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## A study on job stress among secondary school teachers in Birbhum District of West Bengal

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### Abstract

The present study aims to identify the job stress among school Teachers in the district of Birbhum of West Bengal. Descriptive research design was adopted and simple random sampling was used for the study. The population consisted of six secondary schools in Murarai block of Birbhum district. Questionnaire on job stress was distributed among teachers who were teaching in IX-X level schools 100 questionnaires were received from the respondents. The study identified the phenomena related to job stress among teachers in birbhum district of West Bengal. Demographic factors influence on job stress was reported by using descriptive & inferential statistical techniques. Results / Findings showed that the female teachers have been more stressful than the male teachers because they were unable to take much pressure in service. It also indicated that the rural teachers and private teachers suffer more stress related problem than the urban teachers and government teachers. Work overload, less job security and poor coworker relations are the major factors to job stress.

**Key words:** job stress, secondary school, school teachers, Gender, strata, type of management.

### Introduction:

In the modern age the word "stress is defined by the oxford dictionary as" a state of affairs involving demand on physical or mental energy in medical. In medical parlance "stress" is defined as a perturbation of the body's homeostasis, extreme stress conditions are detrimental to human health. But in moderation stress is normal and in many cases, proves useful. An occupational stress can be caused by too much or too little work, time pressure and deadlines, fatigue from physical strains of work environment excessive travelling long hours, having to cope with changes in work. An occupational stress is any force that pushes a psychological or physical factor behind its range of stability, producing a strain within the individuals Knowledge that stress is likely to occur constitutes a threat to the individuals. A threat can cause a strain because of what it signifies to the person. As occupational stress begins to take toll on the body and mind a variety of symptoms can result. Stress arising at work has detrimental effect on the behavior of people, which ultimately results in personal and organization inefficiency occupational stress has become increasingly common in teaching profession largely because of increased occupational complexities and increased economic pressure on individuals. A major source of distress among teachers is result of failure of school to meet the social needs and jobs demands of the teachers. The teacher must be aware of his clear role to build up the nation. Teachers are over burdened with regular teaching load, occupational satisfaction is a necessary condition for a healthy growth of teachers personality many factors cause stress among teachers. School teachers face high amounts of stress during teaching and handling students classroom in developing countries



remain overcrowded and teacher face intensive verbal communications, prolonged standing and high volume of work load.

The member of secondary school of Birbhum district has increased tremendously for the past few years. Due to the increasing member of higher secondary school of Birbhum, school academic staff may face more problems in their job as the management are facing competitive pressure from others schools. Almost every school is now setting new goal to compete with other school and the academic teachers are involving with the ultimate goal. This may cause the higher secondary school teacher to face plenty of stress and therefore affect their satisfaction and even their physical or mental health.

There has been no systematic, large scale research or small – scale research which uses on actual test to examine between gender, management locale, and psychological indicators in the region of Birbhum district.

Many of the studies indicated that job stress among school teachers may be influenced by situational and demographic characteristics. This study will only explore the reported levels of job stress in a sample of teachers and how to job stress is examined among school teaches.

### Review of related literature

#### Introduction:

Review of related literature is a significant aspect of any research work to know, what others have learned from similar research situations and to help in the formation of hypothesis for the study. A number of related studies have been reviewed and presented systematically in the following paragraphs. The researches have been reviewed and presented in chronological order. The investigator has thoroughly gone through a number of references. It includes survey of educational research, Indian educational abstract, Dissertation abstract, Journals through internet and published and unpublished theses and Dissertation. All the studies conducted in India and abroad have been written separately.

**Anitha Devi (2006-07)** in her study on occupational stress: "A comparative Study of Worker in different Occupations" describes identifying the degree of life stress and role stress (LS & RS) experienced by professional women. It also studies the effect of life stress and role stress on various demographic variables like age, experience and income. For the purpose of study, 180 women professionals (six different occupations) were chose. It was found that science and technology professionals and doctors experienced significantly greater life Stress and role stress.

**Gabha (2013)** refers that Work stress is a real challenge for college teachers and their employing institution. As institution and their working environment transform, so do the kinds of stress problems that teachers may face. It is important that your workplace is being continuously monitored for stress problems. So, in this paper, we have discussed about various occupational stresses among engineering colleges in Punjab, India.

Kumar (2013) studied the job stress of primary school teachers of district Budgam. Female primary school teachers were found to have more stress as compared to male primary school teachers of District Budgam. The main reason is that females feel insecurity in terms of safety, job, pressure from home and society. Private male primary school teachers were found to have more stress as compared to Govt. male primary school teachers of District Budgam. The main reason is that private males feel insecurity in terms of safety, job, pressure from home and society (the male and female elementary school teachers do not differ significantly on sub-scales: Role overload, Responsibility for persons, strenuous working conditions and Unprofitability. The male and female elementary school teachers differ significantly on overall occupational stress level. Female elementary school teachers have more stress level them male elementary school teachers



**Dr. S. S. Jeyaraj (2013)** who studied occupational stress among the secondary school teachers in Tamilnadu state in India. The aim of the study is to determine the Occupational Stress level of Government and Aided Higher Secondary School Teachers living in different socio-cultural and economic situations. The scale used in the study has been developed by researches. 185 Aided school teachers and 120 Government teachers have participated in the present study. At the end of the study it was seen that Aided school teachers have more occupational stress levels than Government school teachers. There is a meaningful difference in the stress level points of Government and Aided Higher Secondary Teachers. Results also showed that teachers who reported greater stress were less satisfied with teaching, reported greater frequency of absences and a greater number of total days absent, were more likely to leave teaching (career intention), and less likely to take up a teaching career again (career commitment).

#### **Studies Conducted Abroad:**

**R.T.Pitchers and R Soden (1998)** I their study on "Scottish and Australian Teachers Stress and Strain" highlight the role overload as a significant stressors. They assessed levels of strain, organizational roles and stress in 322 Australian and Scottish Vocational and further education lectures. The researchers have concluded that strain was found to be average in both national groups, but there were high levels of stress, with role overload emerging as the major cause.

**Manthei and Solman (1988)** in their study on "Comparative Teachers Stress and Negative Outcomes in Canterbury State Schools" focuses the study on "New Zealand and N.S.M. teachers, identified seven structural factors which led to teachers stress like, pupil recalcitrance, poor remuneration, curriculum demands, low professional recognition, poor working environment, community antagonism and time demand and lack of time for adequate, preparation of assistance with individual pupil difficulties.

**Mearns and Cain (2003)** studied the relationship between occupational stress, burnout and distress among primary and secondary school teachers. The study explored how a teacher's negative mood regulation expectancies are predictors of their coping, burnout and distress in response to stress. Negative mood regulation (NMR) refers to the individual's belief that they can control the negative moods they experience. The study found that people high in NMR had lower levels of stress compared to those low in NMR who were less able to cope with work stressors. In their review of the results, Mears and Cain recommend the usefulness of incorporating an individual difference characteristic into the study of teacher stress.

**Wu Wang & Li (2006)** reported on the effects of stress for both the individual and the organization, specifically, the effectiveness of intervention and prevention strategies in reducing stress among teachers in middle schools in China. The researchers posit that stress is caused by a combination of individual characteristics and characteristics of the work environment. They believe that individual factors can influence how teachers perceive and react to workplace stressors. Their results show that many factors influencing occupational stress can be modified and controlled by prevention programmes. These factors are summed up into two groups, individual factors and environmental factors. The results showed that stress education and stress management training served a useful function in helping individuals to recognize the symptoms of stress and manage them. The current study aims to further investigate the relationship between personality traits and environmental factors and how this relationship influences stress. It is anticipated the results will provide institutions with a deeper understanding of work-related stress



and its causes, facilitating the development of successful intervention strategies and prevention programmes capable of reducing levels of stress in teachers.

**Ramzan (2012)** Analysis of data reflected that the numerous factors related to teachers stress could fall under the "personal" and "professional" aspects of teachers' lives. Likewise, we found a variety of sources of teachers stress factors: they emanated from the unfriendly working conditions in schools, from inadequate salary packages and lack of resources in schools.

**Sultana (2012)** analysis of this findings resulted in categorizing them into three groups: personal stress, professional stress and financial stress. However, the impact of each one of the three groups of teacher stress (i.e. personal, professional and financial) was different for different teachers. It looked like some teachers felt more stressed because of a variety of personal and domestic factors, whereas other teachers felt more constrained because of financial issues. Furthermore, the data analysis also highlighted the sources of teacher stress, which could be easily identified as the "inside-school" and the "outside-school" sources of stress. The various findings related to each one of the two categories are revealing as they show the significance and degree of enormity of stress factors related to these groups.

The research findings in this country and abroad suggest that more researches are needed for the improvement of job of secondary school teachers. So the present researcher has intended to work in this area to develop job satisfaction and to reduce stress of the teachers for the betterment of the education system.

In this section attempts have been made to make differential analysis due to the impact of intra variable in the sample for this the sample has been split into 3 categories of sub sample they are male vs female rural vs urban private vs govt aided.

From the above table, it was revealed that the calculated value of 't' being 4.87 was much greater than the table value of "t" at 98 degrees of freedom even at 0.01 level of significance. From the table, it was revealed that the "t" ratio was highly significant. Therefore, the null hypothesis that there does not exist any significant difference of job satisfaction of secondary school teacher due to type of management variation was rejected.

The result was in favor of the government aided school teachers over the private school teachers. Private school teachers have no possibility for transfer. At the same time the management can help them if it has got more than one school under its administration. Private school teachers feel that there is no possibility for promotional policy in the career development Compared to the government aided school teachers. The government aided schools should provide better job security than the private school teachers.

It is perceived that, lack of interaction, time pressure for completing the syllabus, social status, heavy work load, poor working conditions, sufficient and mutual co operations are the major sources of occupational stress.

#### **Statement of the problem:**

India as a developing country is faced with quite a number of problems especially in the education sector one of problem is job stress among school teachers. Job stress among school teachers have been reported in the literature in recent time. Thus, it is very important to examine some factors influencing job stress of teachers in secondary school. The researcher of this study examined the impact of psychological factors on job stress of secondary school teacher. The problem is stated as **"A study of job stress among school teachers in Birbhum District of West Bengal."**



### Research questions:

To achieve the purpose of this study the following research questions were formulated for this study.

1. Does school management play an important role in job stress of school teachers?
2. What are the causes of job stress of secondary school teacher in relation to gender locale and management variation?

### Objectives of the study:

The following objectives have been formulated for the conduct study.

1. To study the job stress of secondary school teacher in relation to gender, locale, and management variation.

### Hypothesis of the study:

H<sub>01</sub>: The job stress score of secondary school teachers are not equally distributed.

H<sub>02</sub>: There is no any significant difference of job stress of secondary school teachers due to gender variation.

H<sub>03</sub>: There is no any significant difference of job stress of secondary school teachers due to locale variation.

H<sub>04</sub>: There is no any significant difference of job stress of secondary school teachers due to management variation.

### Operational Definitions:

#### Job stress:

Job stress can be defined as the harmful physical and emotional response that occur when the requirement of the job do not match the capabilities resources or needs of the worker job stress can lead to poor health and even injury. Job stress is a dynamic process in which subjective cognitive appraisals of job – related stressors produce negative health and or behavioral strain outcomes.

#### Secondary school teacher:

Secondary school teachers work in high schools where they teach students from a VI to X particular subject area.

#### Scope and delimitation of the study:

The researcher intended to study the job stress among secondary school teachers in Birbhum district of West Bengal. The study is confined to the secondary school teachers of Birbhum district only, because of time constraints and paucity of fund. The sample for the study is limited 100 secondary school teachers of size schools of both rural and urban areas. The researcher has collected 100 samples of secondary school teachers through random sampling method for this study six schools situated in the Birbhum district in West Bengal were selected for administering the tool out of six schools two schools were private schools and four schools were Government aided schools. Out of 100 samples of teachers 67 teachers were male teachers and 33 were female teachers out of 100 teachers 43 teacher were urban area and rests were from rural areas Berids 47 secondary school teacher were selected from private schools and rest were from government aided schools. Job stress among secondary school teachers was measured using fimian teacher stress inventory (1988).



**Methodology of the study:**

In this chapter the attempt has been made to highlight on the methodology adopted for conducting the study. So this section presents a brief outline of the design adopted the sample selected description of the tool used for the study, techniques of data analysis and procedure.

**The design of the study:**

The main purpose of the present study is to find out the job stress among secondary school teachers in Birbhum district. It is a normative survey method of investigation and an ex-post facto type as the current status of phenomena what exists at present has been considered. In this study job stress of teachers has been studied in relation to gender, locale, and management.

**Population:**

In the present study the population has consisted of all the secondary school level teachers in Birbhum district of West Bengal.

**Samples of the study:**

The sample of the study comprises of 100 secondary level school teachers drawn from the six schools of Birbhum district of West Bengal simple random sampling method has been adopted for the selection of sample out of six schools two schools are private schools and four schools are government aided schools. In this study only Birbhum district of West Bengal has been taken into consideration while other district have not been covered due to time and money. From each school teachers were randomly selected. After selecting 100 teaching from them the identification was made by following the criteria of gender, locale and management of the school.

**Table-1**

**Sample drawn from schools have been categories under gender, locale and type of schools were distribution.**

Variation	Sub sample	Total number
Gender	Male	67
	Female	33
Locale	Rural	57
	Urban	43
Type of school	Private	47
	Government	53
<b>Total</b>		<b>100</b>

**Variables of the study:** The variables are the condition or characteristic that a researcher manipulates controls. The variables may be abstraction that cannot be observed variables are a necessary requisite for any worthwhile research for the purpose of comparison. The variables considered for the present study are male vs female rural vs urban and private and government aided school. In this study two types variables have been selected for research study, variables are given below.

- a. **Major variable:** Job stress.
- b. **Demographic variables:**
  1. Gender: (Male & Female)
  2. Strata: (Rural & Urban)
  3. Types of school: (Private & Govt.)

**Tool used:**

A standardized questionnaire was used for the study, job stress among secondary school teachers was measured using Fimian teacher stress inventory (1988). Fimian (1988) FTSI is designed to



measure teachers perception of stress as it relates to their occupation. The test identifies sources and manifestation of stress. It comprises of 49 stress related questions divided into 10 subsections represent sources of stress for teacher and the last 5 present manifestation of stress. The 10 sections collectively represent the total stress score for teachers participants read each statement and respond indicating their agreement a disagreement using a 5 point likert scale from 1 = strongly disagree, 2 = disagree, 3 = neutral, 4 = agree to 5 = strongly agree.

**Techniques for data analysis:**

Technique for data analysis for the present study includes collection of data scoring & interpretation of scores in relation to the objectives stated and hypothesis formulated. A questionnaire technique was adopted for the collection of the data. For interpretation of scores in job stress of secondary level school teachers both descriptive and inferential statistics was used. In order to locale the respondents along a normality scale different categories of teachers were calculated and presented in suitable graphical techniques.

**Results:**

Descriptive measure on job stress of total teachers

**Table – 2**  
**Measures of central tendencies and variations on job stress scale**

Sample	N	M	Mdn	Mode	SD	Q3	Q1	Q	P90	Q10	SK	Ku
Whole	100	26.02	26.53	28.85	5.1	30.04	21.52	4.26	32.7	18.87	0.29	0.3

The values of mean, median mode of total teachers in job stress were 26.2, 26.53, and 28.85 respectively. The above result showed that the distributions were deviated from normality. The standard deviation of the total sample is 5.1 which are greater than the entire sub sample except male teachers. The total obtained values of P90, P75, P25 and P10 were (32.70), (30.05), (21.52), (18.87); The semi enter quartile range of the distribution is 4.26, the sum of the median and sum quartile was found to be 30.79 and the difference between the two was 22.27 which did not coincide with the third and first quartile value as in case of normal curve. The total mean and standard deviation of the total sample of job stress were 26.02 and 5.1.

To find the appropriate normality of data skewness and kurtosis of the score were calculated and obtained values were -0.29 and 0.30 as against 0 and 0.263 respectively in case of a normal curve. Here the distribution is negatively skewed and a frequency distribution of kurtosis is said to be platykurtic.



**Sub sample wise descriptive measure on job stress of teachers**

**Table-3**

**Sub sample wise mean, median and standard deviation on job stress of teachers.**

Sub sample	N	Mean	Median	Standard deviation
Male teachers	67	25.17	25.10	5.24
Female teachers	33	27.74	28.38	4.31
Rural	57	27.46	28	4.63
Urban	43	24.10	23.38	4.33
Private	47	28.24	28.87	4.42
Government	53	24.04	23.76	4.85

From the above table it was observed that there exist slight difference in the mean score of male 25.17 female 27.74 rural 27.46 urban 24.10 private 28.24 government 24.04 of job stress of secondary teachers respectively. The median of male 25.10, female 28.38, rural 28, urban 23.38 private 28.87, government aided 23.76 of job stress of school teachers respectably. The above results showed that the distributions were slightly deviated from normality. The standard deviation of the total sample of job stress are 5.10.

**Testing of Hypothesis sub sample win analysis:**

**Gender wise difference on job stress of school teachers**

For testing the significance of difference between the mean scores of male and female teachers the 't' ratio was calculated. The null hypothesis relating to this variable was  $H_0$ , 'there is no any significant difference of job stress of secondary school teacher due to gender variation'. For this 't' ratio was calculated and presented in below the table.

**$H_0$ : There is no any significant difference of job stress of secondary school teacher due to gender variation'.**

**Table-4**

**Summary of the 't' ratio on job stress of male and female school teachers**

Variation	Sub sample	N	M	SD	SE <sub>D</sub>	t ratio	Level of significant
Gender	Male	67	25.17	5.24	.98	2.62	P < .01
	Female	33	27.74	4.31			

On perusal of the above table, it was revealed that the calculated value of 't' being 2.62 was greater than the table value of 't' at 98 degrees of freedom even at .01 level of significance. Hence the 't' ratio was significant. Therefore, the null hypothesis that 'there is no any significant difference of job stress of school teacher due to gender variation' was rejected. This indicated that female teachers were more stressful than male teachers.



**Locale wise difference on job stress of school teachers**

For testing the significance of difference between the mean scores of rural and urban teachers the 't' ratio was calculated. The null hypothesis relating to this variable was  $H_{03}$  there is no any significant difference of job stress of the school teacher due to locale variation. For this t\* ratio was calculated and presented in below the table.

**$H_{03}$ : There is no any significant difference of job stress of the school Teacher due to locale variation:**

**Table -5**

**Summary of the 't' ratio on job stress of school teachers due to locality of school variation**

Variation	Sub sample	N	M	SD	SE <sub>D</sub>	t ratio	Level of significant
Locality	Rural	57	27.46	4.63	0.90	3.73	p<0.01
	Urban	43	24.10	4.33			

From the table it was revealed that the calculated value of "t" was higher (3.73) to the table value of 't' (2.56).Therefore 't' ratio was considered significant at 0.01 level of significance. Hence the null hypothesis was rejected.

This indicated that rural and urban teachers displayed differential levels of job stress of teachers, the rural teachers showing superiority over the urban teachers.

**Management wise differences on job stress of school teachers:**

The job stress of school teacher's dose depends on the type of school management. For testing the significance of difference between the mean scores of private and government aided school teachers the t\* ratio was calculated. The null hypothesis relating to this variable was  $H_{04}$  'there is no any significant difference of job stress of secondary school teacher due to type of management variation'. For this 't' ratio was calculated and presented in the table below

**$H_{04}$ : There is no any significant difference of job stress of secondary school teacher due to type of management variation.**

**Table-6**

**Summary of the 't' ratio on job stress of school teachers due to type of school Management**

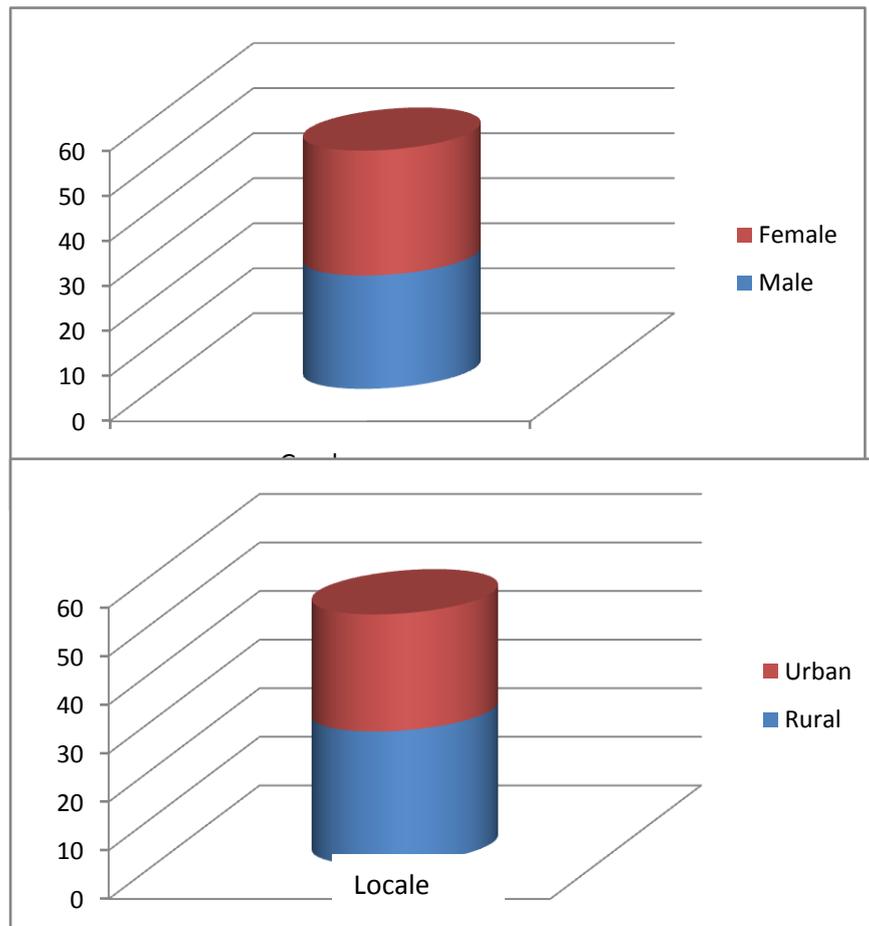
Variation	Sub sample	N	M	SD	SE <sub>D</sub>	t ratio	Level of significant
Management	Private	47	28.24	4.42	0.92	4.56	P<0.01
	Govt.	53	24.04	4.85			

On perusal of the above table, it was revealed that the calculated value of 4t' being 4.56 was much greater than the table value of "t" at 98 degrees of freedom even at 0.01 level of significance. From the table, it was revealed that the 't' ratio was highly significant. Therefore, the null hypothesis that there is no any significant difference of job stress of secondary schoolteacher due to type of management variation was rejected.



The result was in favor of the private school teachers over the government aided school teachers. It is perceived that, lack of interaction, time pressure for completing the syllabus, social status, heavy work load; poor working conditions are the major sources of job stress of private school teacher. Private school teachers have no possibility for transfer. The government aided schools should provide better job security than the private schoolteachers

**Bar Diagram Showing Mean Different of Job Stress among Secondary School Teachers for Gender, Strata & type of Management**



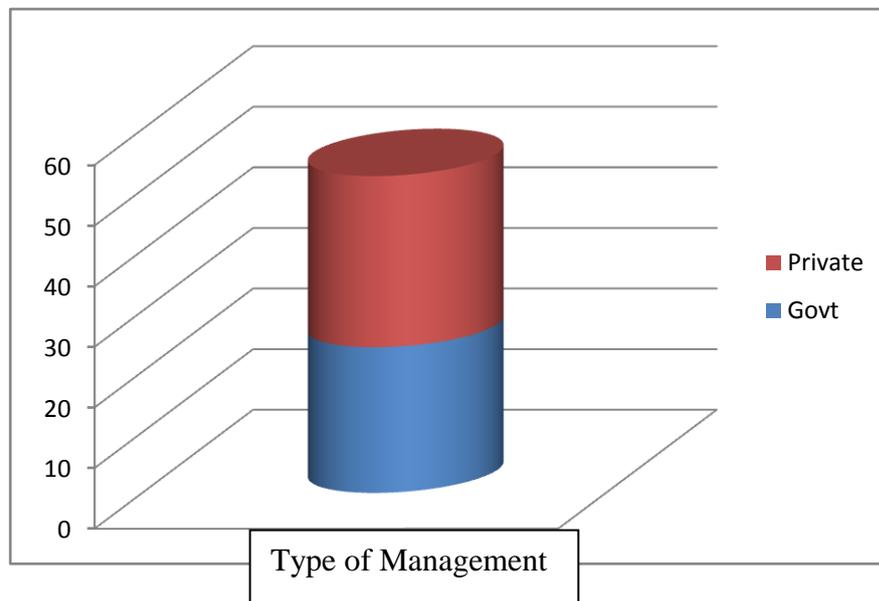


Fig: Gives a comparative picture of job stress among secondary school teachers of demographic variables like male, female, rural, urban, Govt. & private. From the above fig that it showed female Rural, & private teachers having more job stress than male, urban & Govt. teachers.

#### Findings:

In my study through my work I found that

**HO<sub>1</sub>:** is 'The job stress score of secondary school teachers are not equally distributed'.

**HO<sub>2</sub>:** is 'There is no any significant difference of job stress of school teacher due to gender variation' was rejected. This indicated that female teachers were more stressful than male teachers. Also the female teachers have been more stressful than the male teachers because they were unable to take much pressure in service.

**HO<sub>3</sub>:** is 'There is no any significant difference of job stress of the school teacher due to locale variation' was rejected. This indicated that rural and urban teachers displayed differential levels of job stress of teachers, the rural teachers showing superiority over the urban teachers.

**HO<sub>4</sub>:** is 'There is no any significant difference of job stress of secondary school teacher due to type of management variation' was rejected. The result was in favor of the private school teachers over the government aided school teachers. It is perceived that, lack of interaction, time pressure for completing the syllabus, social status, heavy work load; poor working conditions are the major sources of job stress of private school teacher. Private school teachers have no possibility for transfer. The government aided schools should provide better job security than the private school teachers.

#### Conclusion:

On the pre-pages the investigator discussed the result of this study and also revealed that the job stress score of secondary school teachers are not equally distributed. This result indicated that female teachers were more stressful than male teachers, the rural and urban teachers displayed differential levels of job stress of teachers and the rural teachers showing superiority over the urban teachers. This result also indicated that rural and urban teachers displayed differential



levels of job stress of teachers, the rural teachers showing superiority over the urban teachers, private and Govt. teachers displayed differential levels of job stress and the private teachers were more stressful than Govt. aided school teachers.

#### **Recommendations:**

The research entitled “**A study of job stress of secondary school teachers in Birbhum district of West Bengal**” relation to their stress" highlights in determining the level of job stress of secondary school teachers.

The following recommendations have been made accordingly based upon the findings of the study

- Teachers need proper rest room and other physical facilities, up to date teaching equipments and instructional materialism in the schools to reduce their stress.
- The government aided and private secondary schools should be given normal workload, and by understandings their family responsibilities sympathetically their stress level could be considerably reduced.
- The government aided and private schools should try to offer transport facilities to the teachers who are coming from distant places so as to reduce the level of occupational stress.
- The government aided and private schools should often organize get together programmed and create good organizational climate in order to boost up the feelings of the teachers leading to reduction in occupational stress.
- The government aided and private schools should take steps to create interaction among the teachers and higher authorities. The government aided and private schools wherever possible, should give the teachers the chance to be involved in decisions and actions that effect their occupations.
- Authorities should organize regular training program to enrich and equip teachers with latest developments. Authorities should arrange regular formal meetings with teachers to consider their suggestions and also try to value it. Authorities should try to provide opportunity for career development to the teachers in this connection. Authority should provide medical facilities to the students as well as staff in a school.

#### **Suggestions for Further Research:**

Research works never end. There is always scope for further research in same field and it leads to incase of knowledge. The present study was conducted on random sampling of 100 secondary school teachers. The study gives rise to various problems for further research, Such as

- The same study can be conducted on large sample by including more districts so as to present clear picture of the studies.
- A study may be conducted by considering other variables like experience, age group, marital status, etc.
- Similar studies can be conducted on primary, college and university teachers.
- Comparative analysis can be made between school and college teachers.
- Similar studies can be made between principal of college and school headmaster.



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