

**Role of Organisation climate in Secondary Schools Teachers****Work place stress: A Review**

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Abstract

Education is a process of developing of an individual, society and Nation. And a teacher plays important role in this, therefore teacher's activities and roles become more differentiated, frequently updated, and sophisticated especially in the management of their interaction with students. This present time of science and technology which is changing rapidly day by day, teachers are under huge stress due to increasing complexities in teaching process and its new demands coming from society as well as from students and their parents. Organizational climate is the important factor in contributing best work from teachers. If organizational climate will be good then teachers will freely enjoy their work and can give their maximum to organisation and students as well. Healthy climate of any organisation will always give good relationships among teachers who are working there, which will be helpful to minimize their occupational stress. present paper deal with the relationship between organizational climate and occupational stress of teachers.

Keywords: *Organisational Climate, work stress, Senior Secondary school, Teachers.*

Introduction

The spread of education in rapid strides is possible with the co-operation of teachers. The quality of education that goes on in an institution is directly proportional to the competency of the teacher. The teacher is the top most academic and professional person in the educational pyramid. The quality of education given to the students depends upon the quality of the teacher. He is the person who makes or mars the nation. So, the teacher occupies an important and unique place in the heart and soul of any educational institution. The modern teacher has to face the challenges of competition. In such volatile environment, they are bound to experience stress, as teachers are required to perform multiple roles. The manners in which teacher are able to cope with pressure, to a great extent reflect their level of performance. Life would be simple indeed if one's biological and psychological needs are automatically gratified but as we know there many obstacles place stress on the individual. The stress relating to occupation has become a prominent feature of

modern life, exerting far reaching effects on employee's behaviour and adjustment on as well as off the job. Moreover, we are living in the era of growing complexities and pressures where human constitution and capacities are being taxed severely..

(ii) Autonomous Climate

(iii) Controlled Climate

(iv) Familiar Climate

(v) Paternal Environment.

(vi) Closed Environment

WORK PLACE STRESS

Work place stress then is the harmful physical and emotional responses that can happen when there is a conflict between job demands and the amount of control an employee has over meeting these demands. Human life becomes happy and comfortable when needs are satisfied, but there are many impediments that interfere with need gratification, although some of those obstacles can easily be overcome, but some other disturbs the behaviour and adjusting capacities of an individual. Normally if anything blocks one's drive towards a goal, one definitely experiences stress. Factors Intrinsic to the work stress:

- (i) Interpersonal Interaction at Work
- (ii) Organisational Culture.
- (iii) Moderating Factors as Personality

Review of Literature

Pei and Guoli (2007), conducted a study that there is a significant amount of stress for teachers of all grade levels, with primary school instructors exhibiting the lowest levels of stress. Also According to research conducted by Ravichandran and Rajendran (2007), teachers reported higher levels of stress as a result of personal expectations, teaching assessment, a lack of support from parents and other facilities available at school, organisational policies, and the expectations of parents.

Through the use of pre-test and post-test surveys, Dickerson (2008) investigated the levels of stress experienced by teachers of general and special education. He discovered that teachers of both types of education reported significantly higher levels of stress after the post-test surveys were completed due to a lack of student motivation. He came to the conclusion that a strong predictor of work stress for secondary school teachers was the number of years of experience they had. He indicated that less experienced instructors

reported greater levels of stress whereas more experienced teachers reported lower levels of stress among their students.

The Impacts of Workplace Stress

Workplace stresses are categorised as physical and mental. Physical stresses include noise, poor lighting, poor office or work arrangement, and ergonomic issues, such as inappropriate working postures. Psychosocial stressors are, perhaps, the most significant stress causes. These include excessive workplace expectations, inflexible working hours, inadequate job control, bad work design and structure, bullying, harassments, and job instability. Workplace stress not only impacts the individual, but also has detrimental consequences on corporate as well. The impacts of job-related strain are obvious in employees' physical health, mental health, and their behaviour. These impacts occur on a continuum, starting as discomfort in response to stresses. Distress, in turn, leads to high blood pressure and anxiety, which raise the risk of coronary heart disease, drug misuse, and anxiety disorders. The influence of stress on cardiovascular disease has been extensively established: Studies have revealed that occupational stress is a substantial risk factor for precludes to cardiovascular disease (obesity, high blood cholesterol, high blood pressure) and of unfavourable cardiovascular events, such as heart attack and stroke.

Workplace Interventions for Reducing Stress

Workplace stress is avoidable and recognising the possible causes of stress to workers in a business is the first step in treating them. Effective strategies for lowering workplace stress may be characterised as primary, secondary, and tertiary.

Primary therapies entail proactive actions to reduce stress by eliminating or lowering possible stressors. This level of intervention focuses on the origins of physical and mental stress in the workplace. Examples of primary interventions include:

- Redesigning the work environment
- Providing breaks and nap-times for staff
- Increasing employee engagement in decision making and work planning
- Increasing time and resources for performing certain work responsibilities
- Matching job description with employee skills and qualities
- Creating clear promotion and reward channels
- Eliminating physical risks
- Substituting with safer equipment and technology
- Establishing control methods to decrease worker's exposure to occupational risks

- Promoting the usage of personal protective equipment

Conclusion

In present time in the context of teaching is very complex, especially for those teachers who are teaching in secondary schools. So, to reduce the Work place stress among teachers there should be training and education to staff, Cognitive behavioural therapy training for teachers. Also, Routine health monitoring - screening for high blood pressure and stress symptoms, compensation schemes, rehabilitation programmes, and return to work initiatives for impacted employees. Medical care and employee assistance programmes to impacted staff must be provided. Workplace stress is a subtle, and oft-neglected, component which hinders employee health and productivity. It not only impacts the employees but also adds considerably to a reduction in a company's overall performance. Employers should begin to handle this significant topic to promote a healthier, safer, and more productive work culture."

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SIGNIFICANCE OF THE STUDY

Teachers form the nucleus of any system of education. They are one of the main pillars of the society and are responsible for educating young people to lead a successful life. Teacher is a prime invigorating force in the educating society.

Life satisfaction is the need of the hour, without satisfaction, one cannot lead a peaceful and prosperous life. It is a multidimensional concept related to psychological and environmental life conditions and refers to an individual's well-being, quality of life and happiness.

STATEMENT OF THE PROBLEM

Teacher Freezing Among Senior Secondary School In Relation To Their Work Place Stress, Self Efficacy And Organisational Climate.

Variables: