



RESEARCH ARTICLE

JOB ANXIETY, JOB SATISFACTION AND MENTAL HEALTH OF WORKING TEACHER COUPLES

***Dr. Maheshbabu, N. and Dr. Jadhav, S. G.**

Department of Studies and Research in Psychology, Shri Dharmasthala Manjunatheshwar College
(P.G Centre, Autonomous, SDM)-Ujire India

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ABSTRACT

In this study an attempt has been made to find out the difference in job anxiety, job satisfaction and mental health of working teacher couples. The sample consists of 50 working teacher couples Selected randomly from various secondary schools from Yadagir districts of Hyderabad Karnataka. Job anxiety, Job satisfaction and mental health inventories were used to collect the data. The data were analyzed by means of t-test and Pearson coefficient of correlation. The results revealed that there was no significant difference in job anxiety, job satisfaction between husbands and wives, and it was also found that there was no significant difference in mental health between husbands and wives. Further it was found that there was significant and negative correlation between job anxiety and mental health, job satisfaction and mental health.

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INTRODUCTION

Education is an important determinant of social development of nation. A quality of education is depends on a teacher and the country indicates the quality of human resource. The present day teachers are under pressure because of heavy work load in educational institute due to a competition, wherein the parents as well as the educational institution heads are indirectly pressurizing them to be more alert towards the outcome of the student's academic achievement. Therefore a teacher may feel anxiety, lack of satisfaction and mentally illness.

Brief overview on variables

Job anxiety is the favourable or unfavourable subjective feeling with which employees/teachers view their work. It results when there is congruence between job recruitment, demands and expectations of employees. It expresses the extent of match between employee's expectations of the job and the reward that the job provides. It is an effective or emotional response towards various facts of one's job. Mishra (2013) in his study found that male teachers are experiencing level of job anxiety is quite high as compared to female counterparts. And also job anxiety is the arousal of inferiority feeling; it leads to psychological state that happens when an

individual experiences a sense of threatening danger towards his job. It arises as a result of over stimulation which cannot be discharged by action. After that an individual feels a sort of emotional tension, uneasiness and restlessness and this feeling of uneasiness and tension which is considered as a response to some unknown but anticipated danger or perceived threat that may exist only in one's imagination. It may be based on an unconscious threats as well as conscious thoughts about what may happen. While in the present era the schools have the main key role to build a multi-skilled generation for tomorrow's future, in regards the schools must have to concentrate students well-being and mental status, here the teacher must be satisfied with his/her job then only he/she can pay his/her overall concentration on students learning, in sometimes one's may feel lack satisfaction due to heavy workload, deadlines and meetings this may cause to feel lack of satisfaction, therefore the term job satisfaction is a combination of psychological, physiological and environmental circumstance that causes a person to say I am satisfied with my job. While there have debates on the concept of job satisfaction, in most studies it is described as how people feel about their jobs and its different aspects. Job satisfaction has been a topic of much discussion over the years. Locke (1976) stated that job satisfaction as a pleasurable positive state resulting from one's job and job experience. Mental health is a state of mind characterized by emotional well-being, good behavioural adjustment, relative freedom from anxiety and disabling symptoms and a capacity to establish constructive relationship and cope with the ordinary

*Corresponding author: Dr. Maheshbabu, N.

Department of Studies and Research in Psychology, Shri Dharmasthala Manjunatheshwar College (P.G Centre, Autonomous, SDM)-Ujire India.

demands and stresses of life, Vanden-Bos, (2007) mental health is the ability to balance feelings, desires, ambition and ideals in one's daily life. WHO defines Mental Health as a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community. Kornhauser defined (1995) means those behaviours, perceptions and feelings that determine a person's overall level of personal effectiveness, success, happiness and excellence of functioning as a present also depends on the development and retention of goals that are neither too high nor too low to permit realistic successful maintenance of belief in one's self as a worthy, effective human being. He further states that since, employees spend roughly one third of their time in their workplace, mental health is of particular importance. WHO defined, Health is a state of Complete Physical, Mental, Social and Spiritual well being and not merely the absence of disease or infirmity. The concept of mental health includes subjective well being perceived self-efficacy, autonomy, competence and recognition of the ability to realize one's intellectual and emotional potential. It has been also defined as state of well being whereby individuals recognize their abilities, or able to cope with their normal stress of life, work productivity and fruitfully make a contribution to their communities (Agarwal, 2007). In view of the paucity of Indian researchers and in consistent findings the present research was designed to find out the level of job anxiety, job satisfaction and mental health of working teacher couples of Yadgir District of Hyderabad Karnataka-India.

Objectives of the Study

- To find out the level of job anxiety between working teacher couples
- To study the job satisfaction between working teacher couple
- To know the mental health between working teacher couple

Hypotheses

- There would be significant difference in job anxiety between working teacher couples
- There would be significant difference in job satisfaction between working teacher couples
- There would be significant difference in mental health between working teacher couples

MATERIALS AND METHODS

The population of this research consists of fifty high school teacher couples. They are selected according to purposive sampling method. The research instrument was as follows:

Job Anxiety scale developed by Srivastva (1977): was used to measure the job anxiety. It has 80 statements and 7 sub areas namely, security, recognition, human relation at work, reward and punishment, self esteem, future prospects, and capacity to work. The test-retest reliability of scale is .81.

The Job Satisfaction scale developed by Meera Dixit (1993): was used to measure their job satisfaction. It has 52 statements and 8 sub dimensions namely. Intrinsic aspect of

the job, salary promotional avenues and services condition, physical facilities. Institutional plans and policies, satisfaction with authorities, satisfaction with social status, family welfare and rapport with students and relationship with co-workers. The test – retest reliability of scale is .86.

The Mental Health inventory developed by Jagadish and Srivastva (1981): was used to measure their Mental Health. It consists of 54 items and 6 sub dimensions. Like positive self evaluation, perception of reality, integration of personality, autonomy, group oriented attitudes and environmental mastery. The split half reliability of the scale is .57.

Test administration: Job Anxiety, job satisfaction and mental health scales were administered individually as well as on small group of teacher couple, by the researcher personally in their respective working places.

Statistical tools

The following statistical techniques were used to analysis the data,

- t-test
- Pearson's product moment coefficient of correlation

RESULTS AND DISCUSSION

Table 1 revealed that there is no significant difference in the job anxiety of couple teachers. Though this result indicates that the wives have scored slightly high on overall job anxiety compared to husbands (Husbands mean=27.46, SD=8.53 and Wives mean = 27.68, SD= 8.92 and t-value= .90). The probable reason for women is to manage domestic level and school work; hence they might have faced a kind of anxiety towards their jobs.

Table 1. Shows the Mean, SD and t-value of job anxiety of husbands and wives teachers (n=100)

Variable	Husbands (n=50)		Wives (n=50)		t-value
	Mean	S D	Mean	S D	
Job Anxiety	27.46	8.53	27.68	8.92	0.12 NS

NS-Not significant

Consequently, Ho1, there would be significant difference in job anxiety between teacher couples, has been rejected. The studies on teacher couples directly are almost not found hence, the supportive studies conducted on male and female teachers have mentioned herein Zafrul (2007) found no significant difference in job anxiety of male and female bank employees. Whereas, Singh and Mohanty (1996); Srivastava and Sanjay (1994) found that blue collar personals experienced high level of job anxiety as compared to white collar employees. Table No: 2 reveals that the job satisfaction between husbands and wives. The statistical analysis found that there is significant difference in overall job satisfaction. It was found that husbands are more satisfied than the wives (Husbands mean=110.24, SD=26.61 and Wives mean = 109.02, SD= 14.71 and t-value= 2.72 p<0.01). This result clearly indicates that there is significant difference in job satisfaction between husbands and wives and thus it was suggested that husbands are more satisfied than the wives. Hence the second hypothesis, there would be significant difference in job satisfaction of teacher couples, has been accepted.

Table 2. The Mean, SD and t-value of job satisfaction of husbands and wives teachers (n=100)

S. No.	Dimensions	Husbands (n=50)		Wives (n=50)		t-value
		Mean	S D	Mean	S D	
1	Intrinsic aspects of the job	14.24	3.98	14.56	2.74	0.46 NS
2	Salary promotional avenues and service condition	16.72	5.32	16.70	3.62	0.02 NS
3	Physical facilities	18.20	6.09	19.40	3.56	1.20 NS
4	Institutional plans and policies	13.62	3.84	12.92	2.98	1.01 NS
5	Satisfaction with authorities	13.08	4.17	12.84	3.26	0.32 NS
6	Satisfaction with social status and family welfare	10.52	3.51	10.46	2.57	0.09 NS
7	Rapport with students	12.16	3.94	11.80	2.43	0.55 NS
8	Relationship with co-workers	11.70	3.13	10.34	2.46	2.41 **
Overall Job satisfaction		110.24	26.61	109.02	14.71	2.72 **

NS-Not significant, Significant at **0.01 & *0.05 level

Table 3. The Mean, SD and t-value of mental health of husbands and wives teachers (n=100)

S.No.	Mental Health Factors	Husbands (n=50)		Wives (n=50)		t-value
		Mean	S D	Mean	S D	
1	Positive self evaluation	26.90	2.89	26.18	3.18	1.18 NS
2	Perception of reality	21.28	2.54	20.94	3.73	.53 NS
3	Integration of personality	29.16	4.74	28.78	4.49	.41 NS
4	Autonomy	15.54	2.28	15.50	3.09	.07 NS
5	Group oriented attitudes	23.24	4.19	23.20	3.67	.05 NS
6	Environmental mastery	23.06	4.43	22.74	4.53	.35 NS
Overall Mental Health		139.18	10.74	137.54	11.71	.73 NS

NS-Not significant

Similar studies conducted by Rose and Aldag (1977) & Hulin and Smith (1964) found that traditionally husbands have been the principals wage earners in a family and wives have had the main role for child rearing. As more wives being at house work rather than husbands, they experience role conflicts that influence their feeling about a job. Most husbands on the other hand do not experience such type conflicts work pressure. Table No: 3 reveals that the mental health between husbands and wives. The statistical analysis indicates that there is no significant difference in mental health between husband and wives, (Husbands mean=139.18, SD=10.74 and Wives mean = 137.54, SD= 11.71 and t-value= .73NS). The finding of this study tends to support previous studies such as Nibedita Nayak (2005), Sujeet Kumar (2003), Aghukwa (2009), and Gary Ballou (2012). However taking into consideration that husbands and wives are equal in their mutual understating about their work. Consequently, Ho3, there would be significant difference in mental health of teacher couples is rejected.

Conclusions

- There is no significant difference in job anxiety between husbands and wives.
- Husbands are more job satisfied than the wives.
- There is no significant difference in mental health between husbands and wives.

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