

PLAN OF WORK AND RESEARCH ENVISAGED

3.1 STATEMENT OF THE PROBLEM

Most developed countries allocate a significant portion of their national budget to education because it plays a vital role in social development. The success of an educational system depends largely on the performance of teachers, who can be considered as the backbone of the academic organization. Also, teachers, due to direct linkage with students, directly affect reputation of school as performance by the students in academic and extra-curricular facets largely depends on student-teacher interaction. Therefore, school management must emphasize on physical and especially mental well-being of teachers. The performance and motivation level of teacher are significantly dependent on level of occupational stress felt by them. The schools must address teacher's grievances promptly and take corrective measures to minimize the stress among teachers for better job satisfaction, which leads to effective academic delivery. Also, research efforts like this play a crucial role in highlighting various dynamics of occupational stress as experienced by women school teachers.

3.2 PLAN OF WORK

The proposed research work was carried out on following lines:

- 3.2.1 Selection of the research domain
- 3.2.2 Exhaustive literature review
- 3.2.3 Identification of research gap/need of the study
- 3.2.4 Selecting the research locale
- 3.2.5 Setting up of the aims and objectives of the study
- 3.2.6 Formulation of appropriate hypotheses
- 3.2.7 Defining scope and significance of the study
- 3.2.8 Ascertaining limitations of the study
- 3.2.9 Selection and application of appropriate methodology



Figure 3.1 Showing different stages of the current research

3.2.3 Identification of The Research Gap/Need of The Study

Research Gap

Despite of many studies on the occupational stress among teachers, establishing link between work stress with the job performance and job motivation of female school teachers especially in the context of Malwa region of Punjab remain an area to explore. Due to varied social and cultural setting of Malwa region, in comparison to other Indian states, an intensive study focused on understanding the dynamics of occupational stress and its interrelation with work performance and work motivation of school teachers in the region is need of the hour. The present investigation is an effort to realize the effect of occupational stress on the performance and motivation of school teachers in Punjab with particular reference to the Malwa region of Punjab. Also, the stress inducing factors, stress coping strategies and factors affecting the work motivation of women school teachers are explored.

Need of the Study

Today's professional life has become more challenging than ever before. The demands of the organization are increasing day-by day in comparison to prior times. So, it's very vital for an worker to be enormously competent and attentive on job and he/she should have a sound physical and mental health, to be more outcome oriented for the organization. The loyalty and commitment of the employee towards the organization should be reflected by his continuous inputs and involvement in activities of the organization. Ideally, the employee should not have stress and anxiety towards the job or the organization of work. This, ultimately, enhance up the motivation level and his or her job performance. Such magnitudes of work are affected by certain personality traits as well as environmental aspects. Eventually, this echoes how capable the individual will be in his/her job and balances personal life. Consequently, this study is designed to understand organizational-job dimensions (occupational stress, work performance and work motivation) of professionals belonging to the

education field, specifically in Malwa locale of Punjab.

Occupational stress is a widely studied research area across multiple sectors. However, very limited studies are reported on job stress among female teachers from schools located in north India. The sample for the present study i.e. women school teachers in the five districts of Malwa region of Punjab (viz. Bathinda, Mansa, Fazilka, Mukatsar and Faridkot) are especially least studied. There is, however, limited research available on the contribution of occupational stress in women school teachers' work motivation and work performance. Thus, the present study was carefully conducted with the chief objective of studying occupational stress among women school teachers of Bathinda, Mansa, Mukatsar, Falizka and Faridkot districts of Punjab. This study is useful in yielding a better understanding of the stress issue as faced by women school teachers of Malwa region of the Punjab state. It may help to identify the importance of work motivation that has a strong and pivotal role to play in the productivity and performance of women teachers serving in schools. This study is significant as it produces information for practitioners highlighting the need to reduce the stress levels and enhance the level of motivation of employees specifically women school teachers to improve their performance and eventually enhance the educational system. Furthermore, this study can act as a baseline data highlighting the need to develop suitable strategies to reduce stress among women school teachers and enhance their motivation levels and eventually improve their job performance and the education system at large. Additionally, this study contributes to the existing literature and theory by giving insights in the role of occupational stress in work performance and work motivation among women school teachers of North India.

3.2.4 Selecting the Research Locale

The locale of the study was restricted to 5 districts of the Malwa region of Punjab (Bathinda, Mansa, Mukatsar, Fazilka and Faridkot) as shown in Figure 3.1.



Figure 3.2: District Map of Punjab showing the locale of the study

Bathinda and Mansa districts are located in the Punjab state's southern part that is in

the heart of the Malwa region. Bathinda is third largest district in Punjab with Sangrur and Mansa districts in its east, Haryana state (Sirsa and Fatehabad) in south and Moga district in its north-east and Muktsar and Faridkot in north-west (Grover, 2011). On the other hand, Mansa district is surrounded by Bathinda district in its northwest, Sangrur district in north-east and Haryana state on its south side. Firozpur and Muktsar at its north and east respectively, Fazilka shares boundaries in south with Rajasthan and Pakistan to its West.

3.2.5 Setting Up of the Aims and Objectives of the Study

1. To study the correlation between various dimensions of occupational stress and work performance among women school teachers.
2. To study the correlation between various dimensions of occupational stress and work motivation among women school teachers.
3. To study the correlation between work motivation and various dimensions of work performance among women school teachers.
4. To analyze the contribution of various dimensions of occupational stress in work performance of the women school teachers.
5. To analyze the contribution of various dimensions of occupational stress in the work motivation of women school teachers.
6. To identify various stress-inducing factors among women school teachers.
7. To identify various strategies used by women school teachers for reducing or coping up with the occupational stress.
8. To identify important factors affecting the work motivation of women school teachers.

3.2.6 Formulation of Appropriate Hypotheses

Ha1: There would be a significant negative correlation between various dimensions of occupational stress and work performance (task performance and contextual performance) among women school teachers.

Ha2: There would be a significant positive correlation between various dimensions of occupational stress and work performance (counterproductive behaviour) among women school teachers.

Ha3: There would be a significant negative correlation between various dimensions of occupational stress and work motivation among female teachers.

Ha4: There would be a significant positive correlation between work motivation and various dimensions of work performance among women school teachers.

Ha5: Several dimensions of occupational stress would contribute negatively in work performance (task performance and contextual performance) of the women school teachers.

Ha6: Several dimensions of occupational stress would contribute positively in work performance (counterproductive behaviour) of the women school teachers.

Ha7: Various dimensions of occupational stress would contribute negatively in work motivation of the women school teachers.

3.2.7 Defining Scope and Significance of the Study

This study is useful in yielding a better understanding of the stress issue as faced by women school teachers of Malwa region of the Punjab state. It also throws light on various stress coping strategies used by the women school teachers of the region. Besides, it helps to identify the importance of work motivation that has a strong and pivotal role to play in the productivity and performance of teachers serving in schools. This study is significant as it produces information for practitioners highlighting the need to enhance the level of motivation of employees specifically

women school teachers to improve their performance and eventually enhance the educational system. Furthermore, this study can act as a baseline data highlighting the need to develop suitable strategies to reduce stress among women schoolteachers and enhance their motivation levels and eventually improve their job performance and the education system at large.

3.2.8 Ascertaining Limitations of the Study

1. Current study is limited to the school teachers of Bathinda and Mansa districts of Punjab only.
2. This research confines itself to study the issue of occupational stress, work performance and work motivation among women educators.
3. Gender differences in context of occupational stress, work performance and work motivation were not explored in the study.

3.2.9 Selection and Application of Appropriate Methodology

3.2.9.1. Sample

- Determination of the sample size
- Sampling methodology
- The sampling frame
- Inclusion criteria
- Exclusion criteria
- Final Sample included in the Study

3.2.9.2 Measures/Tools Used

1. Occupational Stress Index (OSI) (Srivastava and Singh, 1981)
2. Work Motivation Questionnaire (WMQ) (Agarwal, 1988)

3. Individual Work Performance Questionnaire (IWPQ) (Koopmans *et al.* 2014)
4. Structured interview guide (prepared by the researcher for current study)

3.2.9.3 Ethical Considerations

3.2.9.4 Procedure

3.2.9.5 Statistical Analyses

- Reliability coefficients were calculated by the test-retest method of estimating reliability
- Descriptive Statistics such as Mean, standard deviation (SD), Skewness and Kurtosis were calculated
- Pearson product moment correlation coefficients were calculated
- Stepwise multiple regression analysis was applied
- The data from all the interviews were analyzed to identify various stress-inducing factors, coping strategies as used by the women school teachers and factors affecting work motivation of women school teachers.

3.2.9.6 Interpretation and Discussion of Results

3.2.9.7 Summary, Conclusions and Recommendations