Organizational Stress among Teachers during Covid-19: A Study

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ABSTRACT

This paper analyzes the organizational stress among teachers during COVID-19. The main aim of the study is to identify the main stressors during COVID-19.This paper is theoretical in nature based on secondary data. This paper also provides various stress coping strategies to reducing stress among teachers.

Keywords: Organizational stress, Covid-19, Private schools, Teacher, Coping strategies

1. INTRODUCTION

Organizational stress has common phenomenon in every profession across the globe. During the present pandemic situations employees are facing lot of stress regarding his or her job. Teaching profession is always a demanding profession. During present situations the total education system and process can be totally changed. Adoptions of changing methods and systems are the biggest challenges for a teacher that leads to high level of stress. Around the whole world teachers and school leaders are innovating to facilitate quality distance learning for students with or without the digital technologies. Work from home concept is used for every profession. Remote work pattern encourages professionals to work beyond the office setting.In the same times employees facing many problems in work from home maintain family demands and expectations of employers is difficult tasks.

This study tries to identify the various stressors affecting the teachers during pandemic situations and techniques to used managing strategies in this situation.

2. LITERATURE REVIEW

Rawat.S.N & Choudhar.C.K (2020) study entitled "Coping strategies with stress and anxiety of tri-pillar of the education system in COVID-19 pandemic period". This study focuses the tri-pillar education system i.e.student, teacher and parents affected by this pandemic situations This paper explore the different psychological and social ways of coping strategies to cope with stress and anxiety of the tri-pillar of education system and get well-being in their life in the present situation.

Gonzalez.G.A.M.et al (2020) conducted a study on "Analysis of stress factors for female professors at online Universities". This paper examine the stress factors of female professors at online universities.Delphi technique used for this study.After analysis nine factors can be identified.These factors are related to the usage and expansion of ICT.

Hamouche.S (2020) conducted a study on "COVID-19 and employees'mental health: stressors, moderators and agenda for organizational actions".This paper examines the affect of Corona virus on employees' mental health, specifically psychological distress and depression.This paper is a literature review. Three dimensions of moderating factors have been identified: organizational, institutional and individual factors.This study helps to further study on workplace mental health.

Prasada.K.D.V. et al (2020) conducted a study on "Effect of occupational stress and remote working on psychological well-being of employees: an empirical analysis during covid-19 pandemic concerning information technology industry in Hyderabad".This study identified the challenges and opportunities in remote working.This study is an empirical studies. Data were collected from the structured questionnaire. Data were analyzed through multiple regression analysis.The researchers found that role ambiguity, organizational climate, job satisfaction influencing the well-being of the employees.

3. OBJECTIVES OF THE STUDY

- To identify various organizational stressors affecting private school teachers during COVID-19.
- To identify various coping strategies to minimize the organizational stress.

4. RESEARCH METHODOLOGY

This study totally based on secondary data.Data can be collected through various journals and websites.

5. ORGANIZATIONAL STRESSORS DURING COVID-19

Heavy Workload-

During this time period the workload of teachers increases because of no fixed working hours. They are not only doing teaching activities but also doing many extra assignments.

Changing Teaching pattern-

As the method of teaching transforming to traditional to modern and to ultra modern system of teaching that is creating additional pressure on mind.

Timing-

During normal period the time was pre-scheduled but now it is not fixed, varied from time to time.

Job Insecurity:

The covid-19 has created a scenario of job insecurity in all sectors. The Managements of every organizations are putting new and different kinds of working format/salary format before their employees and if the employee is ready with that format he may continue or he may leave the organization on his/her own will and sometimes the organizations are retrenching their employees according to their suitability.

Reductions in salary:

The situation of Covid-19 has forced all organizational sectors to reduce salary for their workers. They are forced to do the salary reductions because of non productivity of their products and as no or less productions and less or no supply their income is either less or no income, so they are forced to reduce staff and salary simultaneously.

Maintaining work life balance-

In this situation the workplace is the home.Fulfill day to day demand of family with workplace is a difficult task.Sometimes family problems could not meet the demand of workplace its create stress among teachers.

Student behaviors-

In the online teaching students are not attentive in virtual class. Lack of interest in learning.Maintaining those behaviours of students is difficult task for the teachers.

Psychological factors-

Various psychological factors creates stress among teachers like health problems, fatigue,lack of problem –solving capacity etc.

Role ambiguity-

A lack of clarity about expected behavior from a job.

Remote working-

Remote working is a big challenge of teachers because of workplace isolation, family disturbance, peer absence etc.

Accessibility-

Some teachers are staying at township but some are in the remote village areas vis-à-vis the students.So the network system is not accessible for the students and teachers on everytime.That creates stress among teachers as they could not be able to reach their students in proper manners according to their preparation.

Lack of proper work environment-

As like the class room the teachers could not be able to find proper working environment in his/her household. In some cases the house may be big one having several rooms but there may be many inhabitants.But in other cases there will be lesser rooms and small numbers of inhabitants but the teachers could not be able to find a proper place having no disturbance to his/her students through digital technological system.

6. STRATEGIES FOR TEACHERS TO COPE WITH STRESS DURING PANDEMIC

In this present situation of pandemic leads to so many restriction on our social life and changes the lifestyle of individual.As teachers we are responsible not just for ourselves but are role models of our students and for society at large.Therefore,we need to know how to deal with the stress and help ourselves and others.Some of the coping strategies are as follows:-

Make a plan for yourself-

Accept the present challenges and overcome those challenges through proper planning. Prepare a daily routine for work, leisure, exercise and learning etc.

Focus on health-

To overcome stress every teachers should taken care of his/her health priority basis.As good health and good sense are two of life's greatest blessings.So every teachers should have a proper diet, sound sleep,a little bit of physical exercise for sound health.

Eradication of stress through yoga therapy-

As everybody knows yoga has played a vital role in the lifestyle of individuals to remain themselves calm and cool during there working period. Yoga has great impact to eradicate stress from the mind of the individuals. It is helpful for teachers to maintain their life.

Social connectivity-

As direct social connectivity is debarred for everyone under the Covid-19 pandemic situations the teachers are advised to stay connected with family members, friend circle, relatives, colleagues through social media like facebook,twitters,whatsapp,instagrams etc.

Knowledge management through ICT-

The Covid-19 pandemic has great impact on study atmosphere throughout the globe. It has forced everyone to close down all educational institutions throughout the world and transformed education system to run through digital technology. To impart quality teaching to the students the teachers has to be well equipped with the digital technology, Information and communication technology. He/she has to learn to use of various technological methods to reach out to his/her students in a proper manner. The teachers have to learn the use of various technologies like zoom, googlemeet, msteams, online video calling etc. to impart proper teaching to their students.

Proper training-

Training programme should be conducted for teachers. So that the teachers should be easily adopting the changing pattern.

7. CONCLUSION

This study revealed that the teachers during pandemic situations facing many types of stress by different sources of stress like heavy workload, job insecurity, changing pattern of education etc.To reducing the organizational stress through various strategies like proper planning, social connectivity, focus on health,knowledge management through ICT and proper training etc.

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