

Job Satisfaction and Mental stress of Teachers: A Literature Study

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Abstract

This paper is based on literature study from numerous research papers, review papers, articles and other related material sources. To identify the job satisfaction and mental stress and its impact on teachers from previous studies across the nation and from the world. This literature study reveals that job satisfaction and mental stress is crucial part for organisational productivity, mental peace and organisational development and due to that it was observed in this area of study significant study has been carried out. The author of this article has decided to have more insight of this research work in this review article.

Keywords: *Mental stress, job satisfaction, literature, review paper*

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Introduction

Review of literature provides in-depth insight of the related research studies conducted. Literature study is basic and primary step of systematic research process in any field. Literature review study guides and directs the researchers regarding the work done and to be done by finding the gaps in prevailing research studies. The researchers are also able to know different results, conclusions and findings of the work done through extensive review of literature of existing studies. This study is also useful to the researchers because it helps him to know about the research methodology, research framework and future scope of the study. This paper is prepared by reviewing various relevant literature studies such as books, research paper, review paper, thesis, and other published organizational reports.

Moreover, researcher has used various research platforms such as scopus database, to download the relevant research article. In this review paper, the researcher has reviewed 11 good quality relevant research papers, review papers and articles which were related to job satisfaction and impact of mental stress on teachers.

Organization of the Article

There have been extensive research studies conducted in the field of Job satisfaction and mental stress. Thus, ample research articles and review papers on job satisfaction and mental stress are available in research domain and also on web resources. In this paper 12 good quality research paper and review papers are reviewed.

Review of Literature

Sharma (2016) has conducted a study on job satisfaction of secondary school teachers. The main purpose of the study was to compare the job satisfaction of teachers on the basis of gender and location. In this study he has selected sample of 200 male and female school teachers. In this study a job satisfaction scale developed by Singh & Sharma (1986) was employed. From the results it was concluded that there was a significant difference between male and female school teachers in the job satisfaction. The Government schools' teachers were more contented than private school teachers.

Manojkumar (2015) has conducted a study on occupational stress and faculty satisfaction of private institutions and universities in Northern India. The aim of this study was to find out the work load and work place on employee's job satisfaction. For this study 300 sample size of faculty members was taken from various private institutions from north region of India. The findings of the study revealed that that out of 7 variables, 5 variables are positive predictors, and having significant impact on occupational stress and job satisfaction level of faculty members. Contrary, two variables have no significant direct impact on occupational stress and job satisfaction level of faculty members.

Gajjar (2014) conducted a study on mental health and job satisfaction with regard to gender and habitat of higher secondary school teachers. The main aim of this study was to make comparison between mental health and job satisfaction of teachers, rural and urban are of teachers, and also to study the interaction impact between gender and habitat of school teachers with regard to their mental health. In this study the researcher has used mental health scale developed by Kamlesh Sharma and a job satisfaction scale developed by T.R. Sharma. Researcher has conducted a study on 120 higher secondary school teachers in Ahmedabad. The results revealed that female teachers are significantly differing on job satisfaction as compare to male teachers. There was an important difference between female and male teachers on mental health. It is observed that there was significant interaction effect exist between gender and habitat of school teachers on mental health.

Chamundeswari (2013) conducted a research study on employee satisfaction of school teachers and their performance with the aim to investigate relationship between teacher's satisfaction and their performance in state, school at the secondary level. In this study 588 state and central board schools' teachers were selected as sample size. Researcher has used Minnesota Satisfaction Questionnaire (MSQ) developed by Weiss and others and Effective Performance Appraisals (EPA) developed by Maddux in 2004. The results of the study revealed that central board school teachers were significantly better than state board teachers.

Goswami (2013) conducted a study stress of teachers and employee job satisfaction study on secondary school teachers. The purpose of the study was to see how the stress of teachers is related to distinguish aspects of job satisfaction and demographic factors such as age and gender. For this study the researcher has taken sample size of 300 male and female secondary school teachers. The results of the study concluded that job stress or occupational stress of teachers leads to decline in job satisfaction. The demographic factors such as age and are of work place has an impact on job stress but gender does not have any effect on job stress.

Lalita (2013) contemplated a comparative investigation of job satisfaction among tutors of private and government school. The goals of the investigation were to gauge the job satisfaction level of tutors, to attempt a similar study among male and female tutors with respect to job satisfaction and to conduct comparative study among government and private school tutors in regards to job satisfaction. An example of 100 School educators was taken for the investigation. Specialist has utilized organized poll which was separated in two segments as an instrument for this study. The outcomes showed that there is no critical difference in job satisfaction among male and female tutors and furthermore, there is no huge contrast in job satisfaction among private and government tutors.

Patel (2013) examined impact of area on mental stress of secondary teachers of Ahmedabad District. The investigation was led to discover the impact of school area on the psychological stress of secondary teachers of Ahmedabad. The researcher has utilized Mental Stress Rating Scale (MSRScale) created by Dr.Ganpatsinh Patel as a device for the exploration study which included 7 components identified with mental stress and by gathering the score utilizing Rating Scale from the schools. A sample of 100 secondary teachers was taken from Ahmedabad area. After the assortment of information from the various teachers, the researcher determined the score as indicated by their individual scoring keys. The researcher has done a cautious arranging of the insightful structure and utilized Mean, Standard Deviation and t-test for the exploration study. From the results it is presumed that the teachers of both rural and urban areas have equivalent mental stress.

Gehlavat (2012) examined authoritative responsibility according to job satisfaction and work motivation of secondary school teachers working in various schools. The main aim of the investigation was to consider the impact of types of schools, job satisfaction and gender on organisational commitment of secondary school teachers. And furthermore, to discover the connection impact of type of schools, job satisfaction and gender on organisational commitment of secondary school teachers. There were 600 secondary school teachers were taken as sample for this investigation. The researcher has utilized Personal Data Sheet, Organizational Commitment Scale by Hyde and Roy (2006), Job Satisfaction Scale by Dixit (1993) and Employee Motivational Schedule by Shrivastava (1988) as devices for this study. The researcher inferred that there was no huge distinction was found in organisational commitment of male school teachers with significant degree of job satisfaction and female teachers with undeniable degree of job satisfaction. There was a no huge contrast was found in hierarchical responsibility of male school teachers working in private schools and female school teachers working in private schools.

Kapadiya (2012) contemplated mental stress of secondary teachers of Ahmedabad locale. The study was led to discover the impact of gender, areas and type of school on the psychological stress of secondary school teachers. The researcher has utilized mental stress rating size of Dr. G.S. Patel as a device of this exploration study. There was sample of 100 secondary teachers was taken from Ahmedabad locale. The outcomes showed that gender and school territory (area) had no critical contrast between the mean score of mental stress of secondary teachers. Though, type of school had huge distinction at the mean score of mental stress of secondary teachers.

Nilufar (2009) conducted an empirical study on job stress and job satisfaction among University Staff in Malaysia. This research paper investigated the relationship between occupational stress and job satisfaction of university staff. Author has identified major job stress factors are role of management, workload pressure, relationship with others. Samples were collected from the staff members of public university from Kelang Valley area in Malaysia.

Agarwal (2004) conducted a study on job satisfaction of primary and secondary school teachers and found that mother tongue, caste and place of work were significantly related to job satisfaction. Moreover, he found that single family teachers, male graduate trained teachers, highly experienced and government school teachers were more satisfied than other school teachers. However, age and marital status had no relationship with job satisfaction of school teachers.

Conclusions

In the current study the researcher has included different 12 research papers and review papers which concluded as under.

All this exploration considers results are moving for the researcher to do additionally study on job satisfaction and mental stress of teachers of government secondary school teachers. The exploration surveys get base for

starting the further investigation of study. These all literature surveys give references to the specialist to do additionally investigates on the particular region on job satisfaction and mental stress. The following segment path forward depicts that how these audits and different surveys help the analysts everywhere on the world to complete further examination concentrates on explicit area on job satisfaction and mental stress.

Way Forward

It is exceptionally intriguing to survey the literature on effects of job satisfaction and mental stress on teachers everywhere on the world in rural and urban areas of the world. Furthermore, some notable explores of the world have made this territory rich and valuable for new researcher chipping away at similar area with various targets. The procedure utilized for the exploration work by the investigates is extremely differed and ends are exceptionally coherent.

The researchers reach the resolutions that job satisfaction and mental stress affect work life, hierarchical usefulness and authoritative advancement of the teachers of different classes everywhere on the world. Less burdens prompts glad results all over and each organization center around these to get wanted results and still new researchers have wide degree to do additionally explore in these points of view.

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