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CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	<p>IMPACT OF DIFFERENT MODES OF TRANSPORT USED BY COURIER UNITS AND THEIR LEVEL OF SATISFACTION ON SELECT FACTORS</p> <p><i>Dr. S. SELVAKUMAR</i></p>	1
2.	<p>A COMPARATIVE STUDY ON ORGANIZATIONAL STRESS AMONG GOVERNMENT AND PRIVATE SCHOOLS TEACHERS OF BARGARH DISTRICT</p> <p><i>SWAGATIKA NANDA & Dr. MUNA KALYANI</i></p>	6
3.	<p>INTEGRATION OF WORK AND LIFE: AN ALWAYS-ON TECHNOLOGY CULTURE</p> <p><i>SUMANJEET KAUR</i></p>	9
	REQUEST FOR FEEDBACK & DISCLAIMER	13

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A COMPARATIVE STUDY ON ORGANIZATIONAL STRESS AMONG GOVERNMENT AND PRIVATE SCHOOLS TEACHERS OF BARGARH DISTRICT

**SWAGATIKA NANDA
RESEARCH SCHOLAR
UTKAL UNIVERSITY
BHUBANESWAR**

**Dr. MUNA KALYANI
ASSOCIATE PROFESSOR
UTKAL UNIVERSITY
BHUBANESWAR**

ABSTRACT

Stress is a common phenomenon in every organization. Today in competitive world in every sector employee are working with pressure for achieving their demands. Stress is a feeling that arises when we react to particular work demand. This study attempts to know about the comparison between organizational stress among government and private school's teachers in Bargarh district. The main objectives of the study to identify stress level and associated factors of organizational stress among both private and public teachers in Bargarh district. The study was conducted in 50 school teachers. The instrument for data collection was standardized questionnaire. The data was collected using Likert scale. Data was analyzed through SPSS 23. From analyzing the results there is a significant difference between private and government teachers. This study will identify the stress level among the teachers and techniques handling the stress to manage in both private and government schools.

KEYWORDS

Bargarh, organizational stress, schools, teacher.

JEL CODES

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INTRODUCTION

Stress has become unavoidable phenomenon of our daily life. In the modern world every people suffering from stress in workplace or outside the workplace. The term "stress" was coined by Selye Hans in 1936 in the field of life sciences. He describes stress as the force, pressure or strain. According to Dunham Stress refers to "a process of behavioral, emotional, mental, and physical reactions caused by prolonged, increasing, or new pressures which are significantly greater than coping resources. "Occupational stress is further defined as a condition arising from the interaction of people and their jobs, and characterized by changes within people that force them to deviate from their normal functioning (Beehr & Newman, 1978).

Occupational stress can be defined as the "harmful physical and emotional responses that occur when the requirements if the job do not match the capabilities, resources or need of the worker"

(Sauter and Muphy.1999). Work pressure can be leads to increased productivity. When this pressure becomes excessive it has a negative impact and causes stress among employees.

The nature of work has changes with the changing scenario of work environment. Stress can be occurred in each and every profession. In the various area of occupational stress, teaching has been identified as one of the most important occupational stressful occupations in recent scenario. Stress occurs in various organizations through various stressors such as work conditions, discrimination, role conflict, inadequate remuneration, relationships at work place, lack of participation in decision making, changing technology, unsafety at work place, job demands, expectations etc. The main objectives of this research to know about the stress level among public and private sectors teachers and also identifying the various stressors creating stress among teachers in workplace in both public and private sector schools.

REVIEW OF LITERATURE

Mondal, Shrestha, and Bhaila (2011) conducted a study on "Teacher stress of primary school". The researchers found that there was significant difference between Male and female teachers. Male teachers faced more psychological stress than the female teachers. Also physical stress was more significant among the females. Fisher.H (2011) study entitled "Factors influencing stress, burnout, and Retention of secondary school teachers. This study examines the stress, burnout, satisfaction, and preventive coping skills of nearly 400 secondary teachers to determine variables contributing to these major factors influencing teachers. ANOVA was used by the researcher for analyzing the data. The researcher found that the burnout levels between new and experienced teachers are significantly different, with novice teachers having higher burnout, but their difference in stress levels was not statistically significant.

Reddy and Lokanadha (2013) study entitled "Occupational stress of teachers working at higher secondary level.327 higher secondary teachers from Vellore District in Tamil Nadu were chosen as sample, by using simple random sampling technique and administered with an occupational stress rating scale. The stastical techniques used by researcher were percentage, mean, SD, mean, t-test, f-test and multiple regression analysis and the obtained results are analyzed accordingly.

Ansarul (2014) study entitled "Occupational stress of primary school teachers". The study attempt to compare teachers' occupational stress of primary government and private school teachers of Tehsil Laksar, District Haridwar. A sample of 100 teachers was selected,50 each from government and private schools. The researcher found that primary school teachers have highly stressed. The private primary school teachers were found to be highly stressed in comparison to their government primary school teachers.

Sukumar. A & Kanagarathinam.M (2016) study entitled "A study on occupational stress among college teachers in self-financing college in Coimbatore district". This study focuses various causes of stress and highlights various coping strategies. They focus positive attitude and meditation can help the teachers to coping with stress.

Pokhrel.A (2017) study entitled "A study of occupational stress among secondary school teachers' of Sikkim. The present study conducted in the private and governmental schools of East district of Sikkim state. A sample of 320 secondary school teachers has been selected using random sampling. Data can both be analyzed through descriptive and inferential statistics. The researcher found that qualitative improvement of the secondary school education was required.

Kaur.S (2017) Occupational stress in teaching: A comparative study of college teachers in Punjab. This research focuses the occupational stress among college teachers in relation to socio-demographic factors. There searchers found that open and democratic environment in the colleges may be help for open discussion and stress reduction.

OBJECTIVES OF THE STUDY

1. To study the difference in stress levels between government and private school teachers in Bargarh district.
2. To study the causes for organizational stress among teachers in government and private schools.

HYPOTHESES

- There is no association between age and organizational stress among teachers in government and private schools.
- There is no association between gender and organizational stress among teachers in government and private schools.
- There is no association between marital status and organizational stress among teachers in government and private schools.

METHODOLOGY

Research design - Descriptive

Population of the study - Both government and private school's teachers

Sample size - 50

Sampling technique - Random sampling method

Data sources - Both primary and secondary data can be used for the study.

Primary data - Primary data can be collected through questionnaire.

Secondary data - Secondary data can be collected through books, journal, websites, articles etc.

Statistical tools - By using SPSS23 descriptive statistics, chi-square test.

DATA ANALYSIS AND INTERPRETATION

TABLE 1: DEMOGRAPHIC CHARACTERISTICS

Demographic variables	classification	frequency	percentage
School types	Government	25	50
	Private	25	50
Gender	Male	25	50
	Female	25	50
Marital status	Married	19	38
	Unmarried	31	62
Age	30	17	34
	35	19	38
	40	7	14
	45	7	14
Salary	20,000	19	38
	25,000	18	36
	35,000	13	26

TABLE2: ORGANIZATIONAL STRESS SCORES OF SCHOOL TEACHERS

Variables	Government school		Private School	
	Mean	S.D	Mean	S.D
Organizational stress	1.1600	.37417	1.4400	.50662
Workload	1.4000	.50000	1.3600	.48990
Job security	2.8000	1.32288	4.6800	.47610
Working condition	4.2400	1.09087	4.3200	.47610
Lack of support	1.8800	.92736	1.2800	.45826
Health issues	1.7200	.45826	1.4400	.50662
Decision making	4.4400	.71181	4.6000	.50000
Lack of value	1.9200	.90921	1.5200	.50990
Conflicts	2.0800	1.07703	1.4800	.50990
Other assignment	1.2000	.40825	1.3600	.48990

From the above table the mean value of occupational stress of private school teachers is 1.44 higher than the mean value of government school teachers is 1.1600, which means that the occupational stress is more in private school as compare to government school. Work condition is not suitable for private school teachers as compare to government teachers. Other assignments can be done by the private school teachers as compare to government school teachers.

TABLE 3: ASSOCIATION BETWEEN ORGANIZATIONAL STRESS BETWEEN GOVERNMENT AND PRIVATE SCHOOL

School types	Factors	Chi-square	df	p-value
Government	Gender	.698	1	.404
Private		.017	1	.897
Government	Age	7.226	4	.124
Private		2.904	3	.407
Government	Marital status	.198	1	.656
Private		6.512	1	.011

- Since the p-value is greater than our chosen significance level 5% we do not reject the null hypotheses. So that there is no association between age and organizational stress among teachers in government and private schools.
- Since the p-value is greater than our chosen significance level 5% we do not reject the null hypotheses. So that there is no association between gender and organizational stress among teachers in government and private schools.
- Since the p-value is less than our chosen significance level 5% we reject the null hypotheses. So that there is an association between marital status and organizational stress among teachers in government and private schools.

FINDINGS

1. Organizational stress is higher in private school's teachers as compare to government school teachers.
2. Working condition is the measure causes to create organizational stress among private school teachers.
3. Decision making concept causes stress in government schools teachers.

4. Job security causes stress among private school's teachers.
5. There is no association between age and organizational stress among government and private school's teachers.
6. There is no association between gender and organizational stress among government and private school's teachers.
7. There is an association between age and organizational stress among government and private school's teachers.

SUGGESTIONS

- Working condition should be suitable for both government and private school teachers.
- Workload should be reduced.
- Teachers should be given more independence, respect and in the decision making.
- Various training programme should be conducted in schools.
- Workshop on stress management, anxiety, positive mental health etc. could be conducted.
- Sound communication is essential trait of the teachers.
- Support of top level management is necessary.

CONCLUSION

From the above study shows that there is no significant difference between organizational stress among teachers in government and private schools. Whereas private school's teachers were found to be higher organizational stress in various aspects than government schools teachers. For coping the stress both schools have taken the corrective measures for the better productivity of the organization. This study can help for future research in the field of education sector.

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