

ABSTRACT

Name of the researcher scholar: SABA ANEES

Name of the supervisor: Prof. Ismat Jahan Siddiqui

Department: Institute of Advanced Studies in Education (IASE)

Title of the Thesis: A Study of Work Stress Among Teacher Educators in Relation to Gender and Position

Keywords: Work Stress, Job Satisfaction, Mental Health, Physical Health, Gender, Position and Teacher Educator

Work stress is stress involving work. Work stress can occur when there is a discrepancy between the demands of the environment/workplace and an individual's ability to carry out and complete those demands. Often a stressor can lead the body to have a physiological reaction which can strain a person physically as well as mentally. There are two major aspects involved in work stress: stressors and strain.

Stressors involve all causes or stimulus that makes an individual to react in some way or other while *Strain* is the condition of being stressed; and it can be physiological, psychological or behavioural; and it is characterized as an indicator of ill health of the individual also.

The quality of education to most people in India is almost a synonym to the quality of teaching and the quality of teaching is synonym to quality of teacher which in turn largely or entirely depends on the quality possessed by those who make, produce or train these teachers i.e. the teacher educators. Accordingly, their quality depends largely on the characteristics of individuals serving as teacher educators, their satisfaction with the job, work place conditions and relation at workplace and no less important on their general state of physical and emotional well-being.

The main purpose of the present study is (i) to study *the extent and levels* of various variables under study i.e. *work stress, job satisfaction, mental & physical health* among teacher educators (ii) to find out *the gender and position differences* among teacher educators in terms of their *work stress, job satisfaction, mental & physical health* (iii) to study *the interaction effects* of attribute variables i.e. *gender and position* on active variable i.e. *work stress, job satisfaction, mental & physical health* (iv) to estimate *the nature and degree of association* between active variable i.e. *work stress* with associate variables i.e. *job satisfaction, mental & physical health* (v) to estimate *the nature and degree of association*

among associate variables i.e. *job satisfaction, mental & physical health*; and (vi) to identify *the best predictors of work stress* among teacher educators.

Present study is descriptive survey research. The population for study comprises of all teacher educators teaching to B.Ed & D.El.Ed students of Delhi. The sample for study was confined to 100 teacher educators of Delhi.

Occupational Stress Indicator (OSI) by Cary L Cooper, Stephen J. Sloan, Stephen Williams revised by Wendy Lord (1998) was adapted with minor changes for knowing the status of job satisfaction and current state of health of teacher educators whereas work stress scale was self-constructed by the researcher.

The findings of the study discloses that average teacher educators possess moderate level of work stress, moderate level of job satisfaction and moderate feeling in terms of their mental and physical health.

Gender played a significant role in context to physical health of teacher educator, where, female teacher educators were found more prone to ill-physical health as compared to their male counterparts. Significant influence of position was noticed on job satisfaction of teacher educators. Professors were found more satisfied with their job followed by assistant professors and associate professors. Associate professors were revealed as the most dissatisfied among the group.

Two major work stressors emerged as best predictors of work stress are: *factors related to nature of job and factors related to social environment, contributing 87.10% of variance in work stress.*

The findings of the study concluded that although the work stress is not completely associated with job satisfaction, mental health and physical health of teacher educators, yet there are certain work stressors which are significantly related with them; alleviating these negative elements in the these factors is a heroic task of state and administration. Thus, managing and coping the stress, more preferably at administration as well as at individual level is directed as per the outcome of the study. Some of the stress reduction techniques that can be implemented at individual level are Relaxation, Acupuncture, Exercise, Walking, Yoga, Meditation, Biofeedback and Recreation.