average 250 out of 260), 96% of the respondents are having good psychic in nature, except very few responses others all are in rejecting manner, thus Eysenck’s Personality Inventory shows good result.

6. The variables representing job anxiety and the questions are negative oriented, and when there is more rejection we can state that job anxious is not there, thus (on an average 252 out of 260) 97% of the respondents are not having job anxious in the study.
7. The questions/variables regarding the Occupational stress Index are in a positive manner and the responses also having more weightage at agree level and strongly agree level. Thus (on average 181 out of 260) 69.62% at agree level, (on average 35 out of 260) 13.46% at strongly agree level, and (on average 31 out of 260) 11.92% are at disagree level.

8. The variables are negative oriented in this job satisfaction factor and the responses representing disagree for it projects the good result, thus here (on an average 170 out of 260) 65% of the respondents are at disagree level i.e., they are satisfied with their job and another (on an average 47 out of 260) 18% are undecided about these variables, thus it shows that the majority of the respondents in the study are satisfied.

9. The working environment of the respondent institutions are having conduciveness and creating a stress minimizing culture for the teachers. The institutions infrastructure and the administration procedures are found to be viable in the study.

FINDINGS RELATED TO THE MULTIPLE CORRELATIONS

1. High correlation existing between the occupational stress Index and the job involvement scale. The variables under the occupational stress are oriented towards the stress minimizing environment in the institution.
2. High correlation existing between the job satisfaction index and the Occupational stress Index.

3. High correlation existing between the job involvement index and the job satisfaction index.

4. All the major factors in the study (viz., job involvement scale, Occupational stress Index and job satisfaction index) are having unit correlation between them, all are having interdependency among them.

5. The factor job involvement represents the variable like full commitment in the job, prepare at home to teach better, complete the work even if it takes more than the allotted time and obtain maximum satisfaction from the work and feel happiness.

6. The factor Occupational stress represents the variables like encouraging the students to ask questions, having motivation and co operation from the top level, needs to concentrate with academic work only in the school and have sense of achievement in their job, here the variables are oriented towards stress minimizing environment.

7. The factor job satisfaction represents the variables like working hours are suitable, teaching job is good but not having leisure time, consideration as an indispensable person in the institution and teaching is a profession of liking
8. All the respondents’ opinion is similar regarding these three major factors and that too it represents positive responses in majority for these factors. Thus the respondents are job involved, having stress minimizing environment in their institutions and having job satisfaction.

9. Correlation analysis between Eysenck’s personality inventory and job anxiety scale, the $r= 0.99$, represents there is a high correlation existing between the two factors opinion. Here the factors Eysenck’s have negative oriented variables and the factor job anxiety also negative oriented, when these factors and variables are in a rejection manner that is the required good result, thus here in both the factors the respondents states ‘no’ for more responses and thus $r = 0.99$ obtained. Thus the respondents in the study are mentally good and having no job anxiety in their institution is proved. These two factors are dependent here, which describes that a mentally sound will does not have job anxiety and similarly a good working environment without anxiety will result a mentally good personality to work in a productive manner continuously.

10. The correlation between job satisfaction index and the Occupational stress Index is low i.e., $r =0.40$, this is the expected one, since because the job satisfaction factor considering the variables which are negative oriented and requires more disagree level of responses which is occurred in the study, and the variables in Occupational stress Index are positive oriented and having more positive responses, thus here, $r= 0.40$ is a preferable result in the study.
FINDINGS RELATED TO THE KURSKAL-WALLIS TEST

1. There was no difference among the opinion of the respondents towards the positive questions of the factors job involvement scale, Occupational stress minimizing environment and the job satisfaction scale in the study.

2. There was no difference among the respondents’ age, and their experience with their job involvement, thus irrespective of their age and their experience they are having the involvement.

3. There was no difference among the opinion of the respondents towards the factors like having job satisfaction, good salary level for their work under whatever institution they are working like either private, Government aided or Government institutions.

4. There was no difference among the opinion of the respondents towards the factors like having comfortable working hours optimum students-teachers ratio and having working stress minimizing environment in their institutions.

5. There was no difference among the opinion of the respondents towards the negative oriented questions of the factors job anxiety and eysencks personality inventory index. Here the variables are negative oriented and have the majority of responses in a rejection manner, thus both the factors having good result in the study.
6.2. Suggestions

1. A performance based competitive pay scale can be introduced and tried.

2. All the teachers can be encouraged by their institutions towards their higher studies particularly towards Ph.D and those who have not completed M.Phil can pursue theirs.

3. The number of hours handled by a teacher in the private sector can be brought down a bit, laying emphasis on the quality of the classes delivered.

4. Student pupil ratio is another cause of stress, so the statutory bodies have to do constant surprise checks to keep things in control.

5. Only some teachers get the opportunity to be given orientation and get trained. This must be made compulsory for approval, accreditation, and promotion.

6. Teachers must have refresher programmes regularly and linked to career promotion.

7. Teachers themselves need regular, scientific counselling for a healthy state of mind.
8. Some schools even lack basic toilet facilities and women teachers are without attending nature’s call for nearly 8 hours, the statutory authorities should ensure clean hygienic toilets

9. Much needs to be improved on the infrastructure front, in the government and government aided schools

10. Teachers themselves should behave as professionals avoiding gossiping and petty politics

11. The management of schools should see investing in teaching aids as an investment for the long term

12. Teachers should have constant exposure to latest concepts and pedagogy. Internet access for teachers should be a priority. TRAI can give a recommendation that schools can be given broadband connectivity at special tariff especially rural schools

13. The management should have a humanitarian approach in giving leave

14. Regular health check up camps keep students & faculty healthy

15. There are schools which are run in the name of communal trusts and some of these blatantly have caste discrimination, this can be done away with by installing “Feed Back Boxes”
16. pupil’s parents and teachers meeting and discussions can be arranged periodically for better understanding and cordial relationship to prevail

17. A separate enclosure for recreation can be provided to the staff.

18. Work and pay equity needs to be considered in a consistent manner especially with private school/institutes.

19. There are private schools whose pay slips give false information, the statutory authorities must ensure legality

20. Schools can have synergy by creating knowledge pools and reduce stress
6.3. CONCLUSION

The researcher in his study titled “A STUDY OF OCCUPATIONAL STRESS EXPERIENCED, BY HIGHER SECONDARY SCHOOL TEACHERS OF THANJAVUR” has carried out an elaborate study on the various factors that were causative to occupational stress among teachers. The researcher took for his study the global trends and the trends prevailing in the study area. Across the globe the teaching community is a very strong force to reckon with almost 23 million teachers and majority being school teachers. In India we nearly have forty lakh teachers teaching at the school Level. This study assumes significance due to the above mentioned facts. The researcher after his elaborate study has come to the conclusion that moderate levels of occupational stress is prevailing among the respondents. As mentioned earlier eustress is very much needed for boosting one’s productivity and efficiency. This moderate level of stress prevailing among school teachers can be channeled in the right direction. The researcher has offered some implementable suggestions which if implemented would go a long way in bettering the lives of students and staff alike.