

# Study of Job Anxiety among Post Graduate Teachers in Dehradun

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**Abstract:** *The objective of this study was to find out the level of job anxiety among post graduate teachers (PGTs) working in private and government schools in Dehradun. The researcher used descriptive method involving measurement, evaluation, comparison, and interpretation. Study was conducted on 360 PGTs working in 10 private and 10 government schools in Dehradun. It includes 180 male PGTs and 180 female PGTs. From each school, 9 male and 9 females were selected. A.K. Srivastav's Job anxiety scale was used to measure job anxiety and stress level and  $\chi^2$  test was applied for statistical analysis of data. Result indicated that 63.33% PGTs are facing high level of job anxiety and 18.33 % are at low level of job anxiety. Among male and female PGTs, 65% male are facing higher anxiety and 61.66% female PGTs. Total 77.78% PGTs in private schools are facing higher anxiety and 48.89% of government schools.*

**Keywords:** Post Graduate Teachers (PGTs), Job anxiety, Private schools, Government schools.

## 1. Introduction

Anxiety is a feeling of deep distress towards her/his job in the absence of any known or appropriate object. It leads to lack of confidence, submissiveness; group dependency and low ego strength which also leads to inferiority complex. It refers to psychological state that occurs when teachers experience a sense of threatening danger towards his job. It arises as a result of over stimulation which cannot be discharge by action. After that teacher feels a sort of emotional tension, uneasiness and restlessness. It is a type of dissatisfaction towards teacher's need. Due to increasing complexities to get rid of barriers, it has become a difficult task and thus job dissatisfaction has become a complex phenomenon for teacher.

Yerker and Dodso (1908) found a negative correlation between the wide ranges of anxiety in every aspect. The feeling of anxiety towards educational profession leads to maladjustment which affects teacher's efficiency, thinking, emotional reactions and the totality of behavior. Increasing level of job anxiety leads job dissatisfaction.

## 2. Objective of the Study

The investigator is interested to find out the level of job anxiety job PGTs (Post Graduate Teachers) working in private and government schools in Dehradun. Following objectives were set for the research:

- 1) To find out level of job anxiety among PGTs working in Dehradun.
- 2) To find out difference in the level of job anxiety of male and female PGTs.

### 2.1 Hypotheses of the study

- 1) There is no high level (above 50%) of job anxiety among PGTs working in Dehradun.
- 2) There is no significant difference in the degree of job anxiety of male and female PGTs.

## 2.2 Significance of the Study

The development of science and technology has made human life and the society so complex and dynamic that teachers have to face different challenges in life with their daily activities. Therefore, in the context of this rapidly changing situation and time, it is important to study what are the levels of job anxiety of teachers. A study of level of job anxiety of PGTs working under government and private school managements will explore the fact in present time.

## 2.3 Research Methodology

### a) Population

For the present study, the population is the PGTs (Post graduate teachers) working in private and government schools located in Dehradun city.

### b) Lay Out of Sample

Researcher has selected 360 PGTs from Dehradun, Uttarakhand. Out of 360 PGTs, 180 are selected from 10 government schools and 180 from 10 private schools from North, South, East and West region of Dehradun. From each school 09 male and 09 female PGTs are selected

### c) Procedure of Data Collection

The collection of data was spread over a period of 40 days (August to September 2019). On the schedule date the researcher met the teachers and cleared the purpose of research. The instructions were explained and doubts were clarified. They were suggested to give free frank and honest responses without any hesitation.

### d) Tools Used

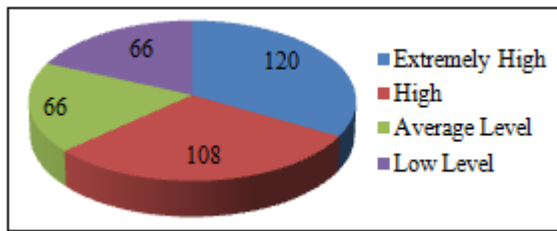
To analyze the level of job anxiety, scale developed by A.K. Srivastava (1989), was used.

## 3. Analysis and Interpretation of Data

The researcher analyzed the data by using frequency and percentage to describe job anxiety. The researcher used  $\chi^2$  test to compare job anxiety of PGTs with regard to gender.

**Job Anxiety Profile of PGTs Based on Gender and Type of Schools**

Among 360 PGTs working in Dehradun, 120 have extremely high job anxiety, 108 have high job anxiety, 66 have average level of job anxiety and 66 have low level of job anxiety ( Table 1). (Figure 1)



**Figure 1:** Job Anxiety Level among PGTs Working in Dehradun

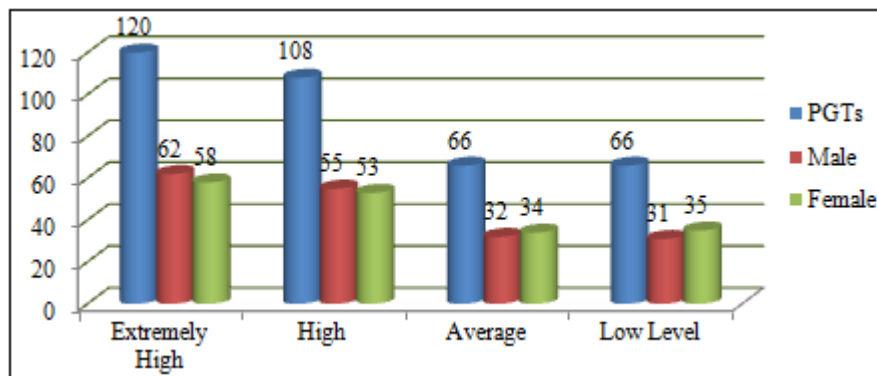
Out of 180 male teachers, 62 have extremely high job anxiety, 55 PGTs have high job anxiety, 32 PGTs have average level of job anxiety and 31 have low level of job anxiety. Among 180 female PGTs 58 have extremely high job anxiety, 53 female PGTs have high job anxiety. 34

female teachers have average level of job anxiety and 35 have low level of job anxiety (Table: 1).

Total 34.44 % male PGTs have extremely high job anxiety as compared with 32.22% female PGTs. 30.56 % male PGTs have high job anxiety as compared with 29.44% female PGTs. 18.89 % female PGTs have average level of job anxiety while 17.78 % male PGTs have average level. A total of 19.44 % female PGTs have low level of job anxiety while 17.44 % males have low level of job anxiety (Figure 2).

**Table 1:** Job Anxiety Scores Of PGTs

Anxiety with Score Range	PGTs		PGTs (Gender Base)			
	Total	%	Male	%	Female	%
Extremely High (77-92)	120	33.33	62	34.44	58	32.22
High (56-70)	108	30.00	55	30.56	53	29.44
Average Level (45-58)	66	18.33	32	17.78	34	18.89
Low Level (31-44)	66	18.33	31	17.22	35	19.44
Total	360	100	180	100	180	100



**Figure 2:** Percentage of Job Anxiety Scores of Male and Female PGTs

**Statistical Analysis of Job Anxiety Scores of Male and Female PGTs**

The researcher calculated  $\chi^2$  to find out significant difference between male and female PGTs with regard to their job anxiety. Calculated value of  $\chi^2$  is 0.4734, which is lesser than the table value at 1% level of significance. So we can accept null hypothesis and it can be concluded that there is no significant difference in the job anxiety of male and female PGTs working in Dehradun (Table 2).

**Table 2:** Comparison of Job Anxiety of Male and Female PGTs

PGTs	Level Of Job Anxiety of PGTs				$\chi^2$ Value	Result
	Extremely High	High	Average	Low Level		
Male	62	55	32	31	0.4734	Not Significant at 1%
Female	58	53	34	35		

**4. Discussion**

The following findings were drawn on the basis of analysis and interpretation of the data:

- a) PGTs working in Dehradun are facing high level of job anxiety.

- b) There is no significant difference in the job anxiety of male and female PGTs working in Dehradun.
- c) Among male and female PGTs, males have more job anxiety as compared with females.

**5. Conclusion and Suggestions**

From this study it is concluded that there is no significant difference in the job anxiety relating to gender type. In order to achieve all the objectives of education, it is essential to have those teachers who do not have job anxiety. To improve these conditions, management should take proper steps to make work environment easy and teacher friendly. Therefore, necessary facilities should be made available for increasing well satisfied quality teachers and creating an effective teaching-learning environment in every institution of the state.

**6. Delimitations**

Study is limited to 360 PGTs working in private and government schools located in Dehradun only and it could have been better if some remedial measures had been found out.

## 7. Acknowledgement

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## 8. Conflict of Interest

Author has declared that no competing interest exists.

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