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## Comparative study of occupational stress, burnout, job satisfaction and self-efficacy of secondary school physical education teachers in relation to demographical features Karnataka state

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### Abstract

In the present study findings on “comparative study of occupational stress, burnout, job satisfaction and self efficacy of secondary school physical education teachers in relation to demographical features Karnataka state”. The Independent variable organization school set ups, Dependent variable such as occupational stress, burnout, job satisfaction and self efficacy. For the purpose of study descriptive survey and questionnaire method was used. The sample compared of 300 secondary school physical education teachers working in government .aided and unaided school in Karnataka state. The data was collecting simple random sampling method technique was used in present study and questionnaire collect for division wise. The present data was analysed by using Mean and SD, no significant was found to between occupational stress, burnout, job satisfaction and self efficacy of secondary school physical education teachers in Karnataka state.

**Keywords:** Organization school set ups, occupational stress, burnout, job satisfaction and self efficacy secondary school of physical education teachers in karnataka state

### Introduction

Occupational stress or work related stress generally occurs when there is a disparity between the demands of the job and the resources and capabilities of the individual worker to meet those demands. Work stressors may refer to any characteristic of the workplace that poses a threat to the individual (Donovan and Kleiner, 1994). Work related stress is thus understood to occur when there is a mismatch between the demands of the job and the resources and capabilities of the individual worker to meet those demands (Blaug, 2007).

Basically, job satisfaction is about liking your job and finding fulfilment in what you do. It combines an individual's feelings and emotions about their job and how their job affects their personal lives. There is no one definition that sums up job satisfaction but there are many theories on what contributes positively or negatively to those feelings. Today's man is facing, as never before, the crisis of existing and adjustment. To survive and overcome this present crisis, the need of the hour is grooming up a courageous, bold, physically, mentally, emotionally, socially and intellectually strong individual. Physical Education is the agency, which fulfilling this social obligation very effectively by providing comprehensive and diverse physical education programmes.

Perceived self-efficacy is defined as people's beliefs about their capabilities to produce designated levels of performance that exercise influence over events that affect their lives. Self-efficacy beliefs determine how people feel, think, motivate themselves and behave. Such beliefs Produce these diverse effects through four major processes. They include cognitive, motivational, affective and selection processes.

### Statement of the Present Study

“Comparative Study of Occupational Stress, Burnout, Job Satisfaction and Self Efficacy of Secondary School Physical Education Teachers In relation to demographical features” Karnataka State.

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**Objective of the Study**

1. There was no significance difference between who has working in secondary school physical education teachers in Karnataka state.
2. There was no significance difference between organisational school set ups.
3. There was no significance difference between occupational stress, burnout, job satisfactions and self-efficacy of secondary school physical education teachers in Karnataka state.
4. There was significance difference among occupational stress, burnout, job satisfactions and self-efficacy of secondary school physical education teachers working different divisions such as Bangalore, Mysore, Belgaum and Gulbarga.

**1.6 Hypotheses**

1. **H1:** It was hypothesized that Belgaum division have more occupational stress and Bangalore division have low occupational stress in comparison with Mysore and Gulbarga division secondary school physical education teachers working in different sectors.
2. **H2:** It was hypothesized that unaided teachers may have less job satisfaction, high occupational stress, high self-efficacy and high burnout of secondary school physical education teachers in Karnataka state .
3. **H3:** It was hypothesized that government school physical education teachers may be high burnout, better job satisfaction and moderate occupational stress in comparison with aided and unaided school.
4. **H4:** It was hypothesized that aided school physical education teachers have moderate job satisfaction and moderate occupational stress and moderate self-efficacy and low burnout in comparison with government and unaided school.
5. **H5:** There exist no significance differences in the job satisfaction of secondary school physical education teachers.
6. **H6:** There exist significance difference in the job satisfaction government, aided and unaided schools of secondary school physical education teachers in Karnataka state.
7. **H7:** There exist no significance difference in working conditions and work environment of secondary school physical education teachers.
8. **H8:** It was hypothesized that there is no significance difference division wise such as Mysore, Gulbarga, Belgum and Bangalore physical education teachers.
9. **H9:** It was hypothesized that Mysore division also have better job satisfaction in government aided and unaided secondary schools physical education teachers.
10. **H10:** it was hypothesized that Gulbarga division unaided schools have more stress full job Comparison of government and aided secondary school physical education teachers.

**Delimitation of the study**

- The study is delimited to Karnataka state India.
- The study is delimited to secondary school physical education teachers working in secondary school affiliated to the state board Karnataka school education were selected for the present study.
- The present data delimited to total 100 governments, 100 aided and 100 unaided schools, to data was collecting division wise in Karnataka state.

- The present study was delimited to total 300 secondary school physical education teachers in Karnataka state.
- There was age limit of 28- 40 for secondary school physical education teachers in Karnataka state.

**Method of the study**

The present study was descriptive survey and questionnaire method was used.

**Sample**

Analysis of the present study total 300 subjects has chosen. The data was collected in division wise Belgaum division -75 Bangalore division 75, Mysore division -75, and Gulbarga -75 total 300. And 75 governments, 75 aided and 75 unaided schools were selected randomly from secondary school physical education teachers Karnataka state.

**Table 1:** Shows the Types of School Management

S. No	Division wise	Government	Aided	Unaided	Total
01	Belgaum	25	25	25	75
02	Bangalore	25	25	25	75
03	Mysore	25	25	25	75
04	Gulbarga	25	25	25	75
Total		100	100	100	300

**Tools**

S. No	Name of the Variables	Authors Name
1	Occupational Stress	Dr. A.K. Srivastva and Dr A. P. Singh.
2	Job Satisfaction	Meera Dixit (1993)
3	Burnout	Dr Karuna Shankar mishra
4	Self-efficacy	Banduras

**Occupational stress**

A Teacher Occupational stress index was developed by Dr. A.K. Srivastva and Dr A. P. Singh. The purpose to measure the extent of stress which employees perceive arising from various constituent and conditions of their job. The occupational stress scale consists of 46 items, each to berate on five point lekert scale will be used present study. Out of 46 items 28 were true Keyes and rest 18 was false keyed. The sample was requested to the free, frank and true to the response ensuring them that response will be kept strictly confidential. Strongly disagree (1) Disagree (2) Undecided (3) Agree (4) Strongly agree (5)

**Self Efficacy**

A teacher Self efficacy index was prepared by Banduras (2001) The Results indicate a teacher’s level of self -efficacy with higher scores indicating a more positive self efficacy level. The scales assess a teacher’s sense of efficacy by measuring their beliefs based on specific questions. The 24 items version of this scale was used to collected teacher sense of efficacy data in this research. A nine point likert type scale was used for each item. Meaning nothing (1), Very Little (3) Some influence (5) Quite a bit (7) Grate Deal (9)

**Job Satisfaction Scale**

The present study is meant for measuring the Job Satisfaction of Secondary teachers developed by Meera Dixit (1993). It covers all the major factors of the job satisfaction of physical education teachers in Indian Schools. It is a Likert type five point scales was used to measure job satisfaction. As the scale was to be used for the physical education teachers working in different types schools like government, aided and unaided

schools. A Preliminary form of a Likert type five point scale having 58 items was constructed on in this study. job satisfaction Scoring is on a five point scale from one to five (1 to 5). For the response of “strongly agree” scoring is 1 and for ‘disagree’ it is 2, for ‘undecided’ 3 marks are allotted and for ‘agree’ scoring is 4 and for “strongly disagree” it is 5.

**Burnout**

The burnout inventory developed by Dr Karuna Shankar mishra (Prof and Former Head, department of education

university of Allahabad).The standard questionnaire was made of employees. Who has working in different sectors? Total 48 items is there, Almost Always-5, Often-4, Many Times-3, Some Times-2 and Always Never-1 Score of were assigned for these responses respectively. Scores on items related to each dimension were added to get dimension score .Thus, eight score were calculated for each response. Almost Always (1) Often (2) Many Times (3) Some Times (4) Always Never (1)

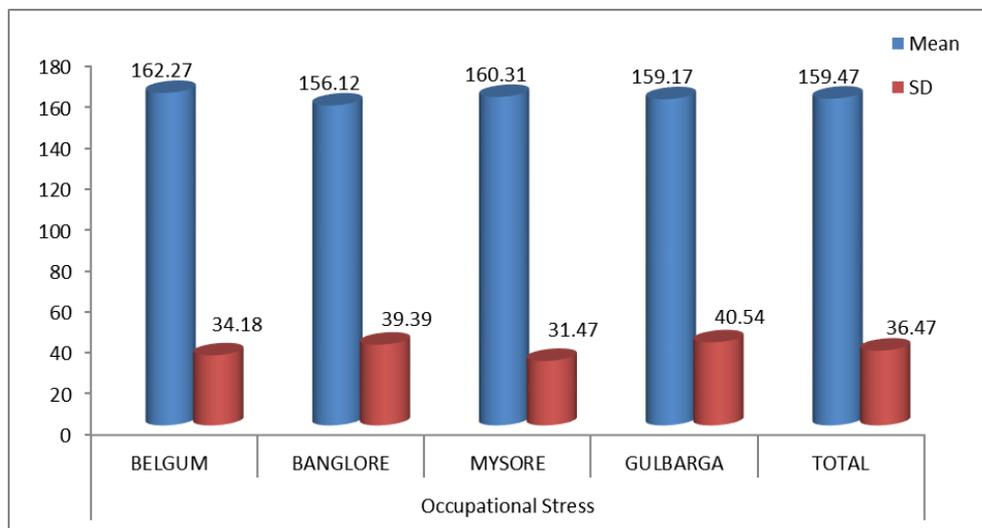
**Table 2:** Summary Statistics of Occupational Stress by Division Wise Mean and SD of Secondary School Physical Education Teachers

Variables	Divisions	Mean	SD
Occupational stress	Belgaum	162.27	34.18
	Bangalore	156.12	39.39
	Mysore	160.31	31.47
	Gulbarga	159.17	40.54
	Total	159.47	36.47

The above table represents the Summary statistics of occupational Stress by division wise. It shows the followings:

The total mean occupational stress is 159.47±36.47, in which

the mean occupational stress is highest in Belgaum division (162.27±34.18) and lowest in Bangalore division (156.12±39.39) followed by Mysore division (160.31±31.47) and Gulbarga division (159.17±40.54)



**Fig 1:** The Graph Showing That Mean and SD Occupational Stress Of Secondary School Physical Education Teachers Distribution Of All Divisions.

The above graph shows that findings of the present study it was a significance difference was found between occupational stress of secondary school physical education teachers of government, aided and unaided school teachers (156.12) Bangalore division have less occupational stress and Belgaum division have (162.27) high occupational stress . so reason of

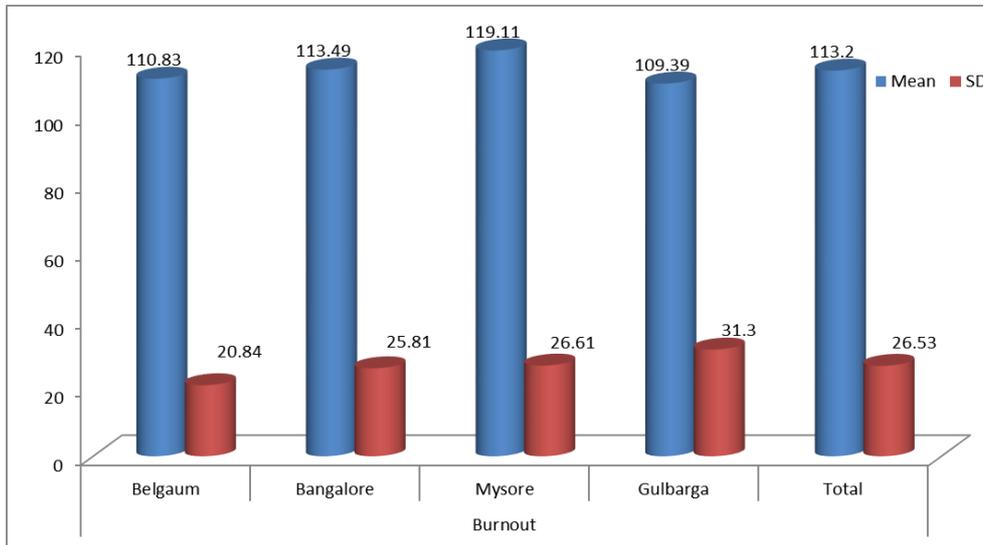
the Belgaum division more of the schools give the support of education only, in Bangalore division it may be give support of physical education teachers, every time and any, due to longer working hours and give the other work also these all factors are more effect of secondary school physical education teamers.

**Table 3:** Table Showing the Mean, And SD Score of Burnout According To Division Wise In Secondary School Physical Education Teachers.

Variable	Divisions	Mean	SD
Self efficacy	Belgaum	110.83	20.84
	Bangalore	113.49	25.81
	Mysore	119.11	26.61
	Gulbarga	109.39	31.30
	Total	113.20	26.53

The total mean Burnout is 113.20±26.53, in which the mean Burnout is highest in Mysore division(119.11±26.61) and lowest in Gulbarga division (109.39±26.61) followed by Belgaum division (110.83±20.84) and Bangalore division

(113.49±25.81) reason of the area Mysore division have more facility for physical education training system and so physical education teachers have more burnout .



**Fig 2:** The Graph showing that Mean an SD Burnout In Secondary school Physical Education Teachers Distribution Of Division Wise

The total mean Burnout is  $113.20 \pm 26.53$ , in which the mean Burnout is highest in Mysore division ( $119.11 \pm 26.61$ ) and lowest in Gulbarga division ( $109.39 \pm 26.61$ ) followed by Belgaum division ( $110.83 \pm 20.84$ ) and Bangalore division ( $113.49 \pm 25.81$ ) reason of the area Mysore division have more

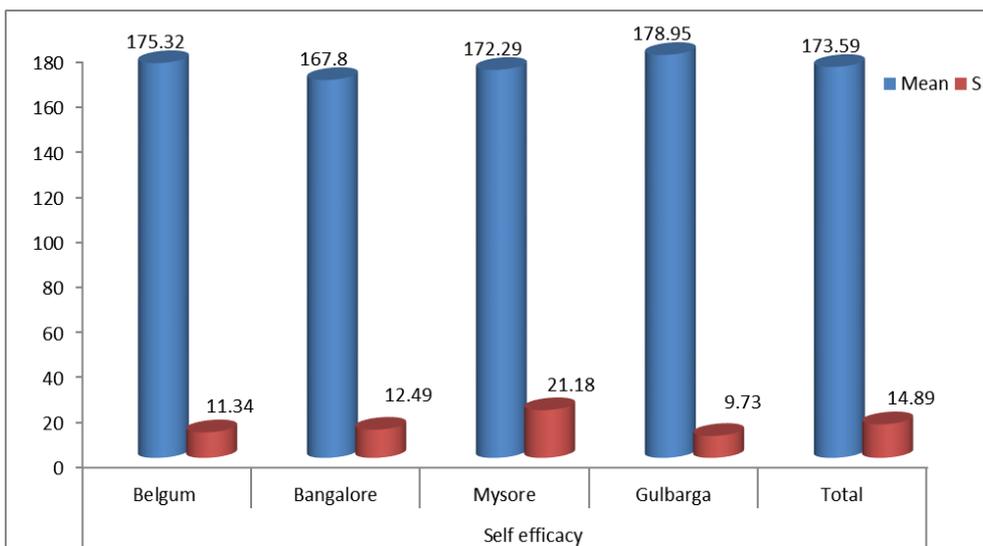
facility for physical education training system and so physical education teachers have more burnout. Gulbarga division also have less burnout reason of the division teachers also more effort but students don't take the interest of sports.

**Table 5:** Table Showing the Mean, And SD Score of Self Efficacy According To Division Wise Secondary School Physical Education Teachers in Karnataka State

Variable	Divisions	Mean	SD
Self efficacy	Belgaum	175.32	11.34
	Bangalore	167.80	12.49
	Mysore	172.29	21.18
	Gulbarga	178.95	9.73
	Total	173.59	14.89

The total mean of Self Efficacy is  $173.59 \pm 14.89$ , in which the mean of Self Efficacy is highest in Gulbarga division ( $178.95 \pm 9.73$ ) and lowest in Belgaum division

( $175.32 \pm 11.34$ ) followed by Mysore division ( $172.29 \pm 21.18$ ) and Bangalore division ( $167.80 \pm 12.49$ )



**Fig 3:** Graph Showing the Mean, And SD Score of self efficacy According To Division Wise in secondary school physical education teachers in Karnataka state

The total mean Self Efficacy is  $173.59 \pm 14.89$ , in which the mean Self Efficacy is highest in Gulbarga division ( $178.95 \pm 9.73$ ) and lowest in Belgaum division ( $175.32 \pm 11.34$ ) followed by Mysore division ( $172.29 \pm 21.18$ ) and Bangalore division ( $167.80 \pm 12.49$ ) reason of area

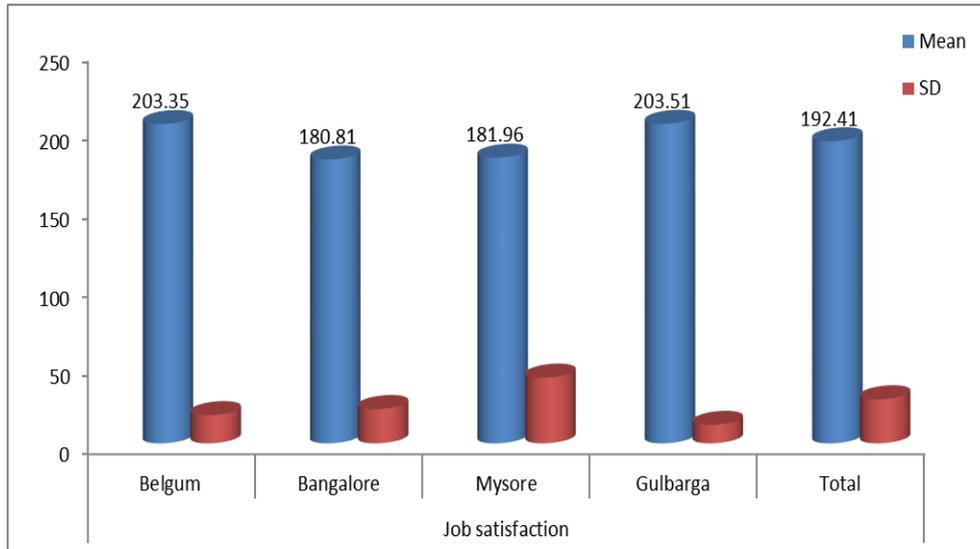
Gulbarga division have more self efficacy, that division also called educational backward area, So more effort of teacher to learn students. And Gulbarga division have more heat environment little bit support that's why physical education teacher can do more effort to students give best performance.

**Table 6:** Shows That Mean, And SD Score of Job Satisfaction According To All Division Wise Secondary School Physical Education Teachers in Karnataka State

Variable	Divisions	Mean	SD
Job satisfaction	Belgum	203.35	17.96
	Bangalore	180.81	21.83
	Mysore	181.96	41.86
	Gulbarga	203.51	11.77
	Total	192.41	28.06

The total mean Job Satisfaction is  $192.41 \pm 28.06$ , in which the mean Job Satisfaction is highest in Gulbarga division ( $203.51 \pm 11.77$ ) and lowest in Belgum division

( $203.35 \pm 17.96$ ) followed by Mysore division ( $181.81 \pm 41.86$ ) and Bangalore division ( $180.81 \pm 21.83$ ). Gulbarga division have better job satisfaction.



**Fig 4:** Tables the Mean, and SD Score of Job Satisfaction According To Division Wise Secondary School Physical Education Teachers in Karnataka State

Now days we noticed that everyone says that we didn't have job satisfaction, because administration staff member working conditions these all factors are effecting our job. The present studies assess the government secondary school physical education teachers have better satisfaction. Unaided school physical education teachers less salary, no promotions, no other facility so unaided schools have more stress. Every day they have fear what happened tomorrow, almost all the places this kind of problems face by the teachers.

**Discussion of the study**

The findings of current study government school physical education teachers have low occupational stress compare the aided and unaided school teachers, some government physical education teachers may be have better occupational stress, unaided school physical education teachers have higher stress, aided school physical education teachers have moderate occupational stress.

- To reduce the stress they should spent their time in other activity ex: meditations, readings novels, listen to music.
- Authority should be providing more equipment to teaching aides and learning in the schools. Spent more happy time with their friends and family.
- According to the results show that we found out that the stress levels of the participates especially government school physical education teachers were low.

The findings of the present study job satisfaction of government school may have better job satisfaction, because god salary promotions government plan and policies compare with unaided schools. One of the most psychological factors

secondary school physical education teachers, and aided school physical education teachers have moderate job satisfaction hear government give to the all facility for the aided schools, but no promotions, some of the different policies are not adopted in aided schools, in aided schools they have one management that's why aided school physical education teachers have moderate satisfaction. In unaided school physical education teachers have more stress reason of the unaided schools lack of work, long working hours, sometimes clerical work also given. Less salary, no promotions, institution have no job security so secondary physical education teachers suffer for more job stress.

Occupational stress it is one of psychological variable to affect our job, so government school teachers have low stress, aided school physical education teachers have moderate stress, unaided teachers may have high stress. Government teachers have less Burnout, aided teachers have moderate burnout and unaided school teachers have high burnout. Government teachers have moderate Self efficacy, in unaided secondary school teachers have highest self efficacy. And

**Recommendation and Suggestion for further study**

Based on the finding the research scholar has drawn following recommendations.

- The present study concentrates on job satisfaction, self efficacy. Burnout and occupational stress hence it is recommended that other variables such as stress, anxiety may be included in the study.
- As the present study concentrated on schools teachers it may be extended to university and deemed university also.

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