A SYSTEMATIC LITERATURE REVIEW OF ORGANIZATIONAL STRESS AMONG TEACHERS

Swagatika Nanda, Research Scholar, Dept. of Business Administration, Utkal University
Dr. Muna Kalyani, Associate Professor, Dept. of Business Administration, Utkal University

ABSTRACT
The purpose of this study was to review the research already carried out by various researchers on the area of organizational stress among teachers working in the various levels of teacher like primary, secondary, college and Universities of different countries. This paper is descriptive in nature and based on secondary data collected from various journals and articles. This paper identifies the various factors that create stress among teachers. Working in both private and government educational institutions. The findings of this study reveal that major organizational stressors and the coping strategies to reduce the stress. This paper also helps to understand the conceptual ideas about organizational stress, causes and coping methods.

Keywords: Organizational stress, Teacher, Primary, Secondary, College, Universities, literatures, coping strategies

INTRODUCTION
In the first moving society stress is a common term in every sphere of life. Organizational stress occurs in every workplace. In every organization there is a time limit to meet the expectation as per the demand. Now a day the teaching profession is also a very stressful profession due to some extra additional duties and responsibilities. According to WHO, Occupational or work related stress is the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenges their ability to cope.
This study focuses the causes of organizational stress among teachers in different countries and different levels of teachers by reviewing research papers.

SIGNIFICANCE OF THE STUDY
This study identifies the various factors that causes stress among teachers in different countries and different levels of teachers and also adopt various coping strategies methods.

RESEARCH METHODOLOGY
This study based on secondary data. Journal and research papers were collected from various international and national journal. The paper related to organizational stress among teachers were reviewed and classified.

RESULTS AND DISCUSSION
In this review paper research papers are considered for review. This paper consists of both quantitative and qualitative papers. Research papers are based on descriptive, empirical, conceptual and cross sectional study. Research papers were represented in tabular format.

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GAPS IN LITERATURE REVIEW
1. Most of the study conducted in public and private school teachers. Less number of studies for college teachers and higher educational institutions.
2. In this review paper less numbers of studies mentioned the coping strategies of organizational stress among teachers.
3. Only few studies conducted during the selected period.
4. Most of the studies highlights the causes of organizational stress among teachers but not identifies the difference level of stress.

FINDINGS
After reviewing the research papers some of the major stressors causes the stress among teachers in different levels of schools, colleges and university teachers are represented in these figures. From this review study the major factors that causes the stress among teachers are work load, work environment, work demand, lack of improve skills, school system, low income, career intention, lack of teaching resources, role conflict, role ambiguity, poor student behavior, poor relationship with colleagues, lack of respect from others.

Figure-1: Major organizational stressors among teachers
Fig: -2 Symptoms of organizational stress among teachers: -
SYMPTOMS OF TEACHERS STRESS

Intellectual symptoms:
- Memory Problem
- Difficulty in taking decision
- Confusion
- Poor judgment
- Lack of concentration

Physical symptoms
- Digestive problem
- Sleep disturbance
- Fatigue
- High Blood pressure
- Weight gain or loss
- Skin problems
- Asthma or shortness of breath
- Heart palpitations

Emotional Symptoms
- Moody and hypersensitive
- Restlessness and anxiety
- Depression
- Anger and resentment
- Irritation
- Lack of confidence
- Apathy
- Urge to laugh or cry at inappropriate times

Behavioral symptoms
- Eating more or less
- Sleeplessness
- Isolation
- Neglecting responsibilities
- Increased alcohol and drug use
- Nervous habits
- Teeth grinding or jaw
- Losing temper
- Overreacting to unexpected problem

COPING STRATEGY FOR REDUCING THE ORGANIZATIONAL STRESS AMONG TEACHERS
- Training analyzing the situation and developing an active plan to minimize the stressors.
- Training helps to skill development and coping the lifestyle that creates buffer stress.
- Various training methods are conducted in the organization like assertiveness, communication skill, time management, problem solving etc.
- Creating suitable working condition
- Support to employees whenever required
- Providing recreational facilities to the teachers
- Participation in decision making concept
- Relaxation in working schedule
- Other assignments should be reduced
- Restructuring the salary package
- Conducting stress reduction workshop frequently
- There should be a clear job descriptions and promotions policy
CONCLUSION
From this study revealed that stress among teachers occurred due to numbers of causes. Different authors have
studied different ways like conceptual, descriptive, cross-sectional, exploratory etc. A number of papers have
contributed by the different countries. India has published research paper based on both conceptual knowledge and
practical studies. It has been observed that most of the paper not mentions the coping strategies or reducing
organizational stress mechanism. So it is necessary to reduce the organizational stress among teachers.

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