



**Category:** sports and socialization



## **JOB SATISFACTION AND JOB STRESS OF PHYSICAL EDUCATION TEACHERS WORKING IN JUNIOR COLLEGES OF VISAKHAPATNAM DISTRICT**

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### **Abstract**

The present investigation was an attempt to determine the Job Satisfaction and Job Stress of Physical Education Teachers working in Junior Colleges of Visakhapatnam district. Various Indian and foreign studies were reviewed. Descriptive Survey method has been used in this study. The sample consisted of 50 Physical Education Teachers from Government and Private Junior Colleges of Visakhapatnam district using stratified random sampling method. Standardized tools were adopted for the study are Job Satisfaction Scale of B.C. Muthaiah and Job Stress Scale of T.R. Polival were used for the physical Education teachers to find out the opinions on Job Satisfaction and Job Stress of Physical Education Teachers. The data were analyzed using various statistical methods like correlation, t-test and ANOVA by SPSS package. The score obtained by different groups are compared across the variables like gender, age, marital status, service, management and locality with respect of Physical Education Teachers. The results indicated that there is a positive correlation between Physical Education Teachers Job Satisfaction and their Job Stress. The results shows there is a significant relationship between Job Satisfaction and job Stress and the Physical Education Teachers showed average job satisfaction and high Job stress in the Junior colleges of Visakhapatnam District.

### **INTRODUCTION**

Physical Education is an integral part of total education process in a field of endeavour which has its aim, the development of physically, mentally, emotionally, and socially fit citizen, through the medium of physical activities which has been selected with a view to realize this outcome- Charles A. Bucher (1979.). In its broadest perspective physical education covers play, exercise, recreation and sport and is characterized by a general programme of motor activity, skill, free play and exercise assuring strength, health, fitness and well being within and even outside education. Teaching is considered as an occupation with good job security and teachers are well paid for their services. The greatest positive aspect of teaching is the personal satisfaction it provides because it carries a degree of personal involvement in the success of students. Today, Physical Education teachers are playing a very vital role and their work can be divided into five different categories of duties namely, planning, teaching, evaluative, and administrative and various unclassified ones. Physical Education teachers feel their workload heavier, strenuous and difficult too. They face a lot of problems due to longer working hours, inadequate facilities/materials, clerical work and non-congenial working conditions. In proportion to the expectations of the society, the Physical Education teachers are not given due place and recognition. This leads to stresses and dissatisfaction. The extent of job stress, however, depends largely upon background experiences, temperament and environmental conditions. Some of the physical education teachers feel that they have a heavy workload, less recognition from society, lack of co-operation, little opportunities for growth and advancement and so on. Those who are not satisfied with their jobs have high stress level and are less adjusted in comparison to those who have job satisfaction.



**JOB SATISFACTION:** The term Job satisfaction devotes the extent to which an individual needs and expectations are satisfied and the extent to which the individual perceives that satisfaction as stemming from his total job situation.

**JOB STRESS:** Job stress refers to the work load undertaken by a teacher of Physical Education as a part of his duties in an Educational Institution. Stress is defined as the anticipation inability to respond adequately to perceived demands accompanied by anticipation of negative consequences for inadequate responses.

**METHODOLOGY:** The purpose of the study was to investigate the relationship of teachers job satisfaction and job stress of physical education teachers working in Junior colleges of Visakhapatnam district. The present investigation was an attempt to determine the Job Satisfaction and Job Stress of Physical Education Teachers working in Junior Colleges of Visakhapatnam district. Various Indian and foreign studies were reviewed. Descriptive Survey method has been used in this study. The sample consisted of 50 Physical Education Teachers from Government and Private Junior Colleges of Visakhapatnam district using stratified random sampling method. Standardized tools were adopted for the study are Job Satisfaction Scale of B.C. Muthaiah and Job Stress Scale of T.R. Polival were used for the physical Education teachers to find out the opinions on Job Satisfaction and Job Stress of Physical Education Teachers. The data were analyzed using various statistical methods like correlation, t-test and ANOVA by SPSS package. The score obtained by different groups are compared across the variables like gender, age, marital status, service, management type of education and locality with respect of Physical Education Teachers. The results indicated that there is a positive correlation between Physical Education Teachers Job Satisfaction and their Job Stress. The results show there is a significant relationship between Job Satisfaction and job Stress and the Physical Education Teachers showed average job satisfaction and high Job stress in the Junior colleges of Visakhapatnam district.

#### **OBJECTIVES OF THE STUDY:**

**The objectives of the study are :**

1. To find out the level of job satisfaction and job stress among physical education teachers working in Junior Colleges of Visakhapatnam district.
2. To examine the inter-relationship between the Job Satisfaction and Job Stress of physical education teachers working in Junior Colleges of Visakhapatnam district.
3. To find out the contributing causes of dissatisfaction among teachers so that appropriate measures can be taken-up by educational authority to minimize such causes.
4. To study the effect of type of the college on job satisfaction and job stress of college (Junior College) Physical Education Teachers.
5. To find out the level of degree of job satisfaction and job stress among the teachers on the basis of their age, sex, marital status, service, management, and locality.

#### **HYPOTHESIS OF THE STUDY**

1. There will be no significant relationship between Job Satisfaction and Job Stress of physical education teachers working in Junior colleges of Visakhapatnam district.
2. There will be no significant difference between physical education teachers based on their socio-economic variables towards their Job Satisfaction and Job Stress in Junior Colleges of Visakhapatnam district

**SIGNIFICANCE OF THE STUDY:** The result of present study may be significant in the following ways: 1) This study might help to find out the degree of job satisfaction and job stress of teachers working in different management Junior colleges in Visakhapatnam district, 2) This study provides immense benefit for the administrators so as to understand conditions causing job stress to physical education teachers in order to ensure job satisfaction, 3) It might also help to indicate contributory causes of dissatisfaction among teachers so that appropriate measures can be taken by Educational authority to minimize such causes 4) It may help to



find the effect of size of the college on job satisfaction and job stress of junior college physical education teachers and 5) It will help to find out the degree of job satisfaction and job stress among the junior college physical education teachers on the basis of their age, sex and job experience.

**Table 1: Overall response of Physical Education Teachers towards their Job Satisfaction and Job Stress in Junior Colleges of Visakhapatnam district.**

Area	N	Min. Score	Max. Score	Mean	Mean Percent	Std. Deviation
Job Satisfaction	50	50	150	82.50	55.00	10.12
Job Stress	50	1	30	21.50	71.67	5.02

Table 1. observed that, the Physical Education teachers showed average response with respect to their Job Satisfaction and expressed high perceptions towards their Job Stress in Junior Colleges of Visakhapatnam district. The mean and mean percentages are found to be 82.50 and 21.50 which are 55.00 % and 71.67% respectively.

**Table 2: Overall response of Physical Education Teachers towards their Job Satisfaction and Job Stress in Junior Colleges of Visakhapatnam district.**

N	'r' – value	p-value
50	0.28	0.03

\*Significant at 0.05 level

There is a significant relationship between Job Satisfaction and Job Stress of Physical Education Teachers working in Junior Colleges of Visakhapatnam District. The 'r' – value is found to be 0.28 and the p-value is 0.03 which is significant at 0.05 level.

**Table 3: Significant difference between Physical Education Teachers perceptions based on their socio-economic variables towards their Job Satisfaction and Job Stress of Physical Education Teachers working in Junior Colleges of Visakhapatnam District.**

Variable	Category	Job Satisfaction					Job Stress			
		N	Mean	Std. Dev.	t-value	p-value	Mean	Std. Dev.	t-value	p-value
Sex	Male	30	85.60	10.10	1.92 <sup>NS</sup>	0.06	21.26	4.28	0.97 <sup>NS</sup>	0.48
	Female	20	88.56	8.63			20.38	3.86		
Age	Below 40 Years	36	86.82	10.15	2.66*	0.00	20.64	5.42	0.24 <sup>NS</sup>	0.97
	Above 40 Years	14	78.65	9.49			21.05	6.43		
Marital Status	Married	38	84.23	9.48	0.46 <sup>NS</sup>	0.59	20.56	5.62	1.42 <sup>NS</sup>	0.21
	Unmarried	12	86.14	14.25			23.43	5.48		
Service	Below 15 Years	26	84.08	11.16	0.42 <sup>NS</sup>	0.53	20.31	6.18	0.96 <sup>NS</sup>	0.52
	Above 15 Years	24	84.96	9.07			21.67	6.04		
Salary	Pay Scale	21	80.69	9.01	3.98**	0.00	20.67	5.21	2.32*	0.02

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	Consolidated Pay	29	93.26	6.97			24.18	6.82		
Management	Government	32	82.81	8.90	1.39 <sup>NS</sup>	0.00	18.53	5.05	2.45 *	0.01
	Private	18	81.28	10.19			22.09	4.98		
Locality	Rural	37	83.81	7.11	3.77**	0.00	19.57	4.18	3.53**	0.00
	Urban	13	80.42	8.69			21.22	5.13		

\*Significant at 0.01, \*Significant at 0.05 and NS : Not Significant

## Results and Discussions:

Physical Education teachers showed average response with respect to their Job Satisfaction and high perceptions towards their Job Stress in Junior Colleges of Visakhapatnam district. There is a significant relationship between Job Satisfaction and Job Stress of Physical Education Teachers working in Junior Colleges of Visakhapatnam district. There is a significant difference between below 40 and above 40 years age group physical education teacher's perceptions and below 40 years age group Physical education teachers expressed high perceptions than that of above 40 years age group physical education teachers with respect to their Job Satisfaction in Junior Colleges of Visakhapatnam district. There is a significant difference between Pay Scale and Consolidated Pay Physical education teacher's perceptions with respect to their Job Satisfaction in Junior Colleges of Visakhapatnam district Rural area Physical Education teachers expressed high perceptions towards Job Satisfaction than that of Urban area Physical Education Teachers. Consolidated Pay scale Physical Education teachers expressed high perceptions towards Job Stress than that of who are drawing Regular Pay Scale of Physical Education working in Junior Colleges of Visakhapatnam. Private College Physical Education teachers expressed high perceptions towards Job Stress than that of Government College Physical education Teachers working in Junior Colleges of Visakhapatnam district. Urban area Physical Education teachers expressed high perceptions towards Job Stress than that of Rural area Physical education Teachers working in Junior Colleges of Visakhapatnam district.