



To study the effect of frustration and school environment among secondary school teachers.

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Abstract:

The present study has been conducted to find effect of frustration among secondary School teachers. For this purpose a sample of 640 secondary School Teachers of Government and private Schools of Jind, Hissar and Bhiwani Districts was taken. The results of the study revealed that out of the four dimensions of frustration, the effect on teachers with three dimensions of frustration i.e. aggression, resignation; fixation with frustration is significant and positive. However, a significant relationship was found between regression dimensions of frustration and put effect on the efficient working of female secondary school teachers.

Keywords: Frustration, teachers, secondary, effect

Introduction:

Frustration as "a deep chronic sense or state of insecurity and dissatisfaction arising from unresolved problems." It refers to the circumstances that blocks the way to a goal. In other words, "sense of dissatisfaction, unhappiness, displeasure that is the result of being blocked". Life and its path are not that easy as in our everyday goal-seeking efforts; counteract many obstacles among ourselves and our ambitions. We encounters more or less frustrations in our every day's life like a person misses his/her bus or train, a late appearance for an meeting, delay in making important report/ work. Now a days each and every one having much greater frustrations in their life whether they are of any age group or of any sex. A frustration takes any form it may be a boy who aspires to be a football player loses a leg, 'or a girl who wants to tie the knot with her infancy sweetheart is jilted' for others', or 'may be a learner faces failure in the entrances examinations and is refused to take admissions or may be an emotional chaos which intervenes the bright profession'. Obstacles in the fruition of motivational activity of an individual lead to frustration, which in turn exerts considerable influence upon his conduct. A human being found himself in frustrated situation or condition



when he fails to fulfill his desires. For example, when a student tries very hard for getting first position in classroom, but fails to achieve his objective again and again, he found himself in a frustrated situation. In other words, it becomes possible to describe frustration in the form of obstacles due to which an individual fails to achieve his ambition. In situations where a student is continuously encouraged for achieving a specified objective, but he fails to achieve this objective due to any reason, he becomes frustrated.

1.11 Frustration among Women Teachers

It becomes essential for a working woman to maintain a proper balance in the middle of tasks, one which she performed at work place and the second is her responsibilities towards her husband, children and other members of family like in-laws. To manage this equilibrium is a very complicated responsibility and women fails to manage this equilibrium gets frustrated.

Frustration takes the form of an uncomfortable psychophysical disorder. It becomes a common feature of this modern world where a person fails to handle the stresses of his / her work. It affects the employees' personal health and working efficiency. Frustration is seen in numerous fields of employment. The teaching profession has become more challenging worldwide in recent days, especially in the secondary level, where students enter the adolescent stage, and as a result, the frustration in the middle of teachers has increased very rapidly. Various factors are correlated with the job burden of teachers, such as increased workload, low pay, lack of facilities, large class size, lack of professional development opportunities, behaviour management of students, etc. It is more often seen, in comparison to male workers female teachers feel more frustrated. It mainly happens in the case of married female teachers, because their role towards family members and work place is equally important. They have to play the role of daughter-in-law, wife, mother, sister-in-law, etc. at home and at the same time have to play the role of a good responsive teacher in the schools when educating their students. It is also very normal that they have experienced workplace stress, which affects both the instructor and the instructor adversely. Therefore, it is very important to make efforts in this regard to reduce and avoid the key causes of frustration in the middle of teachers for the desired outcomes in the education.

It becomes possible that a frustrated teacher made a huge economical and other unique effect. The frustration leads to frustration - related employee absenteeism, burnout and adverse



effect on his result. Frustration can have many negative consequences. In some circumstances frustrated people stops giving attention towards his own health. In few cases, frustration brings some type of psychological disorder in human beings and they fail to remain their interest in life. At that particular moment they require a support of family members.

It becomes possible to define frustration in the form of obstruction in the presence of which human beings are fails to achieve their objectives. As a result, people become disappointed. There is lot of difference in the middle of stress and frustration. Basic element behind stress is the addition demands where basic resort behind frustration is the presence of obstacle in the ongoing work.

For teachers, whether related to self-owned schools or government school, stress becomes a word which is ordinary in the middle of people related to teachings profession. Some type of behavioural changes on the basis of which it can be easily identified that a teacher is feeling stress are insufficient concentration, their perception towards society, way of thinking, some physical disease like stomach disorder, sleeping disorder, pain in head. Under stressful conditions people become irritated.

At present, teaching becomes the highly stressful job. The endless interactions in the company of learners and other staff members becomes the reason of teachers stress. In addition to this, irrelevant question asked by some undisciplined students at the time of teaching is also considered an important factor behind teacher stress. In situations where it becomes impossible to handle this stress, it put adverse effects on behaviour pattern and mental conditions of teachers.

Most of the teachers are in favors of a common point which outlines that teaching profession is no longer remain a profession which requires only hard work, it takes the form a highly stressful profession. Stress generated because of inappropriate teachings environment, lack of management help, burden of additional administrative work, insufficient teaching facilities are also considered in the form of stress generated elements. In educational institutions, students belong to different cultures study in the same classroom. To maintain equilibrium in the middle of these different cultured students becomes the main reason of stress. Teachers having knowledge of different cultures, feel low level of stress but the stress level of remaining teachers in very high. It becomes possible to define frustration in the form of obstruction in the presence of which teachers fails to complete their classroom responsibilities and these responsibilities imposed by school administration.



It is a very well accepted point that in the presence of stress it becomes impossible for teachers to perform their assigned duties in an effective and efficient manner. It means the performance and effectiveness which are the most essential requirement of teaching profession will be lost. In the absence of these requirements a teacher cannot deliver accurate information to the students. As a result, educational achievements of students represented a decreasing graph. The only way to put a stop on this decreasing graph is provision of good teaching and good teaching is possible only in the presence of healthy teacher. Therefore, elements behind teachers stress should be removed.

1.12 Frustration Tolerance among Secondary School Teachers:

In present scenario, it becomes essential for educational institutes to remain competitive at international level for providing high standard for education. The contribution of educational institutes in making the students a beneficial part of society is very significant. The most significant employer of the school which change the life of students are educators. Educators are considered the highly significant part of each and every educational program. Whenever any educational process is required to put in to operation then teachers are considered the most responsible person in its implementation. In year of two thousand and five arrangement of National Curriculum put different requirements on the teacher. To satisfy these requirements becomes essential for each and every whether experienced or fresher. On the basis of above point it becomes possible for us to say that the position of educators in continuously developing society is pivotal. In relation to education it was stated by the National Policy that "the status of the teacher reflects the socio-culture ethos of society".

1.13 Frustration Influences

a. It cannot induced itself

One of most important factors in favor of frustration is that it arises in the absence of our fault. In simple words, frustration come in to existence without blame or fault on either side. It becomes impossible for a person to put reliance on a frustration which is induced by him. In reality applicant just recruit the fisherman, called 'the St Cuthbert for fishing business. It was already known by both parties that it becomes possible to use trawler only when the authorities of Canada issued license. In order to use 5 trawlers, appellants apply for 5 licenses but he only got permission for three. When authorities demanded the name of three



fishermen, then appellants give name in which they do not include the name of St Cuthbert. After that the recruitment of Cuthbert is canceled by them which generate frustration.

b. Frustration works independently -

In situations where an agreement was dismissed frustration works in automatic manner "irrespective of the individuals concerned, their temperaments and failings, their interest and circumstances. The legal effect of frustration does not depend on their intention or their opinions, or even knowledge, as to the event." Such type of statement becomes, true, especially in relation to section fifty six of Contract act of our country. This act fails to settle down everything on the basis of involved party's desire. On the other hand, in some type of agreements it has been shown that one side gave up frustration and then the other will be bound by the contract.

c. Adjustment of Rights (Restitution)-

On the basis of Section sixty five, claim of each party is revised. In situations where a contract becomes void, one party restore gained advantage and compensation to it, to the person from whom he received it.

1.14 Teaching Effectiveness:

Before going to define Teaching Effectiveness, he first defines 'Teaching'. In reality, "Teaching is complex, and great practice takes time, passion, high-quality materials, and tailored feedback designed to help each teacher continuously grow and improve" It becomes possible to define in the form of process or method by which a person for the rest of his / her life acquires knowledge, skills through studies. In short, 'schooling' is called information and character. For instance: if the teacher (educator) teaches a good way to his / her students , i.e. to throw waste material in the dustbin and the students make the habit of it then an education is called effective. Training is all about mastering skills and knowledge and moving it on to the next generation of skills and knowledge. It is also about giving educators an opportunity to think about what they've learned.

Objective of the study:



To find out the effect of frustration and school environment among secondary school teachers.

Sample:

The study was confined to 640 secondary school teachers

Tool used:

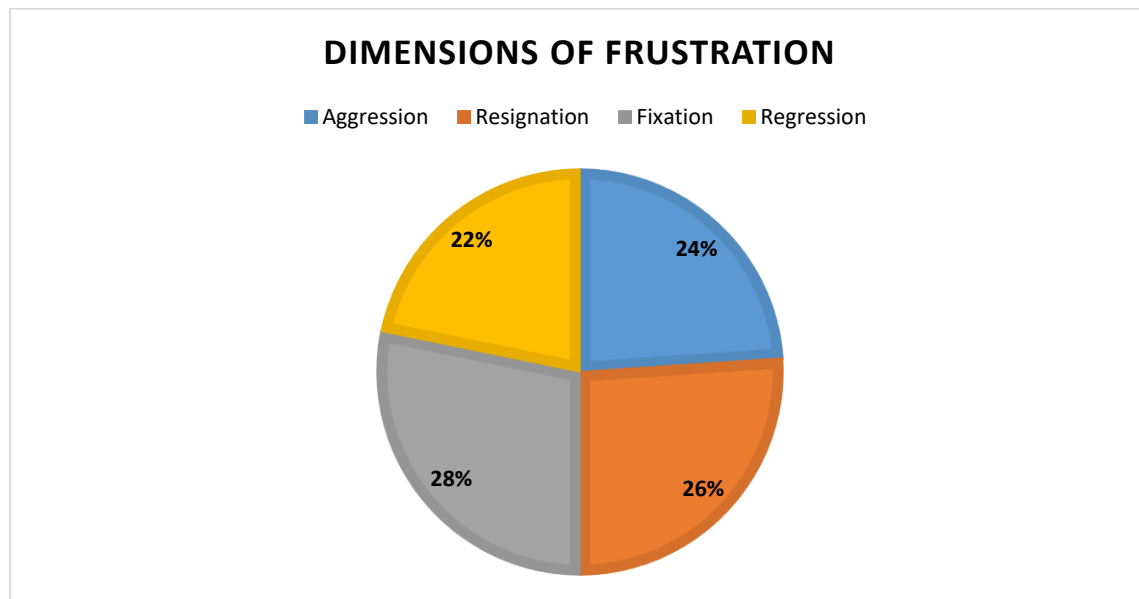
The standardized test of Frustration: by Dr. N.S. Chauhan and Dr.Govind Tiwari in 2014

Results and conclusions:

To investigate the significance of effect of frustration on secondary school teachers, Pearson's Product-Moment Correlation "r" was employed.

Dimension of frustration	N	R
Aggression	640	0.56
Resignation		0.61
Fixation		0.66
Regression		0.51

Table – 1



Graph – 1

Table 1 revealed that the value of 'r' for four dimensions of frustration i.e. aggression, resignation, fixation and regression are 0.56, 0.61, 0.66, 0.51 respectively came out to be positive. Out of the four dimensions of frustration, the relationship of wellbeing of primary school teachers with three dimensions of frustration i.e. aggression, resignation, fixation is significant. However a significant relationship was found between regression dimensions of frustration of secondary School Teachers. Therefore, hypothesis 1 state that, There exists no significant effect of frustration and school environment among secondary school teachers. Is rejected.

Conclusion:

Out of the four dimensions of frustration, the effect of frustration on secondary school teachers with three dimensions of frustration i.e. aggression, resignation, fixation and with total frustration is significant and positive. However there is a significant relationship, found between regression dimensions of frustration in secondary school teachers. Hence it must need to be checked in order to maintain their efficiency of teaching and the students shall better perform.

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