

**EFFECT OF STRESS ON OCCUPATIONAL SELF-EFFICACY, JOB
SATISFACTION AND ORGANIZATIONAL EFFECTIVENESS
OF PRIMARY SCHOOL TEACHERS**

SMT. BHARATI JANI

Senior Teacher Educator, DIET Rayagada Institute, Bissamcuttack, Odisha, India

ABSTRACT

It is said that teaching is essentially a spiritual process, involving contact mind with mind. A good teacher exerts a powerful and abiding influence on the life of educand. In shaping the child we not only shape the future man but also the future of the nation and the entire human society as such. The teacher is also a human being. We cannot expect him to be perfect in this imperfect world. There is a level of personal stress caused by teaching profession i.e. Stress becomes too high, his performance breaks down. Generally, in primary Education, teachers are experiencing pressures to increase productivity and efficiency at their working place, and expectation of the society was more from them, for which teachers face so much stress in their profession. It is an attempt has been made by the researcher in this paper to examine the effect of personal Stress on the Occupational Self-Efficacy Job Satisfaction and Organizational Effectiveness of Primary School Teachers. And to study the correlation between occupational self-efficacy and job satisfaction, job satisfaction, and organizational effectiveness and occupational self-efficacy and organizational effectiveness of Primary School Teachers. The sample of 600 teachers of primary school from Kalahandi, Balngir and Koraput district of Odisha was selected on a random purposive sample technique basis. Four tools have been selected by the researcher for the collection of data:- (i) Personal Stress Source Inventory (ii) Occupational Self-Efficacy Scale (iii) Job Satisfaction Scale developed. (iv) Organizational Effectiveness Scale. The collected data were analyzed by applying appropriate statistical techniques like standard error of difference and coefficient of correlation was used for analysis and interpretation to study the relationship between and among the variables. On the basis of result analysis, the finding and recommendation were derived.

KEYWORDS: Primary School Teachers, Stress, Occupational Self-Efficacy Job Satisfaction & Organizational Effectiveness