

Comparative Study of Teachers working in Government and Private Universities on Psychosocial Factors

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ABSTRACT

Education system is changing from time to time. The present study is done to evaluate the difference in level of hardiness and perceived stress among teachers who are working in Government Universities and the teachers who are working in Private Universities of India. For this purpose, Perceived Stress Scale (PSS-10) (Cohen et.al.1988) was used to measure perceived stress, and Personality Hardiness Scale (Bartone,1995) was used to measure hardiness among teachers. Sample included 500 teachers, out of which 250 teachers are working in Government Universities and 250 teachers are working in Private Universities, were included. T test was applied to find the difference between the two groups. SPSS was used to interpret and analysis of data. After application of t test, the results showed significance difference in the level of hardiness (0.01 level) and perceived stress (0.0 level) among two groups.

Keywords

Hardiness, Perceived Stress, Teachers, University, Government, Private

Introduction

In any educational settings, teachers are an important pillar and overall success of the nation is depended on the teachers. From school to University, teachers' role is essential in shaping the character of a child. A teacher having positive mental health and high motivation, would have a strong impact on the society as a whole. The success of any nation would depend upon the quality of teachers, the nation has. But teachers do feel stress in their day-to-day life. This will in turn affect their teaching and would also influence student's performance in their academics.

There are teachers who can remain happy and maintain positive aura around them, in any stressful situation. They are perceiving stress in a control manner and can handle the negative situations of their life in a better way.

So, presently for this study, perceived stress and hardiness is taken as a psychosocial factors.

Perceived Stress

Perceived stress is a way how one is perceiving the stressful events in the world. It is the attitude of a person towards one's life's stress events. It is way of coping with the stressful situation. Perceived stress is very much related to the profession of teaching, where a teacher has to deal with the various problems of a student and have to resolve it in a positive way. A teacher who is perceiving stress at a high rate, won't be able to

tackle the negative situation that he/she might have to face in their educational settings, as stress is one of the factors which can affect the productivity, as there is a direct relationship between stress and the behaviour of a person. Role of teacher is crucial in educational settings so they must handle the stress in a positive manner, and the nature of handling stress would make teaching successful. This would also influence their personality, and would change their outlook of looking at the world around.

Hardiness

Hardiness is a combination personality characteristic that acts as a resistance source for encountering the stressful events in the life. It is usually defined as structure of personality which is comprising of three factors, namely commitment, control and challenge. The commitment is defined as the person's will to engaged himself/herself in a particular activity and have feelings for that work, and ready to dedicate his/her full time in that work. Control means a tendency or desire to believe that one can control the events that are taking place in one's life or surroundings, by putting his/her own efforts. Challenge is the belief to change something for the betterment. It constitutes the motivating attitude for personal growth and perceiving stress in a less threatening manner. Hardiness is mixture of all these factors that together provide motivation and courage to the

person that is needed to face any stressful situation and mould the life in a positive direction. This fact is proved by Kobasa, Maddi and Hoover, 1982.

Miles (2000) remarks that work related stress manifests itself in poor physical and mental health and is associated with organizational symptoms such as low productivity, low job satisfaction, absenteeism and high employee turn-over. A teacher's degree of hardiness will depend on a number of influences such as teaching qualifications held, student motivations and discipline (Angel, 1997). Personality hardy teachers ably cope with stressful situations successfully (Galla, Hyman, Stewart, & Fehr, 1994).

Research Question

1. Is there any difference in level of Hardiness in teachers who are working Government Universities of India?
2. Is there any difference in level of Perceived Stress in teachers who are working Government Universities of India?

Hypothesis

1. There would be significant level of difference in Hardiness among teachers working in Government University and teachers working in Private University of India.
2. There would be significant level of difference in Perceived Stress among teachers working in Government University and teachers working in Private University of India.

Methodology

Data Collection and Sample Selection

The aim of the study was to see whether there is any difference in the level of hardiness and perceived stress among teachers who are working in Government University and the teachers who are working in Private University of India. For this purpose, data was collected from the sample of 300 Teachers, out of which 150 teachers working in Government University of India and 150 Teachers working in Private University of India. Data was collected through google forms. The link was sent via mail to different teachers. The form consisted of the two scales used for measuring Hardiness and Perceived Stress, with a consent form of accepting to be one of the

participants of the study. Perceived Stress Scale (PSS-10) (Cohen et.al.1988) was used to measure perceived stress and Personality Hardiness Scale (Bartone,1995) was used to measure hardiness among teachers

Tools Used

1. Perceived Stress Scale

The Perceived Stress Scale (PSS) was developed by Sheldon Cohen in 1988 and is the most widely used psychological instrument for measuring the perception of stress. Items were designed to tap how unpredictable, uncontrollable, and overloaded respondents find their lives. The scale also includes a number of direct queries about current levels of experienced stress. The questions in the PSS ask about feelings and thoughts during the last month. In each case, respondents are asked how often they felt a certain way. Cohen et al. (1988) show correlations with PSS and: Stress Measures, Self-Reported Health and Health Services Measures, Health Behaviour Measures, Smoking Status, Help Seeking Behaviour.

2. Personality Hardiness Scale

This scale was developed by Paul T. Bartone in 1995. This is a 15-item scale includes positively as well as negatively keyed items covering the three conceptually important Hardiness facets of Commitment, Control and Challenge. It shows excellent psychometric properties, including Cronbach's alpha coefficients ranging from .70 to .77 for the facets, to .83 for the overall scale. This scale has demonstrated appropriate criterion-related and predictive validity in several samples, with respect both to health and performance under high-stress conditions.

Data Analysis

Once the data was collected, the data was analysed using SPSS 23.00 and Mean, Standard Deviation, and Independent Sample t test were used for checking the level of significance.

Results

Independent sample t test was used for testing group difference between two groups in the level of Hardiness and Perceived Stress. Table1 shows the mean score and Standard Deviation of Hardiness of teachers working in Government University and teachers working in Private University in India. Table 2 shows the degree of

freedom and level of significance, which is 0.01 level. Significant difference was found in the level of Hardiness between the two groups, which is proving our hypothesis1.

Table 1

	University	N	Mean	Std. Deviation	Std. Error
Hardiness	Government	250	33.37	5.322	.337
	Private	250	19.54	4.907	.310

Table 2

Independent Sample Test									
	Levene's Test for Equality of Variances					t-test Equality of Means		95% Confidence Interval of the Difference	
	F	Sig.	t	df	Sig. (2tailed)	Mean Difference	Std. Error Difference	Lower	Upper
Equal variances assumed	.461	.497	-30.203	498	<.001	-13.828	.458	-14.728	-12.928
Equal variances not assumed			-30.203	494.759	<.001	-13.828	.458	-14.728	-12.928

Also, after application of Independent sample t test, significant difference was being found in the level of Perceived Stress among teachers working in Government University and teachers who are working in Private University. Table 3 shows the mean score and Standard Deviation of Perceived Stress of teachers working in Government University and teachers working in Private University in India. Table 4 shows the degree of freedom and level of significance, which is at 0.01

level. Significant difference was found in the level of Perceived Stress between the two groups, which is proving our hypothesis2.

Table 3

	University	N	Mean	Std. Deviation	Std. Error
Perceived Stress	Government	250	16.12	6.035	.382
	Private	250	19.98	8.393	.531

Table 4

Independent Sample Test									
	Levene's Test for Equality of Variances					t-test Equality of Means		95% Confidence Interval of the Difference	
	F	Sig.	t	df	Sig. (2tailed)	Mean Difference	Std. Error Difference	Lower	Upper
Equal variances assumed	5.786	.017	5.898	498	<.001	3.856	.654	2.571	5.141
Equal variances not assumed			5.898	452.153	<.001	3.856	.654	2.571	5.141

Discussion

The present study was done to find out if there is any significant difference in hardiness and perceived stress among teachers working in Government University and Private University of India. Data was collected from 150 teachers working in Government University of India and 150 teachers working in Private University of India. Personality Hardiness Scale was used to measure the level of hardiness among teachers.

After applying Independent Sample t test, the mean of the teachers working in Government Universities of India was 33.37 and the mean of the teachers working in Private Universities of India was 19.54

Our first hypothesis was "There would be significant level of difference in hardiness among teachers working in Government University and teachers working in Private University of India." The level of significance in case of hardiness is 0.01

Hence, there is a significant difference in hardiness among teachers working in Government University and teachers working in Private University of India, which proves our hypothesis1.

Our second hypothesis was “There would be significant level of difference in hardiness among teachers working in Government University and teachers working in Private University of India.” The level of significance in case of perceived stress is 0.01

To prove our hypothesis, Perceived Stress Scale (1988) was used. After applying Independent Sample t test, the mean of the teachers working in Government Universities of India, in case of perceived stress was 16.12 and the mean score of the teachers working in Private Universities of India was 19.98

Hence, there is a significant difference in perceived stress among teachers working in Government University and teachers working in Private University of India, which proves our hypothesis2.

Such differences in mean of both the variables, indicate that the teachers working in Government University are harder than the teachers working Private Universities of India. Also, perceiving of stress is also lower in case of teachers working Government Universities. It can be said that, since the teachers working in Government Universities of India are harder, that can be one of the reasons for low stress perceiving score.

Hardiness in personality can affect the overall performance of a person. Training programme can be introduced to improve the level of hardiness in case of teachers working in Private Universities, so that the stress of the teachers which they are perceiving, can be minimized. There can be various reasons of stress among teachers, like the work schedule, pattern of work, salary, promotions, policies etc.

In Government Universities, there is job security, which is not in case of Private University, which can be one of the reasons for high stress among teachers working in Private Universities. Specially, with changing time, pattern of teaching is changing from offline to online. Everybody is accustomed with the technology. So, there is a competition to prove themselves, and this competition is causing stress among teachers.

As, there are many studies which have proved that there is relationship between hardiness and perceived stress, Universities should focus on increasing the level of hardiness among teachers. Hardy teachers would deliver better service, when they are free from stress. Excessive work loads should be checked and management of the Universities should focus on fostering healthy environment in the University.

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