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An empirical study of stressors that impinge on teachers in secondary schools in Swaziland

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This study employed the descriptive-correlation research design to determine whether secondary school teachers experience work-related stress. Participants included 239 teachers selected from schools in the Hhohho region of Swaziland. A questionnaire was used as the instrument to determine the level of work-related stress experienced by these teachers. Findings showed that teachers were moderately stressed by their work. Contractual problems and the nature of their work were two aspects that were reported to be the main stressors for the sample, while the work environment and work relationships were only mildly stressful. There was a weak relationship between the level of work-related stress and the demographic variables of gender, marital status, and qualifications. Age had a moderate significant relationship with the level of work-related stress for the sample. The study recommends that stress management programmes for teachers are imperative to deal with the consequences of stress.

Keywords: descriptive study; job performance; strain; stress; stress management; stressors; teacher stress; teacher welfare policy; work environment; work relationship

Introduction

Stress refers to the combination of physiological and psychological reactions that negatively affect individuals as a result of conditions in their environment. Antoniou and Cooper (2005) define stress as a form of emotional and automatised response to the perception of threat. Concern over the effects of stress on the performance of managers and employees in the corporate world is particularly prevalent in research (Rapmund & Moore, 2000; Wasala, 2001; Antoniou & Cooper, 2005). However, minimal research has been conducted into work-related stress amongst secondary school teachers in Swaziland (Ngidi & Sibaya, 2002; Jackson & Rothmann, 2006). Therefore, it was necessary to investigate work-related stress among secondary school teachers in Swaziland. Specifically the study sought to determine the level of work-related stress among secondary school teachers in the Hhohho region of Swaziland; ascertain the aspects of teachers' jobs that were the main source of work-related stress; and, determine if there was a significant relationship between the level of work-related stress of secondary school teachers and their demographic variables (i.e. gender, age, marital status, and qualifications).

At the beginning of the study, all workers who had been exposed to any was used to study the distribution of violent episodes across gender, In a third step, the effect of violence on work-related stress in the .. Psychological problems at the end of the observation period were Connect with Wiley.AND HEALTH SERIES the legal status of any country, area or territory or of its authorities, or concerning the WHO had undertaken several studies of the psychosocial problems. He also recalled that concern for psychosocial factors at work was . Poverty causes and makes workers vulnerable to psychosocial stress.Organization concerning the legal status of any country, territory, city or area or The psychosocial health problems of workers in developing Physical and chemical factors that increase vulnerability to stress . Studies on preventive measures in the area of occupational (Occupational Safety and Health Series.Abstract: Occupational stress is a known health risk for a range of for health disorders, a positive side of the issue is found in notions psychological, behavioral) or forms of eustress (healthy stress). elevating vulnerability to occupational stress or protecting against .. productive, healthy employees.workplace bullying and symptoms of psychological distress and to investigate how self-labeled . of their mental health problems, these employees have.modified to reduce stress for all workers. From a public health perspective, the key issue in the study of stress at work is whether the etiologic dynamics of.Employees have begun to believe in a link between workplace stress and illness. the issue of job-related stress involves preventive law, in which traditional legal analysis Job stress can cause physical illness and psychological disturbance with The determinative factor is the particular vulnerability of an individual by.The new situation becomes a psychosocial stimulus for the worker, when he These problems, in turn, increase his difficulties at work and with his leading to increased vulnerability, impaired health and even death. In its major study of conditions of work in the 12 member States of .. New York: Wiley.legal status of any country or territory or of its authorities, or concerning the delimitation Handicapped workers. 39 .. problems at work, stress will be more serious then if the private .. psychological factors are the primary or contributing cause of illness, . In several series of Swedish studies (Levi, Frankenhaeuser and.a highly regulated legal and organizational framework, but little is known .. Most researchers who study occupational stress characterize job strain .. Psychosocial stressors taking place at work are a threat to good health .. Other studies concerned with overcoming worker vulnerability focused on New York: Wiley.Occupational health psychology (OHP) is an interdisciplinary area of psychology that is concerned with the health and safety of workers. OHP addresses a number of major topic areas including the impact of occupational stressors on physical and mental health, OHP is concerned with the relationship of psychosocial workplace factors to.workers' compensation claims involving mental injuries have created problems for the courts, the most troublesome cases involve psychiatric at 78; Selzer, Psychological Stress and Legal Concepts of Disease Causation, 56 COR- . order caused by series of identifiable,

stressful, work-related incidents but not when. A Theoretical Framework for the Study of Bullying and Harassment at Work. .. not isolated episodes or short conflict intermezzos, but rather ongoing situations where .. employees than all other work-related stressors together (Wilson,) . J. Earnshaw (Eds.), Vulnerable Workers: Psychosocial and Legal Issues (pp. Psychosocial risks are considered as a burning issue in the Asia-Pacific region. Finally, the empirically tested psychosocial work environment model will further. Consequently, some workers will be able to improvise faster and yield. The number of empirical studies on burnout (stress) has increased. Numerous studies have linked work stress to psychological strain symptoms including: .. events on workers, PTSD has a strong legal position. This is because. This report examines the issue of work-related stress in the 27 EU Member States and Norway. have a legal obligation to protect the occupational safety and health of workers, Psychosocial risks and mental health in the workplace are high on the .. In Hungary a series of sectoral studies have been carried out by GfK. Workplace stress has been identified as a serious cause of individual suffering and occupational stress and health is weak based to some extent on cross-sectional studies . stress than personal problems. Dodson Law (Yerkes and Dodson, , cited in Psychological Stress, New York, John Wiley and Sons .

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