

Research Paper

The Relationship between Occupational Stress and Job Satisfaction with Special Reference to Tribal School Teachers

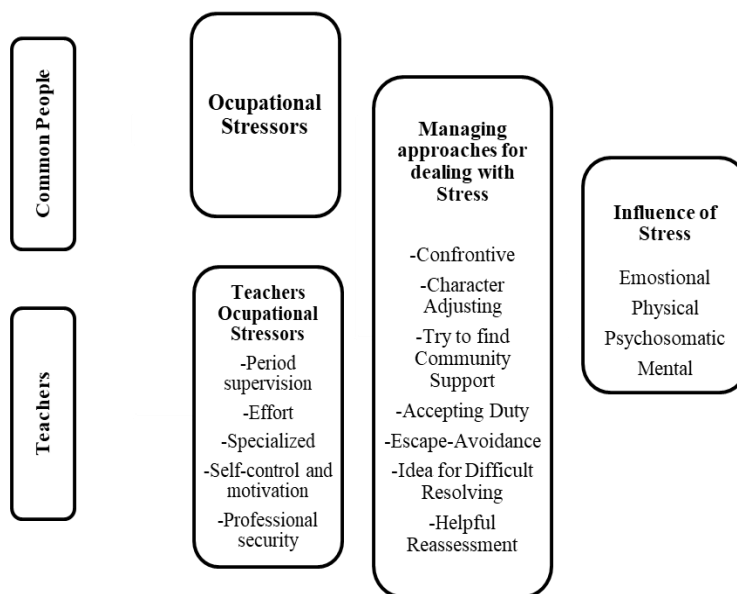
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ABSTRACT

AI and the modern era have seen a change in the role of teachers. They have to do things in less time for consistent, good results. Because of this, there is an effective change in job satisfaction and occupational stress. The current research study aimed at find out the correlation between job satisfaction and occupational stress. The study included 400 tribal teachers from different schools in Dahod, Gujarat. Base line data was collected by using the job satisfaction, occupational stress scale and the personal datasheet. A correlation analysis was conducted using the Karl Pearson method. A significant negative correlation has been found between occupational stress and job satisfaction. It means if occupational stress is increased, job satisfaction is decreased in tribal school teachers and if occupational stress is decreased, job satisfaction is increased in tribal school teachers.

Keywords: Job satisfaction, Occupational stress, School teachers

Developing countries are in a transitional stage of development, newly exposed to economic integration, and beginning to experience greater workforce diversity. The education sector is highly influenced by these transition zones and takes on the major responsibility of guiding the nation in the right direction. Teacher mainly plays a role in encouraging research and development, building educational capacity, and developing management. Result correction, excessive competition, and job insecurity take a psychological toll on the teacher. Education departments in India and other countries, especially in developing countries, need to adopt continuous job satisfaction and occupational stress assessment



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programmes and investigate their causes.

Occupational stress is stress correlated with one's occupation and workplace. Work-related pressure much of the time stems from surprising obligations, jobs, and weights that don't line up with an individual's colleagues, capacities, or possibilities, compelling one's capability to sustain.

Job Satisfaction is whichever unique a universal sense around the occupation or preparation of styles around many appearances of work. The feature style is used to creation in the direction of which amount of the work provides happiness or unhappiness. The chief supportive issues for Job Satisfaction comprise supportive occupied situations and equals, Inspiring work and Equivalent Recompense. For best of the organisations, Work as well fulfils the requirement of communal association and so, supportive and responsive workforce growths side by side of Job Satisfaction (Drago and others, 1992).

The teacher provides guidance, motivation, and logical reasoning to the students about all activities. Therefore, the role of teachers in the education system is most important. If teachers are unable to do their job effectively, the entire education system will be disrupted. Teachers have to play many roles as administrators, counselors, and philosophers, which increases their stress level. But today's teachers feel a lot of pressure in their jobs. Which affects their job satisfaction and occupational stress.

LINK BETWEEN OCCUPATIONAL STRESS AND JOB SATISFACTION

Several studies have tried to determine the link between stress and job satisfaction. Job satisfaction and occupational stress are the two hot focuses in human resource management research. Teacher job satisfaction and stress can have both economic and personal implications, as they can lead to stress-related employee absenteeism, burnout, and a negative impact on pupil outcomes (Kyriacou, 1987). According to K. Chandriah et al. (2003), higher levels of occupational stress and job satisfaction have been found to have a significant relationship between different age groups, and it has also been shown that age was found to be negatively correlated with occupational stress and positively correlated with job satisfaction. In another study, Azman Ismail (2009) demonstrated that the level of physiological stress had increased job satisfaction, and the level of psychological stress had not decreased job satisfaction. Nilufar Ahsan et al. (2009) have studied and examined the determinants of occupational stress, including, management role, relationships with others, workload pressure, homework interface, role ambiguity, and performance pressure. This study reveals that there is a significant relationship between four of the constructs tested. Sheena et al. (2005) studied in the UK and reported that some occupations had worse than average scores on each of the factors, such as physical health, psychological well-being, and job satisfaction. The relationship between variables can be very important to higher secondary teachers. If a definite link exists between two variables, it could be possible for higher secondary school teachers to provide intervention to increase the level of one of the variables with the hope that the intervention will also improve the other variable.

STATEMENT OF THE PROBLEM

The impact of occupational stress on job satisfaction is investigated in various business and social sectors around the world. This relationship is missing in the literature in tribal areas. This study was designed to examine the relationship between occupational stress and job

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satisfaction based on demographic variables such as types of school and gender.

OBJECTIVES

1. This paper purposes to find out the correlation between occupational stress and job satisfaction in tribal school teachers based on types of school and gender.

HYPOTHESIS

1. There is no significant correlation between job satisfaction and occupational stress.

MATERIALS AND METHODS

Sample

In this research study, 400 tribal school teachers were taken from different taluka (Sectors) of Dahod. Sample collection procedure was done by the possible technique of simple random sampling technique.

Measures

The questionnaires were designed to assess levels of occupational stress and job satisfaction among tribal School teachers.

Occupational Stress:

This Scale is developed by Srivastava and Singh. It is a useful tool to assess the occupational stress of employees. The scale consists of 46 statements each with 5 response alternative. 28 statements are 'true-keyed' and 18 statements are 'false-keyed'

Job Satisfaction:

P.Kumar and D. Mutha. Developed Job Satisfaction questionnaire in year of 1978. In this study Researcher have use this questionnaire. Total 29 question in this scale. All question replay is two ways "YES and NO" types substances. The r-value, 0.95 & 0.73 one-to-one, have be there establish to be major at 0.1 level, viewing that the inquiry form is extremely consistent equally in positions of its inner constancy and stability of marks.

Statistical Analysis

In this study, the 'r' Karl Pearson Correlation method was used.

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RESULTS AND DISCUSSION

Correlation between the occupational stress and job satisfaction of the tribal school teachers.

Table 1 (N = 400) Showing correlation value between occupational stress and job satisfaction.

Correlated Variable	Job Satisfaction	Sing. Level
Occupational Stress	-0.40	0.01

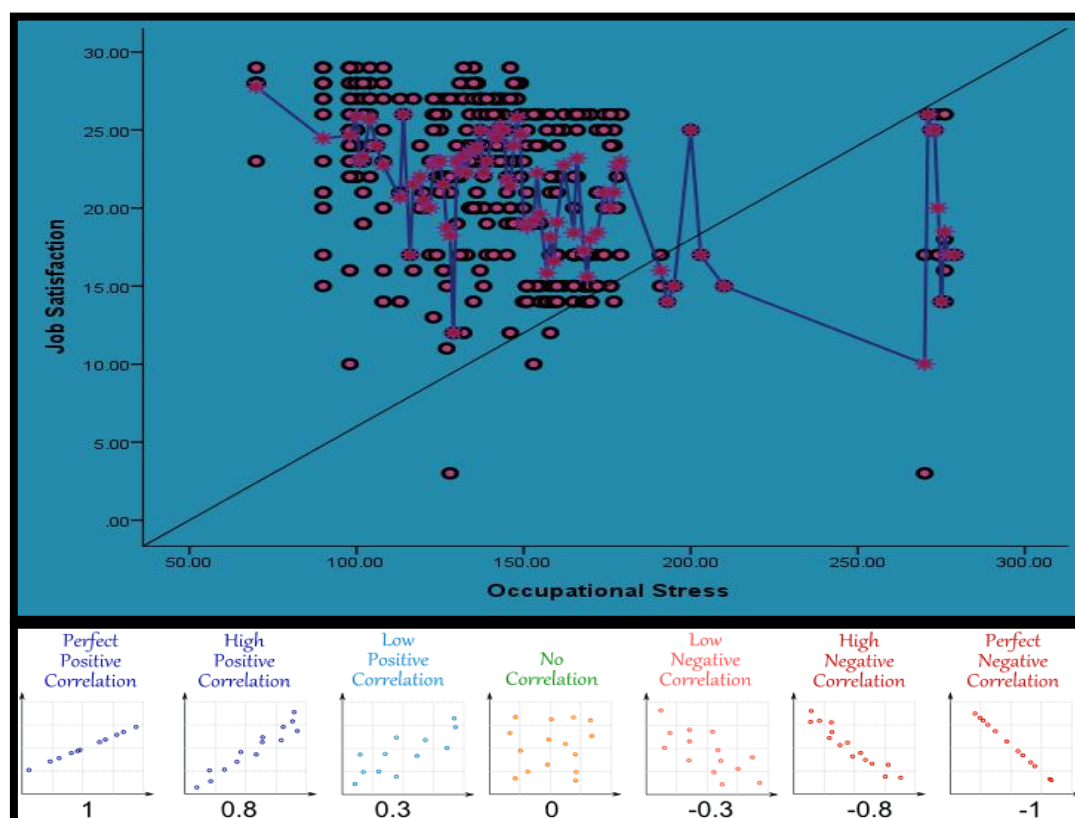
The null hypothesis was framed to classify the occupational stress and job satisfaction of tribal school teachers.

Ho.1 There is no significant correlation between job satisfaction and occupational stress.

Table 1 computes the correlation between occupational stress and job satisfaction among the tribal school teachers. The correlation “r” is equal to -0.40, which is significant at .01 level ($P = .00 < 0.05$). The correlation indicates a negative relationship between occupational stress and job satisfaction in tribal school teachers. Furthermore, scatter plot 1 indicates that occupational stress and job satisfaction are significant correlated among tribal school teachers.

Scatter plot -1

Scatter plot show correlation between occupational stress and job satisfaction of the tribal school teachers.



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In this study scatter plot also indicate the negative correlation between occupational stress and job satisfaction. This results support with the results of K. Chandraiah. (2003), Sheena (2005), & Kyriacou, (1987). All studies show that there is a negative correlation between occupational stress and job satisfaction in tribal school teachers.

CONCLUSIONS

A significant negative correlation has been found between occupational stress and job satisfaction. It means if occupational stress is increased, job satisfaction is decreased in tribal school teachers and if occupational stress is decreased, job satisfaction is increased in tribal school teachers. Major sources of occupational stress are the workplace, high-performance demands, job insecurity, excessive workload, short turnaround time for tasks, and strict rules and guidelines. Furthermore, it is conceivable that if they are employed, the atmosphere and relationships at school may affect them. All these factors affect job satisfaction. So both help to increase and decrease each other.

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Conflict of Interest

The author(s) declared no conflict of interest.

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