

**RESEARCH PAPER****A Study of Teacher Effectiveness of Primary Teachers in the Context of Their Job Stress in Allahabad District****Jitendra Singh and Seema Mallick**

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Email: [jitendra.sin90@gmail.com](mailto:jitendra.sin90@gmail.com)Received: 9<sup>nd</sup> December 2017, Revised: 10<sup>th</sup> February 2018, Accepted: 12<sup>th</sup> February 2018**ABSTRACT**

Present study titled "A Study of Teacher Effectiveness of Primary Teachers in the Context of Their Job Stress conducted on primary school teachers teaching in of Allahabad District. Descriptive survey method was implied to collect the data of the study. 296 teachers have been selected by using multi stage stratified random sampling technique as a sample of the study. Teacher effectiveness prepared by P. Kumar and Muttha and Indore Teacher's Job stressors Scale prepared Rathod and Verma by have been used to collect the data. There is significant difference in Teacher Effectiveness of Primary teachers of among low, medium and high Job Stress of Primary School.

**Key words:** Primary Teachers, Job Stress, Allahabad District

**INTRODUCTION**

Teaching is a spiritual process; in which one's mind projects itself into another depending on the personal force of the teacher. As the teacher is to guide the pupils by his example as well as by his percept, he must possess certain definite qualities. The best teachers are those who have certain natural qualifications for the job. The primary obligation of the teaching profession is to guide the children, youth and adults in pursuit of knowledge and skills, to prepare them to follow the way of democracy. Teachers who commit themselves to the profession and who have knowledge, devotion and sacrifice alone can build teaching profession. Satisfaction is an essential factor in any profession. Unless a man is satisfied with his job, it is very difficult for him to carry on his duties effectively and efficiently.

Stress is an unavoidable phenomenon in human life. Though the type of stress may differ but almost any aspect of life can lead to stress, be it lack of friends, lack of money, unemployment or even employment. Rapid industrialization, increasing urbanization and receding support over the last few decades have contributed to rise in stress level. Few years ago, it was not considered as an important public health problem in many countries but recently stress has gained worldwide attention due to its potential hazards. Stress is generally recognized as an unpleasant emotional state. According to study, stress is result of prolonged pressures that can't be controlled by the coping strategies that an individual has. Research defined stress as "a state of tension that arises from an actual or perceived demand that calls for an adjustment or adaptive behavior". Stress can attribute to poor performance, absenteeism, job dissatisfaction, accidents and various health problems. Distress can lead to hypertension, diabetes mellitus, stroke and ulcers among other illness. In 1983, Time magazine described stress as "The Epidemic of the Eighties".

Effective teachers are those who achieve the goals which they set for themselves or which they have set for them by others such as ministries of education, legislators and other government officials, school and college administrators. Effective teachers must possess the knowledge and skills needed to attain the goals, and must be able to use that knowledge and those skills appropriately if these goals are to be achieved.

**NEED AND JUSTIFICATION**

In the present scenario when there is a stiff competition in every sphere of life, effectiveness of the teachers become imperative to empower the students for facing the emerging challenges of global

world. Effective is a part of excellence attribute of quality education. Teaching is also one of the stressful professions like many other professions. They have to perform multiple roles and responsibilities. Not only this, they have to maintain cordial relationship with Management Principal and Colleagues. On job stress can be termed as Physical and Emotional responses that occur when the requirements of the job do not match with the capabilities, resources or needs of the Institutions. Research defines, "Teacher stress as the experience by a teacher of unpleasant emotion such as tension frustration, anger and depression resulting from aspects of his work as a Teacher.

### Objectives of the study

The following objectives have been framed for the present compare-

1. To study the Teacher Effectiveness of Primary teachers of low, medium and high Job Stress of Primary School.

### Hypothesis of the Study

In view of the above stated objectives, the hypotheses for this study have been presented below for empirical verification:

1. There is significant difference in the Teacher Effectiveness of Primary teachers of low, medium and high Job Stress of Primary School.

### METHOD

In the present study survey method of Descriptive research under the quantitative research methods were utilized to test the hypotheses proposed.

### POPULATION

All the teacher of primary school of Allahabad considered as population of the present study.

### SAMPLE

The samples were derived from the district Allahabad 296 teacher of primary school of Allahabad district were randomly selected.

### TOOL USED

1. Teacher Effectiveness constructed by P. Kumar and Muttha.
2. Indore Teacher's Job stressors Scale prepared by constructed by Dr. B S Meena/ M. Arora

### ANALYSIS AND INTERPRETATION OF DATA

The data collected from the primary school of Allahabad were put to statistical treatment. The hypothesis framed was statistical tested and the following result was obtained:-

**Objective 1:** To compare the Teacher Effectiveness of Primary teachers of low, medium and high Job Stress of Primary School.

**Table 1:** Mean and S.D. for Teacher Effectiveness of Primary teachers of Low, Medium and High Job Stress of Primary School

Group	N	Mean	Std. Deviation	Std. Error
Low	85	234.41	11.102	1.204
Medium	149	219.28	8.158	.666
High	62	203.38	4.823	.614

From the above table 1 , it can be seen that, Teacher Effectiveness of Primary teachers of low Job Stress of Primary School is 234.41, Teacher Effectiveness of Primary teachers of medium Job Stress of Primary School is 219.28 and Teacher Effectiveness of Primary teachers of high Job Stress of

Primary School is 203.38. So it is found that there is difference in Teacher Effectiveness of Primary teachers among low, medium and high Job Stress of Primary School.

**Table 2:** ANOVA of Teacher Effectiveness of Primary teachers of Low, Medium and High Job Stress of Primary Teachers

Source	Sum of Squares	df	Mean Square	F- ratio
Between Groups	34842.572	2	17421.292	236.657*
Within Groups	21568.063	293	73.612	
Total	56410.755	295		

From the results of the above table 2, it can be seen that, a significant difference was observed in Teacher Effectiveness of Primary teachers of low, medium and high Job Stress of Primary School in relation to Job Stress  $F=236.657$  at .05 level of significance. Hence, the null hypothesis is rejected that is 'There is no significant difference in Teacher Effectiveness of Primary teachers of among low, medium and high Job Stress of Primary School and alternative hypothesis is accepted that is 'There is significant difference in Teacher Effectiveness of Primary teachers of among low, medium and high Job Stress of Primary School.' It means that, there is significant difference in Teacher Effectiveness of Primary teachers of among low, medium and high Job Stress of Primary School.

After the interpretation of analysis of variance it is necessary to know that in which mean difference is significant in Teacher Effectiveness of Primary teachers of Primary School. So that it is determined the following objectives related to Teacher Effectiveness of Primary teachers of low, medium and high Job Stress of Primary School-

1. To comparative study of Teacher Effectiveness of Primary teachers of low and medium Job Stress of Primary School.
2. To comparative study of Teacher Effectiveness of Primary teachers of medium and high Job Stress of Primary School.
3. To comparative study of Teacher Effectiveness of Primary teachers of high and low Job Stress of Primary School.

After the analysis of analysis of variance t-test used to study about above objectives and calculated t-value is given below-

**Table 3:** T-value, Mean Difference and Std. Error of Teacher Effectiveness of Primary teachers of Low, Medium and High Job Stress

Group	Mean Difference	Std. Error	t-value
Low- medium	15.145	1.374	11.017*
Medium- high	15.902	.908	17.521*
High- low	31.136	1.352	22.962*

It is observed from Table 3 that the Mean Significant difference in Teacher Effectiveness between Primary teachers of Low and Medium Job Stress are 15.145 with Standard Error 1.374. The calculated t-value is 11.017 which is greater than table value even at .05 level so, it is significant at .05 levels. It indicates that there exists significant difference in Teacher Effectiveness between Primary teachers of low and medium Job Stress of Primary School. So it stated that Primary teachers of low Job Stress of Primary School having better Teacher Effectiveness than Primary teachers of Medium Job Stress of Primary School.

Table 3 shows that the Mean difference in Teacher Effectiveness between Primary teachers of Medium and high Job Stress is 15.902 with Standard Error .908. The calculated t-value is 17.521 which is greater than table value even at .05 level so, it is significant at .05 level. It indicates that there exists significant difference in Teacher Effectiveness between male Primary teachers of Medium and high Job Stress of Primary School Work Value. So it stated that Primary teachers of Medium Job Stress of Primary School having better Teacher Effectiveness than Primary teachers of high Job Stress of Primary School.

From the above table 3 shows that the Mean Significant difference in Teacher Effectiveness between Primary teachers of high and low Job Stress is 31.136 with Standard Error 1.352. The calculated t-value is 22.962 which is greater than table value even at .05 level so, it is significant at .05 levels. It indicates that there exists significant difference in Teacher Effectiveness between Primary teachers of high and low Job Stress of Primary School. So it stated that Primary teachers of low Job Stress of Primary School having better Teacher Effectiveness than Primary teachers of high Job Stress of Primary School.

### CONCLUSION

There is significant difference in Teacher Effectiveness of Primary teachers of among low, medium and high Job Stress of Primary School. Primary teachers of low Job Stress of Primary School having better Teacher Effectiveness than Primary teachers of Medium Job Stress of Primary School. Primary teachers of Medium Job Stress of Primary School having better Teacher Effectiveness than Primary teachers of high Job Stress of Primary School and Primary teachers of low Job Stress of Primary School having better Teacher Effectiveness than Primary teachers of high Job Stress of Primary School.

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