

## A STUDY ON STRESS MANAGEMENT OF SCHOOL TEACHERS IN COVID-19 PANDEMIC WITH SPECIAL REFERENCE TO AHMEDNAGAR DISTRICT

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### ABSTRACT

*Covid-19 Pandemic has affected every sector of the world; the education sector is one of the severely affected sectors. Teachers who were engaged in their classroom were suddenly asked to take their classes online, especially the school teacher who did not have all resources and infrastructure to take the online classes had to face lots of difficulty in the initial stages of the covid-19 pandemic outbreak. The researcher would like to study the School teacher's work stress in this covid-19 crisis through this research paper. School teachers did not have the proper training for taking online classes, and they also don't have proper resources like Laptops, Mobiles, Smart Boards, Internet connectivity, etc., which resulted in increased workload and stress in the minds of the teachers. Stress can influence the teacher's performance and their effects, which may ultimately impact the school's overall performance, which may compromise students' education. Teachers are also facing financial problems in this covid-19 Pandemic as most teachers are receiving only half of their actual salary or even less than that. Hence through this research paper, the researcher will try to determine the work stress of teachers and measures they adopt to minimize stress.*

**Keywords:** Pandemic, Stress, Workload, Financial Problem.

### Introduction

Normally teaching is considered a stress-free job, but due to continuous digitalization and industrialization, the teacher's job and especially school teachers have become more challenging and stressful. This situation became worse when the covid-19 Pandemic struck the world, and the whole world stopped. Because of lockdown, all over the industries were closed, the malls were closed, and even the schools were closed. The teachers were asked to take the classes through online mode, and with any proper training and limited infrastructure, the teacher's Work became more stressful.

### What is Stress?

Definition – "Stress may be outlined as any variety of amendment that causes physical, emotional, or psychological strain. Stress is your body's response to something that needs attention or action."

Stress could be a feeling of emotional or physical tension. It will come back from any event or thought that creates you are feeling annoyed, angry, or nervous. Stress is your body's reaction to a challenge or demand. Briefly bursts, stress may be positive, like once it helps you avoid danger or meet a point. However, once stress lasts for a protracted

time, it should damage your Health. There are two main varieties of stress:

- **Acute stress.** This can be short-run stress that goes away quickly. You feel it after you put on the brakes, have a fight along with your partner, or ski down a steep slope. It helps you manage dangerous things. It additionally happens after you do one thing, new or exciting. All individuals have acute stress at just once or another.

- **Chronic stress.** This can be stress that lasts for an extended amount of your time. You will have chronic stress if you have cash issues, a sad wedding, or a hassle at Work. Any variety of stress that goes on for weeks or months is chronic stress. You will become thus will not to chronic stress that you do not understand it is a tangle. If you do not notice ways in which to manage stress, it should cause health issues. Stress can lead to various types of Mental, emotional and physical problems. Many times, you may not know that these problems or issues are caused by stress. Here are some signs that stress may be affecting you:

1. Weight loss or gain
2. Headaches
3. Diarrhea or constipation
4. Tiredness
5. Forgetfulness

6. Lack of energy or focus
7. Use of alcohol or drugs to relax
8. Sexual problems
9. Stiff jaw or neck
10. Trouble sleeping or sleeping too much
11. Frequent aches and pains
12. Upset stomach

### What is Stress Management?

Stress Management is the vast dimension of techniques and therapies targeted to control individual stress, especially chronic stress. Stress creates various mental and physical problems, which can have different intensity and severity depending upon person to person. The stress management process is considered one of the important aspects of a happy and successful life. Stress management gives various options and a variety of techniques to minimize anxiety and overall well being. There are various techniques for stress management such as:

1. Prayer
2. Yoga
3. Meditation
4. Social activity
5. Physical Exercise
6. Watching TV /Movies
7. Listening Music
8. Various therapy
9. Sleeping
10. Traveling

### Review of Literature

Dr. D. Elamparuth (2020) analyzed the Occupational stress of female teachers, and it was found that the married female teachers have to go through much stress and the majority of the teachers said that the main reason for stress is the large size of classes while some were of the view that because of lower opportunities for professional development they are in stress. The researcher concluded that schools should provide proper job security and financial help to their teachers and start counseling and stress reduction sessions. They should also try to organize Yoga and meditation programs for the teachers to reduce the stress level.

Sandra Ingried Asaloei et al. (2020) emphasized work-related stress and its impact on primary school teachers' performance. The researcher suggested creating a pleasurable workplace for the teachers to minimize stress levels and lead to a better learning environment.

Giambattista Bufalino (2020) advocated that the crisis time like covid-19 Pandemic may bring lots of chaos, stress, and pressure in the leaders' minds as well, it may help leaders from the educational sector also. The teachers, students, and educators had to transform themselves quickly and move to the online teaching-learning process. The researcher advocated that at such crisis moments, the leaders must take life learning, which may help the future. The school leaders, parents, and teachers should listen to each other's wants and expectations so that the student's education does not get affected; a hence greater degree of humanity must be shown to each other.

Sonal Sharma and Mohd. Shakir (2017) said that teachers are one of the important parts of the education system, and if they are under stress, they may not be able to impart good quality education to the students. They advocated that various religious books like The Gita, The Bible, and The Quran referred to learning how to reduce stress or manage stress to live a happy life. They insisted that The Gita is still considered supreme because it includes every aspect of living life happy and it includes life lessons that every individual must know. Teachers should take life lessons from The Gita and implement them in their personal and professional life, reducing their stress levels.

From his thesis, Mr. Ali Qadimi(2014) concluded that job burnout and occupational stress were significantly correlated to each other. The study showed that the psychological Health of male teachers was much better as compared to female teachers. The study also found that the stress level of Government school teachers was less compared to private school teachers. In some of the components like emotional exhaustion and depersonalization, there was a significant difference observed.

### Research Methodology

The meaning of research is "a careful investigation or inquiry especially through search for new facts in any branch of knowledge." Research is an academic activity, and as such, it should be used in a technical sense. Some people consider research as a movement, a movement from the known to unknown. It is a voyage of discovery.

### Objectives

1. To identify whether primary school teachers are feeling stressed during the phase of covid-19 Pandemic.
2. To know the main reasons behind stress and its impact on Primary school teacher Health.
3. To know various Stress management activities done by Primary school teachers.

### Hypothesis

Ho1: Various work profile during covid-19 is responsible for increasing stress level of primary school teachers.

Ha1: Various work profile during covid-19 is not responsible for increasing stress level of primary school teachers.

Ho2: There is a significant impact on the primary school teacher's performance due to stress during the covid-19 Pandemic.

Ha2: There is no significant impact on the primary school teacher's performance due to stress during the covid-19 Pandemic.

Ho3: Primary school teacher do not practice stress management activities for managing stress

Ha3: Primary school teacher practice stress management activities for managing stress

**Research design** - Researcher has collected a database through the exploratory research design.

**Sources of Data Collection** – Primary data is collected from a structured questionnaire, and secondary data is collected from journals, magazines, and websites. Various studies on this subject have also been referred to in this study.

For this study, 150 teachers from primary schools were randomly selected from both government and private schools. A structured questionnaire was developed to collect the information from the respondents.

**Sampling Technique** – Simple Random Sampling

**Statistical tools used** –

For Hypothesis testing researcher has used the following tools:

- a) Chi-square test
- b) ANOVA -(One Way & Two Way)
- c) t-test

**Scope**- The study is done only on primary school teachers of the Ahmednagar district's government schools and private schools. The study tries to focus on whether the primary school teachers are under stress due to Work in this covid-19 Pandemic and tries to determine the main reasons behind it. The study also focuses on various measures teachers take to reduce stress.

**Limitation** – The study is dependent on the physiological factors of the primary school teachers, which may have different angles and perceptions. This acts as a limitation of the study. One more limitation is that this study is conducted on primary teachers of only the Ahmednagar district.

### Data Analysis & Interpretation

**Table 1: Responses of primary teachers regarding their stress level and work profile**

Particular	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Are you Stressed with your job in Covid Pandemic	86	64	0	0	0
Class preparation time is not adequate in Covid Pandemic	62	68	11	6	3
Adequate resources are not available to be able to do your job in Covid Pandemic	65	67	13	4	1
Workload is more in Covid Pandemic	69	62	11	5	3

The deadlines/targets you are given in Covid Pandemic are too much and not achievable	75	59	9	4	3
The health, safety and welfare of staff are not given a priority within the school in Covid Pandemic	66	67	11	3	3
Infrastructural facilities provided by school during Covid Pandemic is not good	75	61	8	4	2
You don't have opportunities within your working day for rest and relaxation or exercise	61	69	11	7	2
Services available to staff are not satisfactory in Covid Pandemic	63	67	13	5	2
Your level of involvement in the decision-making processes is low	61	61	22	2	4
Your work is not appreciated and seen as invaluable in Covid Pandemic	67	62	10	7	4
Job description and duties are clearly defined	61	70	11	5	3
You and your colleagues do not assist and support one another in Covid Pandemic	72	55	13	6	4
Do you feel you are harassed at work in any way	73	68	5	2	2
Sufficient amount of training is not available to you at work in Covid Pandemic	58	71	13	5	3
Quality of training that you receive in Covid Pandemic is not good	61	61	15	9	4
Appraisal and review system are not satisfactory	69	68	9	3	1
Communication system in school is not good	61	67	12	7	3
Overall management structure of the school is not good	67	62	10	7	4

Analysis & Interpretation - From Table 1 it is found that out 150 primary teachers 100% teachers are in work stress during this covid pandemic. 94% of the teachers felt that they have been harassed at their work, 93% of the teachers felt that resource available to take online classes are not sufficient while 90% of the teachers felt that class preparation time is not adequate.

**Table 2: Hypothesis Testing**

Analysis of variance (Y):					
Source	DF	Sum of squares	Mean squares	F	Pr> F
Model	1	12.250	12.250	0.513	0.479
Error	34	811.389	23.864		
Corrected Total	35	823.639			

Analysis & Interpretation- From Table 2 1 it is observed that p value is greater than 0.05. Annova  $F_{0.05}$ table value is 2.19 and calculated value is 0.513. Therefore it is clear that table value is greater than calculated value. Hence it accept null hypothesis and reject alternative

hypothesis. It means various work profile during covid-19 is responsible for increasing stress level of primary school teachers.

**Table 3: Various responses of primary teachers regarding reason for work stress**

Reason for Work stress	Number of Respondents	% of Respondents
Number of Online classes in a day	89	59%
Large number of students in a class	91	61%
No support from family members	71	47%
Lesser teaching aids at home	132	88%
Lack of preparation time	109	73%
Insufficient interaction with other staff members	127	85%
Irregular salary	142	95%
Unable to control online class	114	76%
Lower satisfaction level	98	65%

Analysis & Interpretation - From Table 3 it is found that 95% of the teachers are in work stress because of irregular salaries where as 88% of the teachers said that lesser teaching aids is the reason for stress. On the other hand only 47% of the teachers said that no support from family members is the reason for stress

**Table 4: Various responses of primary teachers regarding impact of stress on their health**

Impact of work stress on your health	Number of Respondents	% of Respondents
Anxiety	127	85%
Irritation	103	69%
Insecurity	61	41%
Loneliness	98	65%
Sleeplessness	117	78%
Heachache / body pain / Other physical problem	131	87%

Analysis & Interpretation - From Table 4 it is found that 87% of the teachers have headache or other physical problem because of stress, where as 85% of the teachers have anxiety problem due to stress. On the other hand only 41% of the teachers said that they feel insecure because of stress

**Table 5 : Various responses of primary teachers regarding impact of work stress on their work performance**

Impact of work stress on your Work Performance	Number of Respondents	% of Respondents
Incomplete / Pending Work	86	57%
Quarrels or fights with colleague	91	61%
Classroom Mismanagement	112	75%
Getting late every day to school / online class	127	85%
Unable to take proper online classes	137	91%
Unable to solve Students doubts	108	72%

Analysis & Interpretation - From Table 5 it is found that 91% of the teachers are unable to take proper online classes due to stress where as 85% of teachers said that because of stress they are getting late every day for their school / online classes

**Table 6: Hypothesis Testing**

Test of independence between the rows and the columns (Chi-square):	
Chi-square (Observed value)	6.288
Chi-square (Critical value)	9.488
DF	4
p-value	0.179
alpha	0.050
Test interpretation:	
H0: The rows and the columns of the table are independent.	
Ha: There is a link between the rows and the columns of the table.	
As the computed p-value is greater than the significance level alpha=0.05, one cannot reject the null hypothesis H0.	

Analysis & Interpretation- From Table 6 it is observed that p value is greater than 0.05.chi-sqaure table value is 9.488 and calculated value is 6.288. Therefore it is cleared that table value is greater than calculated value. Hence it accept null hypothesis and reject alternative hypothesis, which means There is a Significant impact on performance of the primary school teacher due to stress during covid 19 pandemic

**Table 7: Various responses of primary teachers regarding different stress management activities done to manage stress**

Stress Management activities done	Number of Respondents	% of Respondents
Sleeping	57	38%
Listening Music	93	62%
Talking with Friends	102	68%
Watching TV / Movie	89	59%
Shopping	49	33%
Travelling	98	65%
Meditation	137	91%
Prayer	117	78%
Yoga	124	83%
Various Therapy	73	49%
Social Activity	43	29%
Physical Exercise	101	67%

Analysis & Interpretation - From the Table 7 it is found that 91% of the teachers said that for reducing stress they do Meditation as a stress

management activity, 83% teachers said that they do Yoga as a stress management activity while 78% teachers said that they do prayer for reducing stress level.

**Table 8: Hypothesis Testing**

Difference	93.273
t (Observed value)	10.614
t  (Critical value)	2.228
DF	10
p-value (Two-tailed)	<0.0001
alpha	0.050
Test interpretation:	
H <sub>0</sub> : The mean is equal to 0.	
H <sub>a</sub> : The mean is different from 0.	
As the computed p-value is lower than the significance level $\alpha=0.05$ , one should reject the null hypothesis H <sub>0</sub> , and accept the alternative hypothesis H <sub>a</sub> .	

Analysis & Interpretation- From Table 8 it is observed that p value is less than 0.05. T-test table value is 2.228 and calculated value is 10.614. Therefore it is clear that table value is less than calculated value. Hence it reject null hypothesis and accept alternative hypothesis. It means Primary school teacher practice stress management activities for managing stress

### Conclusion

From the above study, it is concluded that teachers' work has not remained the same as their 10-15 years ago. Nowadays, it has become more challenging and stressful because teachers face lots of difficulties and problems. This covid-19 pandemic has made this situation even worse; on the one hand, they have to take online classes from home, but on the other hand, the teachers are not that much

updated with the use of online teaching tools, and also they are not equipped with proper infrastructure like internet connectivity, laptops, digital boards, etc. From this research paper, the researcher had tried to found the level of stress in primary school teachers due to an increase in workload during this covid-19 pandemic. There are several reasons teachers are under stress during the covid-19 pandemic, such as irregular salaries, number of online classes, lack of support from family, etc. To overcome the stress, teachers try to do various stress management activities such as Yoga, Meditation, physical exercise, etc. Apart from this, the researcher would like to give some recommendation which can be implemented to reduce the stress level of the teachers; these are:

- Schools should maintain a proper Teacher-student ratio so that teachers are not overburdened.
- School management should try to organize refreshment programs like Yoga workshop, personality development, and various other refresher courses
- School management should provide job security to their teachers
- School management should also try to organize counseling sessions and stress management sessions for their teachers.
- The teachers' family members (especially the female teacher) should support them, motivate them, and help them in small tasks related to the school work.

Finally, it can be concluded that after implementing all the above recommendations, the stress level of the teachers can be managed, and if the stress level of the teachers gets reduced, the learning level of the students may reach the highest; teachers should also practice stress-reducing activities continuously.

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