

## A STUDY ON OCCUPATIONAL STRESS AND MENTAL HEALTH CAUSING BURNOUT AMONG HIGH SCHOOL TEACHERS IN THIRUVALLUR DISTRICT

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### Abstract

The present study briefly describes a study on occupational stress and mental health causing burnout among high school teachers in Thiruvallur District. Survey method is employed to describe and interpret what exists at present. The general category of inquiry forms and questionnaire is used to collect factual information from the target

population. To assess the stress, Burn out and mental health, standard tool is used. There exists no significant difference among the male and female school teachers with regard to burnout tendency. There exists a negative relationship among burnout and occupational stress.

**Key Words:** Occupational Stress, Mental Health, Burnout, High School Teachers.

### Introduction

Teaching is the profession that teaches all the other professions. Teachers Should be Role Models'. 'A student spends 25,000 hours in the campus. The school must have the best of teachers who have the ability to teach, love teaching and build moral qualities'- A.P.J. Abdul Kalam.

The importance of the teacher in the educational process is unquestionable. In the educational institution a teacher's role is crucial. The quality, competence, character, and effectiveness of teachers are undoubtedly the most significant factors influencing the quality of education. Hence, it is important for teachers' professional development to create satisfactory work conditions or enhanced effectiveness. Each teacher has a basic need to be understood, accepted, and appreciated as a complete and unique human being. The basic need of the teacher is to strive, fulfill, acquire self-esteem and self-worth so as to build an individual and unique identity. Every teacher in this universe are good and wants to do their best. But some factors affect their role, which act as a great barrier. Some important factors are Occupational stress, Mental Health and their Burnout tendency. In this study we deeply survey this problem to help the Teachers.

### Need for the Study

This is the correct time to do this type of research topic. Teachers are the constructor of the future nation from their great weapon called knowledge. There is now overwhelming evidence of what many educators has known for years: Teaching is highly stressful occupation. In fact, teachers throughout the world deal with a substantial amount of ongoing occupational stress. As a result, for the past 25 years there has been an active subfield within educational psychology and occupational health psychology focused on what

is termed “teacher stress”. The high level of stress associated with teaching has serious implications for the healthy functioning of individual teachers and schools, and entire school systems.

The consequences of excessive occupational stress include a host of debilitating health problems such as heart disease. (Theorell & Karasek, 1996) and chronic back pain (Bigos et al., 1991). Stress also may cause psychological problems such as depression and a very serious condition called burnout. Burnout is a state of extreme physical and psychological exhaustion resulting in negative Mental Health towards teaching and feelings of helplessness and ineffectiveness. Burnout can occur when problems, such as an excessive workload or classroom discipline problems are unrelenting and the chance of relief is appraised as remote. One tricky aspect of burnout is that it develops slowly over a long period of time and there is difficult to diagnose. In this context, there is a need to study about the job stress, teaching Mental Health and burnout among school teachers. The present investigation fulfills the research gap of the study.

#### **Objectives of the Study**

1. To find out the level of Occupational stress among school teachers.
2. To find out the level of Mental Health among school teachers.
3. To find out the level of Burnout among school teachers.
4. To find out whether a significant difference exists between Male and Female teachers with respect to their Occupational stress, Mental Health and Burnout.
5. To find out whether a significant difference exists between Undergraduate and Postgraduate teachers with respect to their Occupational stress, Mental Health and Burnout.
6. To find out whether a significant difference exists among teachers who are working in different type of management with respect to their Occupational stress, Mental Health and Burnout.
7. To find out whether a significant difference exists among teachers who are possessing many years of teaching experience with Occupational stress, Mental Health and Burnout.
8. To find out whether a significant difference exists among teachers who are married or unmarried with respect to their Occupational stress, Mental Health and Burnout.
9. To find out relationship between Occupational stress and Mental Health among school teachers.
10. To find out the relationship between Occupational stress and Burnout among school teachers.
11. To find out the relationship between Mental Health and Burnout among school teachers.

**Hypothesis of the Study**

1. The level of Occupational stress among school teachers is low.
2. The level of Mental Health among school teachers is low.
3. The level of Burnout among school teachers is low.
4. There is no significant difference exists between Male and Female teachers with respect to their Occupational stress, Mental Health and Burnout.
5. There is no significant difference exists between Undergraduate and Postgraduate teachers with respect to their Occupational stress, Mental Health and Burnout.
6. There is no significant difference exists among teachers who are working in different type of management with respect to their Occupational stress, Mental Health and Burnout.
7. There is no significant difference exists among teachers who are possessing many years of teaching experience with respect to their Occupational stress, Mental Health and Burnout.
8. There is no significant difference among teachers who are married or unmarried with respect to their Occupational stress, Mental Health and Burnout.
9. There is no relationship between Occupational stress and Mental Health among school teachers.
10. There is no relationship between Occupational stress and Burnout among school teachers.
11. There is no relationship between Mental Health and Burnout among school teachers.

**Methodology of the Study**

Research method is a systematic procedure through which the desired outcomes are achieved by setting up situations in such a form that the investigator gathers information and draws conclusions on the basis of the collected data. (Good, 1945).

As the study intends to collect data pertaining to the “Occupational stress and mental health causing Burnout among different level of high school teachers” the survey method is employed to describe and interpret what exists at present. The survey method gathers data from a relatively large number of cases at a particular time. It is not concerned with characteristics of individuals as individuals. It is concerned with the statistics that result when data are abstracted from a number of individual cases.

**Sample for the Study**

The present study is concerned with Schools. Hence, the teachers of different schools teaching in Government, Aided and Private were taken into constitute as the population for the present study. Stratified random sampling technique has been adopted to choose the sample. It is the process of selecting a sample in such a way that identified

subgroups in the population is represented in the sample in the same proportion that they exist in the population.

#### Validity of Burnout Inventory

The square root of reliability which is the index of the Validity Coefficient of correlation was found to be 0.79. Hence, the MBI is measured to have high validity.

#### Distribution of the Samples

Background Variables	Variables	No. of Samples	Total
Gender	Male	60	120
	Female	60	
Qualification	UG	53	120
	PG	67	
Type of Management	Govt	40	120
	Aided	40	
	Private	40	
Teaching Experience	Above 5	45	120
	Below 5	75	
Marital Status	Married	54	120
	Unmarried	66	

#### Collection of Data

The investigator contacted and obtained permission from the Headmasters/ Headmistress of the Schools. The data were collected personally by the investigator from the randomly selected 120 teachers from all levels are selected from 6 schools of Thiruvallur District. These 6 schools consist of 2 Government schools, 2 Aided Schools and 2 Private schools, 40 teachers are selected from Government schools, 40 from Aided and 40 from Private schools.

There are 240 female and 60 male teachers in the total sample. There are 168 teachers from Arts and 132 teachers from Science stream. A total of 300 teachers drawn from various schools as shown in the table.

#### Tools Used

The general category of inquiry forms includes data-gathering instruments through which respondents answer questions or respond to statements in writing. 'Questionnaire' is used to collect factual information from the target population. In the study, closed form type of questionnaires is used. The following tools were used in the present study

1. Srivastava and Singh's Occupational Stress Index
2. Pramod Kumar's Mental Health Check List
3. Maslach's Burnout Index.

### Scoring Procedure

Since the questionnaire consists of both true keyed and false-keyed items two different patterns of scoring have to be adopted for two types of items. The following table provides guide line to score the responses given to two categories of items:

**Scoring procedure for Occupational stress index**

Categories of Response	Scores	
	For True-Keyed Items	For False-Keyed Items
Never/Strongly disagree	1	5
Seldom/Disagree	2	4
Sometimes/Undecided	3	3
Mostly/Agree	4	2
Always/Strongly agree	5	1

### Mental Health

A numerical value of 1, 2, 3 and 4 is assigned to the 4-response categories, i.e. for 'rarely', 'at times', 'often' and 'always', respectively. The total scores varies from 11 to 44, showing the highest to the lowest (poorest) mental health status of the person.

Showing Mean, Median and SD (No=122)		
Mean	Median	SD
15.16	15.05	2.25

### Reliability and Validity of the Tools

Reliability and Validity are essential to the effectiveness of any data-gathering procedure. Reliability is the degree of consistency that the instrument or procedure demonstrates: whatever it is measuring, it does so consistently.

The reliability index ascertained by Cronbach's alpha Coefficient for the scale as a whole was found to be 0.870. It is seen that their value was highly significant and the result of the test was relied up.

### Hypothesis Testing

There is no significant difference between the Male and Female teachers with respect to Mental Health based on their Gender.

**Table 1: Significance of Difference between the Male and Female Teacher with respect to Mental Health based on their Gender using Mean Scores**

Variable	Gender	N	Mean	SD	t-Value	L.S
Mental Health	Male	60	27.47	2.19	0.0683	NS at 5%
	Female	60	10.02	27.58		

From the above table we infer that the mean value of the female teachers (27.47) is greater than the mean value of the Male teacher (10.02).

The calculated t-value (0.0683) is lesser than the table value (1.96) at 5% level. The null hypothesis is not significant. Hence the above hypothesis is accepted.

There is no significant difference between the Undergraduate and Postgraduate teachers with respect to Mental Health based on their degree.

**Table 2: Significance of Difference between the UG and PG Teacher with Respect to Mental Health based on their Degree using Mean Scores**

Variable	Gender	N	Mean	SD	t-Value	L.S
Mental Health	UG	53	27.98	9.47	0.4835	NS at 5%
	PG	67	25.15	9.27		

From the above table we may infer that the calculated value 0.4835 is less than the table value 1.96 at 5% level. Hence there is no significant difference between Under and post graduate Teachers with regard to their Mental Health. Therefore the above Null Hypothesis is accepted.

#### Null Hypothesis - 1

The level of occupational stress among school teachers is low.

**Table 3: Frequency and Percentage for the Variable Occupational Stress among School Teachers**

Variable	No. of Samples	Range	Category	Frequency	%
Occupational stress	120	0-107	Low	41	34.2%
		108-141	Moderate	15	12.5%
		142-230	High	64	53.3%

From the above table we inferred that maximum percentage falls under the high level. Hence the above mentioned hypothesis is not retained. Therefore the level of Occupational stress is found to be moderate among the teachers in Thiruvallur District.

#### Null Hypothesis - 2

There is no significant difference between the teachers with respect to occupational stress based on their married or unmarried.

**Table 4: Significance of Difference between the Teachers with respect to Occupational Stress based on their Marital Status using Mean Scores**

Variable	Gender	N	Mean	SD	t-Value	L.S
Occupational Stress	Married	54	144.61	47.62	0.0983	NS at 5%
	Un Married	66	143.74	48.56		

From the above table we infer that the mean score of the Married Teachers 140.55 is lesser than the mean score of the Unmarried Teachers 143.74. The calculated value 0.0983 is lesser than the table value 1.96 at 5% level. Hence the above stated Null Hypothesis is accepted.

### Conclusion

The study helps the future researcher to develop the present study in a scientific way. The problems faced by the Teachers in the society must be eradicated to develop the educational system of our country. The study shows that most of our teachers suffer due to several factors. The study examined the Occupational stress, Mental Health and Burnout of school teachers in Thiruvallur District. The appropriate tools were used to secure quantitative data. The findings reached the conclusion that the level of occupational stress, and mental health causing Burnout of school teachers were low. The study clearly shows that all the teachers are facing the stress and burnout problems in their job. This problem obviously affects their attitude towards teaching. The coping strategies are needed to reduce the stress and burnout at all times in any levels.

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