

EFFECT OF JOB STRESS ON JOB SATISFACTION OF PHYSICAL EDUCATION TEACHERS WORKING IN GOVERNMENT COLLEGES

Wasim Khan, Lecturer, Gomal University, Dera Ismail Khan, Pakistan.

Email: wasimkhanspe@gu.edu.pk

Tasleem Arif, Assistant Professor, University of Haripur, Pakistan.

Email: tasleemarif12345@gmail.com

Muhammad Iftikhar, PhD Scholar, University of Karachi, Karachi, Pakistan.

Email: efeawan@email.com

Mehwish Manzoor, Lecturer, University of Narwal, Sialkot, Pakistan.

Email: mehwishmanzoor233@yahoo.com

Abstract. *The current research is an attempt to examine the effect of job stress on job satisfaction of physical education teachers working in government colleges, Khyber Pakhtunkhwa (KP), Pakistan. A cross-sectional research method was used to collect required data from a finite population of 170. Self-made questionnaires namely, Job Stress Questionnaire (JSQ) and Job Satisfaction Questionnaire (JSQ) were developed and used for the collection of required data. A statistical package for social sciences (SPSS), version; 26 was used to analyze the collected data, revealing negligible and inverse correlation. The study revealed a significant impact of job stressors on job satisfaction ($p < .05$). Additionally, male physical education teachers reported a higher mean score on various variables included in the study ($p < .05$). These findings help policymakers to devise a uniform human policy that could protect the interests of the physical education teachers to share responsibilities of carving out the future of the country.*

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Introduction

Research in the area of stress and job has increased. Some researchers i.e., Armstrong, Atkin-Plunk, & Wells, (2015) and Chen, (2018) have been consulting with correctional officers and police officers on the relationship between job tension and job satisfaction. Another research is carried out to explore the impact of work stress on job satisfaction among health care professionals (Salam, 2016) whereas, a research on the impact of work burnout and stress on job satisfaction among teachers has been carried out by

(Torkaman et al., 2017). One research study by Chen (2018) is conducted to evaluate the job satisfaction among police officers, while others have conducted among bank employees (Ragel & Ragel, 2017) and Shah et al. (2018) have investigated the determinants of job satisfaction among nurses.

The word stress is derived from the Latin word "Stringer" which means tight drawing. Stress is said to be the state in which a person is faced with an opportunity, demand or resources pertaining to the individual's desires. Stress refers to a state of imbalance within an organism that is induced by a real or perceived difference between environmental requirements and the ability of the organism to fulfil these requirements and is manifested by a number of psychological, emotional and behavioural responses. Stress is a common human condition that can have traumatic aspects of both positive and negative encounters. Stress forms an unspeakable part of life and may be necessary for adequate personality growth to a certain degree. However, if these stressors become too serious or too frequent, the psychological balance can be affected, causing maladaptive behavioural behaviours and potentially psychological disorders (Bremner et al., 2017). Research study indicated that a person with satisfied job pertaining to his performance and expectation as well lead to optimum level of output. But, if other; it leads to a stress (Fadlallah, 2015). As for the stressors are concerned, one research highlighted that psycho-social stimulation, the unspecific response of the body to any requirement made on it in order to preserve physiological balance, is perhaps the most common stressors affecting human beings (Lamb, & Kwok, 2016; Lloyd, & Havenith, 2016). Research study revealed that stress has impacted the output of employees over the past few decades, and the level of stress among employees is rising due to increasing competition. It has been found that extreme level of stress has detrimental effects on employee performance (Nathaniel et al., 2016; Riyadi, 2015; Yu et al., 2015). Therefore, the investigator considers job tension to be one of the most important issues. Organizations have to deal with the problem of ensuring a quality work environment for employees.

Employment satisfaction or satisfaction of workers is a measure of employee satisfaction with their job, whether they like the job or specific aspects or facets of the job, such as the nature of the job or supervision. Cognitive, affective, and behavioural elements may assess job satisfaction. Job satisfaction is usually considered to be the perceptual or emotional reaction of a person to important parts of work. It is a certain person's happiness with how he functions in a specific workplace. In reality, job satisfaction is a selection of the positive or unfavourable emotions with which workers perceive their job. Research highlighted that there are several variables that can lead to job dissatisfaction in the work place. There will be several variables within each

factor making achieving job satisfaction for any employee a very difficult task. It would minimize discontent by acknowledging grievances such as turnover, lack of internal empowerment, rising workload and decreasing external sources of stress (Anastasiou, & Papakonstantinou, 2016; Ugwa & Charity, 2014).

Education is considered as one of the basic requirements after food, clothing and shelter for human beings. It has and will be a pathway towards development and promotion of society. Education can be referred as the backbone of any society that empowers citizens by sharpening their intellectual capability to prepare them for their future endeavors. Teachers are the persons who deliver their knowledge, experiences and observation with students in educational institutions. Teaching is considered as one of the complex job and teachers are supposed to take multifarious decisions that needs knowledge and judgment. Besides these, teachers are not just expeditors of knowledge rather they can also be liable for the values inflicted on their students. The profession of teaching carries a bunch of burdens. Variety of stressors can have impact on the job performance of teachers' parallel to other professions and this psychological phenomenon has increased in the recent years (Anastasiou, & Papakonstantinou, 2016; Mérida-López, Extremera, & Rey, 2017).

In Pakistan, the discipline of health and physical education has a joyous past as an academic discipline. While it is recognized as an integral part of education, in colleges and universities it is not granted the same status and does not arouse the same interest as other disciplines. The physical education teachers have a sense that their due recognition has not been earned. There are no promotional avenues and almost all practitioners have been discouraged by stagnation. The discipline of physical education and sport sciences has paramount significance in the educational institutions and community as well. The physical education teachers perform multifarious jobs like taking classes, conducting practical, conduct of an athletic meet, arrangement for intramural and extramural activities, preparation of teams for intercollegiate tournament, and maintaining discipline. The scope of their work and the intense involvement of physical education teachers at college level is increased by this work load.

Few research has been carried out in the field of work stress and its effect on the job satisfaction of physical education teachers in the home country of Pakistan. Hence, it is very much important to completely understand about the effect of work stress on job satisfaction of physical education teachers at college level. The present research was therefore uniquely designed to study the status of professionals in terms of work stress and job satisfaction. A comprehensive understanding of these subjects enables the formulation of

methods to avoid the adverse effects of stress and to preserve the satisfaction of professionals at a high level. Therefore, the current research is on such an effort in which the status of job stress and job satisfaction among the lecturer in the field of health of physical education employed in government colleges of Khyber Pakhtunkhwa (KP), Pakistan.

Objectives

1. To determine the association between job stress and job satisfaction of physical education teachers.
2. To assess the effect of job stress on job satisfaction of physical education teachers.
3. To analyze the gender differences pertaining to the effect of job stress on job satisfaction of physical education teachers.

Review of Literature and Hypotheses

Stress

The word stress denotes a feeling of emotional strain and pressure. Stress may also be called as psychological pain. Literature endorsed that a small amount of stress may be beneficial, desired and even health (Diener et al., 2017). Positive stress plays an important role in motivation, adaptation, and creative problem solving among adolescents (Rastogi et al., 2018). Excessive amounts of stress, however, may lead to bodily harm. Excessive levels of stress can increase the risk of strokes, heart attacks, ulcers, and mental illnesses such as depression (La-Torre et al., 2018). A pre-existing condition can also be made worse by stress. Stress may be external and environmentally related. Stress may also be induced by inner experiences that cause a person to feel anxiety or other negative emotions surrounding a situation that they then consider stressful, such as strain, discomfort, etc. Stress can be categorized into eustress and distress. Eustress is a beneficial reaction to any stressor, whereas stress is a detrimental reaction to stress. Almost all people feel tension in their lives (Armstrong et al., 2015; Chen, 2018; Mohamedkheir et al., 2016; Shah et al., 2018; Tongchaiprasit & Ariyabuddhiphongs, 2016). But occupational stress is more present in the worker's everyday life. Occupational stress is widespread and can be a major cause of ill health (Quick & Henderson, 2016).

Job Stress

Job stress is a common concern across occupations and affects the performance of workers. While the detrimental impact of stress on job performance (distress) is illustrated by most modern research, moderate stress is known to increase the performance of an employee. A holistic picture of the context to work stress must be taken by including the impact of personality, organizational variables and work-family interaction in the understanding of work stress. Work stress is the state where employee face increase in teaching

burden, job security and lack of autonomy. Research indicated negative effect of work stress on health and wellbeing of teachers (Mériada-López, Extremera, & Rey, 2017; Skaalvik & Skaalvik, 2018). Likewise, research study indicated negative effect of work-related stress on the productivity and profits of an organization (Naqvi et al., 2013). Findings of a research study indicated that job stress is linked to decrease in job satisfaction, negative instructional practices, and poor students' outcomes. In the same report, it was highlighted that the relationship between work stressors and job satisfaction played a positive role in self-efficacy. (2016, Nathaniel et al.). Results of a study conducted in Ireland showed that job satisfaction and job stress among the principals of schools is connected to a complex collection of personal attributes, working conditions, school background and teacher environment (Darmody & Smyth, 2016).

Job Satisfaction

Job satisfaction is a combination of psychological, physiological and environmental factors that lead a person to say "I am happy with my job." While there are many discussions about the concept of job satisfaction, in most research it is defined as how people feel about their jobs and their different aspects. People work to fulfil instinctual and sociological, biological needs and drives, and if they are refused such an opportunity, they are dissatisfied to the point of illness. Employment satisfaction, regardless of the nature of the job, increases the success and productivity of the individual. Job satisfaction has been described differently by various researchers as a construct (Kam & Meyer, 2015). Research indicated that satisfied faculty members provide the institution's atmosphere with a source of power and appreciation (Asrar-ul-Haq, Kuchinke, & Iqba, 2017). The job satisfaction of educators is important because it has a direct effect on the success of students and their future jobs. An educator who is dissatisfied with his / her work seems to be unmotivated and more likely to avoid his / her duties (Yee, 2018). We appear to see a rise in absenteeism among teachers in these conditions. In school matters, these educators typically show little interest and this obviously has a negative effect on our children's success (Iwu et al., 2018).

Effect of Demographic Attributes

Demographics can have an influence in changing the means score of participants pertaining to some particular variables under study (Tahseen, 2015). Therefore, research studies in the area of social sciences analyze the effect of demographic attributes upon the participants' responses (Rustamadja & Zulkifli, 2018).

Research Hypotheses

- H1 Job stressors are significantly associated with job satisfaction of physical education teachers.
- H2 Job satisfaction of physical education teachers is negatively explained by Job stressors.
- H3 Male and female physical education teachers have different score on Job stressors with job satisfaction of physical education teachers.

Research Methodology

A comprehensive and well-defined research procedure was used to complete this research study. Extensive literature in the concerned areas was searched to define the research purpose and establish objectives. In line and link with the set objectives, proper hypotheses were generated. Finally, the whole research work has been summarized and concrete findings were laid down to obtain conclusion. The diagram presents the detail description of research procedure.

Research design

Research design refers to the overall strategy adopted to conduct any research study in a comprehensive and coherent manner. It covers various steps like type of the study, population and sampling strategy, data collection method and analysis of data. The current study was descriptive in nature aimed at examining the effect of job stress on job satisfaction of physical education teachers working in government colleges of Khyber Pakhtunkhwa, Pakistan.

Keeping into consideration the purpose of the study and nature of research hypotheses, a quantitative technique was used. Quantitative technique is used to collect, analysis and present data in a numerical form. The use of quantitative technique helps in the replication and generalization of results in to other settings. The current study was cross-sectional pertaining to time horizon because the required data was collected on a single point of time. This type of studies involve the collection of data on a single point of time.

Methods of Data Collection

To collect the necessary data from the physical education teachers on the impact of work stress on their job satisfaction, a properly validated self-developed questionnaire was used. The required data was collected through personal visits, while some questionnaires were distributed and collected back with the help of colleagues. The secondary was collected through extensive review of related literature on the subject at hand.

Study Participants

The population for the current study comprised all the male and female lecturers working in the Government Colleges of Khyber Pakhtunkhwa (KP), Pakistan. As per record, the total number of LPEs working in theses colleges is

one hundred and seventy 170 (males=97; females=73). The number of population is finite; hence the total participants were included in the survey.

Research Instrument

After an extensive review of related literature, 02 separate questionnaires namely, Jos Stress Questionnaire (JSQ) and Job Satisfaction Questionnaire (JSQ) were developed. The job stress was analyzed from three aspects a) work stress= 10 items, b) interpersonal relation stress= 08 items, and c) job climate 06 items. A five-point scale ranging from always feel=5 to never feel=1 was used to assess the job stress of the participants. Whereas, the job satisfaction was assessed with the help of a series of questions (12 items). A six response options ranging from extremely satisfied=6 to extremely dissatisfied=1 were given to the participants in the questionnaire.

Exploratory Factor Analysis (EFA)

The Exploratory Factor Analysis (EFA) depict relationship between latent variables (Byrne, 2005). EFA is used to cultivate the items in the model. It explores items which measures the intended factors by reducing the items from all the constructs. The highly loaded items on a single factor have been considered and entertained. Principal Component Analysis (PCA) with the help of statistical packages for social sciences (SPSS) version 26 was used. All the 36 items were kept since the highest loadings were seen.

Table 1 *Exploratory Factor Analysis of Questionnaires*

Dimensions	Prey. Items	Final Items	Values of KMO
Work Stress	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	.76, .78, .80, .78, .77, .80, .76, .68, .85, .75
Interpersonal Relation Stress	1, 2, 3, 4, 5, 6, 7, 8	1, 2, 3, 4, 5, 6, 7, 8	.85, .81, .88, .85, .87, .77, .83, .95
Job Climate Stress	1, 2, 3, 4, 5, 6	1, 2, 3, 4, 5, 6	.69, .76, .85, .80, .71, .746
Job Satisfaction	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12	.74, .76, .78, .73, .77, .70, .74, .66, .67, .77, .76, .88

Pilot Testing

A pilot study was conducted on 30 physical education teachers to check the reliability of the questionnaires. The participants of the pilot study comprised (males= 18; females=12) working in the private colleges of Khyber Pakhtunkhwa (KP), Pakistan. Convenient sampling technique was used to recruit a sample for pilot study. The questionnaires were then distributed for validity among 6 specialists in the field of sports science and physical

education. All the experts showed agreement on the number of items included in the questionnaires. After consultation and discussion with the judges, 24 items JSQ and 12 items JSQ were finalized. Cronbach's Alpha reliability method was used to check the coefficient values of JSQ and JSQ. The reliability score for each questionnaire have been given in the table 2.

To check the reliability of the scales, we measured the Cronbach Alpha coefficient. For all 36 questionnaire products, a Cronbach Alpha coefficient of 0.94 was found. Component wise reliability details have been given in Table 2.

Table 2 *Reliability Analysis of Questionnaires*

#	Questionnaire	Items	Coefficient Value
1	Job Stress Questionnaire	24	0.92
2	Job Satisfaction Questionnaire	12	0.96

Results and Discussion

Table 3 *Descriptive Statistics*

Demographics				Descriptive Statistics				
Gender	Locality		Variables	Min	Max	Mean	SD	
Males	Females	Urban	Rural	Work stress	2	5	3.5	0.69
97	73	108	62	Interpersonal Relation Stress	1.87	4	3.0	0.56
Total	170	Total	170	Organizational climate	1	4	2.7	0.68
				Job satisfaction	1.79	4	3.0	0.68

The above tables depict that demographic information and descriptive results of participants (n=170) on various variables included in the study. According to the table, 97 males and 73 female physical education teachers participated in the survey. The description is showing the work stress has got highest score compared with other variables like interpersonal relation stress, organizational climate and job satisfaction.

H1 Job stressors are significantly associated with job satisfaction of physical education teachers.

Table 4 Pearson Correlation between Predictors & Criterion (N=170)

Variables	WS	IRS	JCS	JS
Work Stress	1			
Interpersonal Relation Stress	.777**	1		
Job Climate Stress	.884**	.595**	1	
Job Satisfaction	-.887**	-.633**	-.721**	1

** . Correlation is significant at the 0.01 level (2-tailed).

The first hypothesis was about the relationship between predictors (works stress, interpersonal relationship stress and job climate) and criterion (job satisfaction) of physical education teachers. The correlation coefficient (-.887, -.633 & -.721) indicates a negligible and inverse correlation. The negligible and inverse correlation is significant at .05 level of significant ($p > .05$). The negative relationship means that increase in the predictors (works stress, interpersonal relationship stress and job climate) decrease the job satisfaction. Hence, the hypothesis H1 is accepted.

H 2 Job satisfaction of physical education teachers is negatively explained by Job stressors.

Table 5 Regression Analysis (Model Summary)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.018 ^a	0	-0.003	0.620
2	.030 ^b	0.001	-0.005	0.621
3	.323 ^c	0.104	0.096	0.589

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.89	0.08		58.34	0
	Work stress	-0.01	0.04	-0.02	-0.33	0.74
2	(Constant)	4.89	0.09		56.66	0
	Work stress	-0.03	0.06	-0.05	-0.56	0.58
	Interpersonal relation stress	0.02	0.05	0.04	0.45	0.66
	(Constant)	4.84	0.08		58.92	0
3	Work stress	0.46	0.10	0.72	4.83	0
	Interpersonal relation stress	-0.07	0.05	-0.13	-1.48	0.14
	Organizational climate	-0.39	0.06	-0.72	-6.18	0

The second hypothesis was about the negative impact of job stressors on job satisfaction of physical education teachers. The table shows that the relationship is negative which means that increase in the predictors decrease the score of criterion (job satisfaction). Therefore, the $H = 2$ is accepted.

H_{a3} Male and female physical education teachers have different score on Job stressors with job satisfaction of physical education teachers

Table 6 *t-Test Application on Gender-Based Groups*

	F	Sig.	Sig. (2-tailed)	Mean Diff	Std. Error Diff
Work stress	4.31	.021	.883 .884	-.009 -.009	.061 .061
Interpersonal relation stress	6.14	.009	.339 .341	-.042 -.042	.044 .044
Organizational climate	.88	.221	.183 .185	-.065 -.065	.048 .049
Job satisfaction	3.86	.037	.553 .878	-.041 -.041	.113 .113

Significant at= .05

Independent sample t-Test was applied to check the differences between male and female physical education teachers on various variables and the results are presented in the table 4.45. The table shows that the test produced significant results for the mean differences between two groups i.e., male and female participants. The statistical inferences indicated that the p-values for all variables are lesser than the required critical threshold limit ($p < .05$). Therefore, the hypothesis 3 is accepted.

Discussion

The current study was conducted to examine the effect of job stress on job satisfaction of physical education teachers working in government colleges of Khyber Pakhtunkhwa (KP), Pakistan. The hypotheses formulated after a thorough review of literature have been substantiated significantly showing the conduction pertaining to the working environment of physical education teachers in their colleges of KP. In response to the hypothesis that Job stressors are significantly associated with job satisfaction of physical education teachers, the analyzed statistics revealed significant relationship of job stressors with job satisfaction. This finding corresponds with the findings obtained by Torkaman et al. (2017) who found significant relationship of job burnout and stress with job satisfaction among teachers. Another study indicated that logical hypotheses generated from the literature in the form of theoretical framework has been substantiated significantly with variations in statistics showing the

conditions in the local work environment of teachers. Furthermore, the negative relationship between job stress and job satisfaction has also emerged as significant in the institutional behaviours of the physical education teachers. It may be due to the fact that the physical education teachers have to perform multifarious jobs like taking classes, conducting practical, conduct of an athletic meet, arrangement for intramural and extramural activities, preparation of teams for intercollegiate tournament, and maintaining discipline. The scope of their work and the intense involvement of physical education teachers at college level is increased by this work load. Research indicated negative effect of work stress on health and wellbeing of teachers (Mérida-López, Extremera, & Rey, 2017). Another study indicated negative effect of work-related stress on the productivity and profits of an organization (Naqvi et al., 2013). Based on the above discussion, it can be interpreted that various job stressors such as work stress, interpersonal relation stress, and organizational climate are significantly connected with job satisfaction of physical education teachers. Additionally, the statistical results indicated significant differences on various variables based on the gender of the participants, which means that the results with respect to the gender is applicable and generalizable on population.

Conclusion

The current study aimed to examine the effect of various stressors on job satisfaction of physical education teachers at college level of Khyber Pakhtunkhwa, Pakistan. It has been concluded that the existing working load, interpersonal relation and organizational climate significantly contributed to stress, which ultimately decrease the job satisfaction of physical education teachers. Additionally, the results revealed that female physical education teachers have reported higher score compared with male physical education teachers, which is alarming towards their performance. Based on these, the policy makers and head of the institution (HOIs) might ensure the importance of congenial working environment for job performance and job satisfaction of the teachers. Congenial working environment will help in reducing stress which ultimately increase performance and satisfaction. It is also suggested that the higher education department device a human policy which could protect the interests of the physical education teachers sharing responsibility of carving out future of the country.

Research Limitations/Implications

The present research has since been encouraged by a cross-sectional approach to the survey; the findings obtained impede the testing of causality between the variables. Based on data gathered from physical education teachers employed in government colleges of Khyber Pakhtunkhwa (KP), a province of the

country, the study model and hypotheses were tested. Therefore, in other settings, the results should not be generalized.

The current research paper provides the related Department of Higher Education and Head of Institutions (HOIs) with useful information to understand what factors produce work stress that eventually decreases job satisfaction. In addition, this paper allows policy makers to consider why different genders may have an effect on the same stressors.

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