



# Investigating the Relationship between Occupational Stress, Motivation and Job Satisfaction among University Teachers (A Case of University of Gujrat)

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## Abstract

The most important objective of the study is to investigate the relationship between occupational stress motivation and job satisfaction among university teachers. Job satisfaction has been treated as a dependent variable and occupational stress and motivation has been treated as an independent variable. Based on the literature review two hypothesis were formulated (1) there is no significant relationship exists between occupational stress and job satisfaction (2) there is a significant relationship exists between job satisfaction and motivation. The research has conducted among university teachers with reference to Gujrat city. A 171 university teachers were selected as a sample from university of Gujarat Hafiz Hayat Campus. A simple random sampling technique is used. For our study questionnaire has been used as data collection tool. Descriptive statistics, Correlation, reliability and Regression Analysis are used to analyze data. The Pearson correlation result shows that no significant relationship exists between occupational stress and job satisfaction of university teachers. So our hypothesis H1o is accepted. The Pearson correlation results also indicate that there is positive relationship exists between job satisfaction and motivation of university teachers. So our hypothesis H2a is also accepted.

**Keywords:** Job Satisfaction, Motivation, Occupational Stress, Significant, University Teachers

## Introduction

Universities play an important role in the development of the human society and for the purpose of delivering knowledge and fulfilling the intellectual needs of the society. Higher education institute are responsible to provide human capital to meet the upcoming challenges of the country. Universities are also responsible for preparing best human capital to meet the need of the all public, private and social sector. Teachers are the key source of learning at university level. And this objective is not completely fulfilled without fully satisfied teachers. In Pakistan where at university level physical resources are poor, salaries are not enough, teachers are not equipped with modern method of teaching which makes the

teachers stressful at workplace. At university level there are many expectations from the teachers because teachers face many demanding task related to research and teaching. So this results a lot of occupational stress to perform duties. (Qayyum, 2012)

Stress is not just a part of the job, a thing to be ignored or a price paid up for career success it is found to be a cause of various stress related illness either directly or indirectly. Unhealthy work environment effects employee's health both physically and mentally Many organizations see stress as a weakness. Stress is mostly ignored by people who are at the position to manage it. There are many causes for teachers stress at work because of teacher's experiences depression, tension, anger and anxiety from many aspect of their work.

Occupational stress can also be defined as a situation in which employees experience physiological and psychological disturbance which effect the employees to move from normal condition (Pestongee, 1984).

**Professor Mielu Zlate** defines "job motivation is a set of energetic forces that originate both inside and outside the individual to initiate work behavior, and to determine the form, direction, intensity and duration of behavior."

Job Satisfaction is combinations of three circumstances these circumstances are psychological, physiological and environmental that makes a person happy with his job. (AZIRI, 2011) Job satisfaction and motivations is conceived by many people same But motivations is different from job satisfaction. Job satisfaction is perception of individuals. Job satisfaction is link to an individual's feeling of achieving something (Mullins, 2005)

Development of the country depends upon development of education institution. Now a day's many new universities are establishing in Pakistan to achieve the objective of country. Establishment of new universities increase the pressure on the universities and teachers to become competative compare to others. Working environment of the university change with a change in the social, demographic and environmental factors. The competitive advantage of the universities may only be achieved with highly satisfied and motivated teachers. When teachers satisfied and motivated quality of education also increases. When teachers are not satisfied it may affect their efficiency and productivity and teachers face occupational stress and low motivations. It is helpful to find out the relationship exists between these variables so that the quality of education at university level improved.

The main purpose behind conducting the study is to investigate the relationship between occupational stress, motivations and job satisfaction in university teachers with reference to university of Gujrat Hafiz Hayat Campus to get an insight into these issues.

### **Problem Statement**

The relationship between occupational stress and job satisfaction has been examined by many researchers in their studies. But in literature the relationship between motivation, occupational stress, and job satisfactions in the university teachers are not present. The study is therefore conducted with a view to throw light on the relationship between job stress, motivation with job satisfaction among university teacher. The knowledge about these issues will lead to creation of awareness and thus development of solution for the problems faced by university teachers.

### **Objective**

The study has following objectives

### **Main Objective**

- ❖ To find about the relationship between motivation, and occupational stress with job satisfaction of university teachers in Pakistan.

### **Sub Objective**

- ❖ To find out the level of occupational stress, Motivation and job satisfaction.
- ❖ To find out the relationship between job satisfaction and motivation.
- ❖ To find out the relationship between occupational stress and job satisfaction.

### **Literature Review**

#### **Job Satisfaction**

The term job satisfaction is first time used by Hop pock in 1935. "Any contribution, psychological, physical, and environmental circumstances that cause a person truthfully say, 'I am satisfied with my job.'" Glimmer. Abdul, Ismail, & Jaafar (2010) there are two type of attitude about job the first one is positive attitude about job it state that a person is more satisfied about job and the second attitude is a negative attitude which mean a person is not satisfied about job. Job satisfaction is perceive to be an individual emotional reaction about work.(vroom)E. A. Locke define job satisfaction as " Job Satisfaction is a pleasurable or positive emotional state from the appraisal of one's job or experience."

#### **Occupational Stress**

Stress can be define as a Seyle (1956) "The unclear response of the body to any demand" Elizabeth Kendall (2000) "The terms 'occupational stress', 'work stress', 'job stress' and 'work-related stress' are used interchangeably". Pestongee (1984) "Occupational stress refers to a situation in which job related factor interact with each other and worker experienced physiological and psychological disruption which results the worker to move from normal condition". Aranđelović & Ilić (2006) Conflict between employee's demands of job and degree of control employee can exert to accomplish these demands results in a harmful mental and physical response which is defined as "Workplace Stress".

#### **Motivation**

"Motivation is a psychological processes causes and arousal, direction, and persistence of voluntary actions that are goal directed" (Kincki, 2012). Professor Mielu Zlate defines "Motivation is a set of energetic forces that originate both inside and outside the individual to initiate work behavior, and to determine the form, direction, intensity and duration of behavior". "The willingness to exert high level of effort to reach organization goals as conditioned by that effort's ability to satisfy some individual need". (Stephen p. Robbins)"A motive is a need or person driving force within a person". (G.A.Coal)

#### **Relationship between Occupational stress Motivation and Job satisfaction.**

Ismail (2009) conducted a study to analyze the relationships between occupational stress and job satisfaction of the private school employees. Nine private schools are selected as a sample of study. Questionnaires are used to obtain data from employees. The results of the study are analyzed by using exploratory, confirmatory factor and stepwise re-gression analysis. He concluded that an inverse relationship exists between physiological stress and job satisfaction and also a positive relation-ship exists between psychological stress and job satisfaction of school teachers.

Pitariu (2009) conducted a study to analyze the relationship between occupational stress, job satisfaction and counterproductive work behavior of the financial service employees. Data are gathered from 281 employees of three organizations. Data are obtained through questionnaires. The study concluded that an inverse relationship exists among occupational stress and job satisfaction of the financial service employees.

Ahsan (2009) conducted a study to analyze the relationship between job stress and job satisfaction of university employees. Data are obtained from 300 university employees of Klang valleys. Interviews and questionnaires are used as a tool for data collection. The study concludes that there is an inverse relationship between job stress and job satisfaction.

Abdul (2012) conducted a study to analyze the relationship between occupational stress and job satisfaction of university teachers of Pakistan. Data are collected from six Pakistani universities. Data are analyzed by using descriptive statistics, inferential statistics, cross tabulation and frequency distributions. The study reveals that no relationship exists between occupational stress and job satisfaction of public university teachers. Usman, Akbar, & Ramzan (2013) Conducted a study in that he examine the factors that contribute the satisfaction of teachers in Sialkot region the study reveal that no relationship exists between job stress and job satisfaction of teachers.

Asad (2013) Conduct a study to analyze the relationship between occupational stress and job satisfaction of industrial worker. For data collection forty workers are selected the results of the study reveal that an inverse relationship exists between occupational stress and job satisfaction of industrial workers.

Nazari & Emami (2012) conducted the study to analyze the relationship between occupational stress and job satisfaction among Academics in Iran. Data are collected from 500 respondents of three public and three private universities. Data are sort-out by using SPSS. The results of the study reveal that occupational stress and job satisfaction have no significant relationship among faculty members of public university.

Hussain(2012) Conducted a study to analyzed the relationships exists between work motivations and job satisfaction of the employees of PTCL data was collected from 80 employees of PTCL Data are analyzed by using SPSS, correlation, and regression analysis. The results of the study reveal that a positive relationship exists between work motivations and job satisfaction of the employees of Telecommunication sector of Pakistan.

Ayub (2011) Conducted a research to analyze the relationship exists between work motivation and job satisfaction of bank managers in Pakistan. Data are collected from 80 middle managers of Karachi through questionnaires. Correlation and t test are used to evaluate the data. Study reveals that a positive correlation exists between work motivation and job satisfaction.

Singh (2011) conducted a research to know the relationship exists between motivations and job satisfaction. 45 white collar employees are selected as a sample. Data are gathered through questionnaires. Study shows that a positive relationship exists between motivations and job satisfaction.

## **Research Methods**

### *Hypothesis*

**H1<sub>o</sub>** = There is a no significant relationship exists between occupational stress and job Satisfaction.

**H1<sub>A</sub>** = There is significant relationship exists between occupational stress and job satisfaction.

**H2<sub>o</sub>**= There is no significant relationship exists between job satisfaction and Motivation

$H_{2A}$  = There is a significant relationship exists between job satisfaction and motivation.

## Research Design

### Positivism

Positivism states that reality is observable, measurable and can be objectively described. (Lavin, 1988). Appropriate paradigm choice is critical to the choice of research methodology (Tuli, 2010). This study consider the positivism approach as it's most appropriate for quantitative sort of research.

### Population

"Population refers to all items that have been chosen for study" (Richard I. Levin) the population of the study consist of all faculty members working in the University of Gujrat Hafiz Hayat Campus.

### Sample

"A sample is a subgroup of the population you are interested in" (Kumar) for our study 171 university teachers are selected as a sample through Simple random sampling technique. Yamane's formula (T., 1973) has been used to determine the sample size:

$$n = \frac{N}{1 + (N \times e^2)}$$

$$n = \frac{300}{1 + (300 \times 0.05^2)}$$

$$n = 171.429$$

$$n = 171$$

### Sample Design

Most of the researcher has selected probability sampling design for the study in which simple random sampling is used. They preferred simple random sampling over the others because simple random sampling technique provides the assurance that sample will accurately reflect the true population and there are also ease to assemble the sample. (Johnson & Christensen, 2010).

### Measure

Questionnaires have been used as data collection instruments for our study. Questionnaires are collected from the university teachers. The questionnaires are composed of four parts. The first parts deals with job stress measured by Questionnaire proposed by (Ning T. , 2004) (Verret, 2012) the second section deals with job satisfaction measured by questionnaire proposed by (Mukhtar, 2012). Each item of job stress and motivation is measured on five point Likert Scale Ranges from strongly agree at 1 to strongly disagree at 5. The third section deal with motivation measured by the questionnaire proposed by (ROBERTS, 2005) each item is measured on three point Scale ranges from true at 1to UN true at 3. The fourth part of the questionnaire deals with demographic variables. Including age, gender, number of years employed in an academic and Martial status.

### Data Analysis and Results

Data is analyzed by using Statistical Package for Social Sciences. The tests which are applied for analysis are, Regression Analysis, descriptive statistics and correlation analysis.

Results in table 1 shows that the respondent in the study was 43 percent were male and 57 percent were female. The majority of the respondent in the study were married (55.3) and 44.7 percent of the respondent reported themselves were unmarried. The respondent in the study range in age from 21-50 years. 67 percent of the respondent was between range of 21-30 years .26 percent of the respondent was between 31-40 years and 7 percent of the respondent was between the ranges of 41-50 years. The 26 percent of the respondent in the study has experience of less than one year. 29 percent of the respondent has an experience between the ranges of 1 to 3 years 45 percent of the respondent has an experience of more than one year.

Results in table 2 show that Cronbach's alpha of the occupational stress, Motivation and job satisfaction were .592, .807 and .850 Based on the given results H1o is accepted because the table 2 shows that no significant relationship exists between occupational stress and job satisfaction.

Based on the given statistical results H2<sub>A</sub> is accepted as it show that strong positive relationship exists between job satisfaction and motivation

Results in table 3 show that Job Stress and motivation together explain 33.5% of the variation in the Job Satisfaction ( $R^2 = .335$ ). ( $F=18.388$ ,  $p<0.001$ ). An inspection of individual predictors reveal that motivation ( $B=.909$ ,  $p<0.001$ ) is significant predictor of Job Satisfaction. Occupational Stress ( $B = .097$ ) is not a predictor of Job Satisfaction.

### **Discussion and Conclusion**

In our study firstly we found that no significant relationship exists between occupational stress and job satisfaction of public university teachers which are in accordance to the finding of (Nazari, 2012; Usman, 2013; Abdul, 2012) so our hypothesis H1o is accepted and H1<sub>A</sub> is rejected.

In our study secondly we found that a strong positive relationship exists between job satisfaction and motivation of public university teachers which are in accordance to the finding of (Hussain, 2012; Ayub, 2011; Mahmood, 2010) so our hypothesis H2<sub>A</sub> is accepted and H2o is rejected so both of our hypotheses are accepted.

### **Significance of The Study**

The relationship between occupational stress and job satisfaction of teachers has been explored by a number of researchers but literature on motivation with respect to job satisfaction is limited. The study therefore of significance for researchers as well as institutions by contributing in the easting body of knowledge and provide first step initiative for future research. Teacher's satisfaction with their job is of important concern as they are source of imparting knowledge to others. Satisfaction with job lead to less stress level and more motivation level among teachers leading to higher output which ultimately help the institutions achieving their targets. The study is of significance to get better understanding about the issues faced by teachers and helping the institutions to improve their outcomes. The study is significant for the researchers by providing a dimension which can be further explored by future research.

### **Limitations**

The main limitation of the study is sample is collected from a specific geographical area which influence its generalizability.

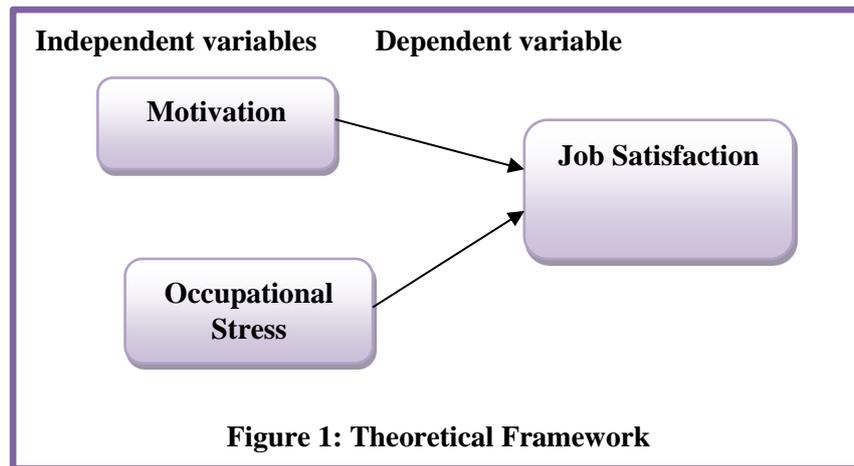


Table I.  
 Descriptive Statistics

		1	2	3
1	Occupational Stress	(.592)		.073
2	Motivation		(.807)	
3	Job Satisfaction		.576**	(.850)
<b>** . Significance Value</b>				
<b>Values of Cronbach's alpha are in parenthesis</b>				

	Percentage
<b>Gender</b>	
Male	43.4
Female	56.6
<b>Marital status</b>	
Married	55.3
Unmarried	44.7
<b>Age</b>	
21-30	67.1
31-40	26.3
41-50	6.6
<b>Experience</b>	
Less than 1 year	26.3
1 to 3 year	28.9
More than 3 year	44.7

Table II. Correlations

Table III.  
Regression

<i>Independent</i>	<i>Dependent</i>	<i>R Square</i>	<i>F</i>	<i>Sig</i>	<i>Unstandardized coefficient Beta</i>	<i>T value</i>	<i>Sig</i>	<i>Hypothesis</i>
<b>Occupational stress</b>	<i>Job satisfaction</i>	.335	18.3888	.000	.097	.571	.570	H1o Accepted
<b>Motivation</b>					.909	.6.016	.000	H2A Accepted

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