

Study of Relationship between General Health and Job Stress with Teachers' Self-Supervision

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ABSTRACT

This research aims at determining the relationship between general healths, job stress with teachers self-supervision. Research methodology is descriptive-correlation and population is all high-school of west of Mazandaran .sample size is 297 after statistical estimation and using Morgan table, which was obtained using accidental sampling method. In this research, 3 questionnaires of Goldberg general health, self-supervision and Esipo job stress. In analyzing research data, Pearson correlation coefficient and regression coefficient were used. Findings show that the calculated r in $\alpha=5\%$, there is positive and significant correlation between general health and job stress and the direction is negative, which means that general health will increase as job stress increases. In other words, job stress plays role in clarifying general health. But no considerable relationship was observed between self-supervision and general health.

KEYWORDS: general health, job stress, self-supervision

1. INTRODUCTION

Tasks complexity and employees demands in organizations make control and supervision an unavoidable matter and different research show that one important educational need of managers is necessity to increase ability in supervision and it is also necessary traditional supervision with teacher-based supervision (Golparvar & Mirnasab,2010). In teacher-based supervision, manager (supervisor) and teacher take part in supervision and this kind of supervision aims at giving feedback to teachers on current education conditions, detection and solving class problems and so on. This kind of supervision includes three discussion sessions of planning, observation session and feedback session (Mirhashemi, 2009).

Theoretical framework of the research

In order to conduct a suitable supervision the manager must gather some information in the fields of programming and preparation, management and organization of class, teaching methods and so on. Supervision role of educational managers are studied in the dimensions of official duties, academic planning duties and educational duties (Poroti,2008). Supervision and control means "monitoring operation implementation progress and comparing it with favorable condition and changing operation in order to prevent deviations". The above definition consists of two parts: the first part which is called supervision is monitoring present conditions and observing deviations and the second part means returning the system of education to its normality and favorable conditions using corrective actions (Dowker,2008).

Supervision is more important than and precedent to control, because supervision is an observation and research matter that helps with finding deviations and if there is no deviation, there will be no need to control, therefore with right and appropriate supervision, there is no need to control. Hence each organization forms to reach particular aims & people's behavior in it follows some regulations, exercising control & supervision is necessary (Hallahan&Hudson,2002 ; Shapiro&Kratowill,2003).

Control has sometimes unfavorable implicit meaning which seems as if restricts individual's freedom most teachers do not like being supervised and always take on defensive position toward supervision(Magon et al.,2009). But the potential contradiction between freedom & control is a problem which must be payed attention & dissolved by managers. Researches show that the managers need training in this field(Montague,2007). Jobs are important part of our lives. They Forman income flow & besides that, they help us to fulfill our personal wishes, create social

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networks & serve our society, even" visional jobs" have stressful moments, task demands & other responsibilities (Rock & Tead, 2007). For some people, stress is an incentive that makes sure of some tasks being done. Anyway stress can affect your life easily. You might be worried about a project, feel irritated by one of the colleagues behavior or take large responsibilities to be promoted (Shekari, 2010). When you put your job at the top of the agenda, your personal relations will be affected. You can rarely find a job that has not even a little stress. Some people look for stressful jobs but some others like to be left alone to do their job on their own (kheirollah Tabar & Saadani, 2010). Some people have stress due to financial problems, family life hardships & lack of excitement in their lives. Identification & reduction of job stress is important because it affects negatively the individual's health & imposes huge costs on employees health. Although sometimes stress can be useful, but it will have negative effects if it increases (Abbasvand, 2009). Both managers & employees must try to reduce their own & their employees stress. Job stress can be defined as harmful sentimental & physical responses and occurs when job requirements do not match employees abilities and source & needs (shokri, 2010). Job stress might harm employees' health. In order to have a healthy society to have a warm and motivated life, we require to create a healthy space so that people can build their lives but unfortunately humans' life have changed a lot during 20th century. Rash attempts to become industrialized which involves new life methods, have negative effect on humans' health and arisen new sanitary issues (Golpour & Mirnasab, 2010).

Social, economic, cultural & political conditions of the world and their concerning problems, have arisen severe & violent reactions in people & societies which have led to grave environmental conditions. This factor has caused the psychologist to pay attention to stress & made them to help improve human life. In other words, human knowledge in this field has increased a lot (Mirhashemi, 2009). Mortazavi (2010) aims at investigating the relationship between job satisfaction & job stress and also the relationship between job satisfaction dimensions and job out-wear from Jahrom city schools managers. Research methodology is descriptive-correlation & statistical population is all Jahrom schools manamers which are 135 and since this is a small number, this was the sample size. In this research three job satisfaction questionnaires JDI and job out-wear questionnaire of Meslesh (1991) and job stress of Nour Ali Moshtaghifar (2008) were used. Data analysis was conducted in two levels of descriptive & analytical statistic and standard deviation, Pearson correlation coefficient & multiple regression were used. Positive relationship exists between job satisfaction & job stress. There is no relationship between job satisfaction dimensions & job out-were. Ansari 2010 conducted a research titled "investigation of effect of training on securing against stress on general health of hypertension patients in Isfahan. He selected 14 men & 14 women patients among all hypertension patients of cardiac medical centre in Isfahan in accidental method & put them on two test and control groups.

The samples of this research were a test group consisted of 7 men & 7 women which were trained 8 weeks on stress control and the control group didn't receive this training period. The hypothesis was that training on hypertension will increase health in test group. The data gathering tool in this research was general health questionnaire GHQ-28 which was carried out in two pretest & post-test steps on both test and control group. Covariance test results proved the hypothesis ($p < 0.0001$). Also this test showed significant decrease in physical sings numbers average ($p = 0.006$), anxiety & insomnia ($p = 0.004$), disruption in social interaction ($p = 0.008$) and depression ($p = 0.007$) in test group with respect to control group. The results of this research showed that training on stress can be used as a useful intervention method for hypertension patients. Gervandi (2009) conducted a research titled job stress relationship and personality dimensions with general health of nurses. Job stress questionnaire of steinmetz, 50-question form of personality 5 factors questionnaires and 28- question form of G.H.Q Goldberg general health questionnaire were applied to an accidental sample of size 150. Job stress, personality dimensions & mental health relationships were studied by means of regression & correlation. In the first step of the research plan, target behavior is observed in natural conditions & without any intervention. In the second step, intervention is executed on one individual.

If this individual's behavior changed as we expected, the intervention is carried out on this individual & another individual and if the effectively of the intervention was proved by the second individual, third individual's behavior is put to test and up to the last individual the people who were studied in the research were named: Maryam, Sahar, Arman, Tohid & Reza who studied in grade 5 at primary school. 4 behavior were considered as behavioral criteria of attention. They were: a) Sitting silently on one's seat, b) Having eye contact with presenter, c) Not speaking with other students, d) Putting one's stationery and things on desk,

Where each of these behavioral criteria were measured & observed as target behavior in 4 steps. In step (A), target behavior base line conditions is determined for people under study and the frequency of each of 4 behavioral criteria is observed in pre-determined time unit. In step (B), with training self-supervision strategy on behavior, the behaviors are recorded on personal registry sheet. In this step, each of 4 behavioral criteria are observed.

Since intervention effects transfer is always regarded as a principle, in step C sound signal is removed and the person under test supervises on his/her own attention. In this step also each target behavior is observed and finally in step D, personal registry sheet is put aside and target behavior changes is drawn like a diagram and therefore it can be said that whether the training was effective or not and whether there is significant relationship between the hypotheses.

RESEARCH METHODOLOGY

Present research methodology is of correlation type because the relationship between two or more variables are studied. This method is used when the variables are complex & control is difficult & we want to study the inter-relationship between several variables simultaneously or the research target is only relationship determination which is described, discovered based on correlation coefficient.

Sample & sampling method:

In the present research, from among 1300 primary school teachers of west Mazandaran province, 267 people were selected according to Morgan Table as the research sample and the questionnaires of general health, job stress & self-supervision were distributed among people.

After receiving the necessary license from education department presidents of the cities Chalus, Abbas Abad, Salman Shahr, Tonkabon, Ramsar & ..., researcher went to schools and distributed the questionnaires. Firstly, the teachers were asked to fill out a form showing their satisfaction with participating in the survey and they were also clarified that they should fill out the questionnaires based on their past 6 months experiences & feelings. Goldberg's G.H.Q and also job stress and self-supervision questionnaires were distributed among teachers during several successive weeks.

Research Findings

Data analysis was both descriptive and deductive. In description level, mean & standard deviation were calculated. In deductive level, because the hypotheses contents were concerned with two variables relationship & the variables were also quantitative, Pearson correlation coefficient & multivariable stepwise regression analysis were utilized to test hypotheses. In this step, general health points as dependent variable and self-supervision and job stress points were regarded as independent variable.

Data analysis and process was implemented by SPSS 19.

Main hypothesis: There is relationship between job stress, self-supervision and general health.

Table 1. Pearson correlation coefficient between job stress, self-supervision and general health.

Work ethics components	general health
Job stress	-0.17
Self-supervision	-.018

*Significance level in 0.01

*Significance level in 0.05

The table above shows the degree and direction of correlation between job stress, self-supervision and general health. As it can be seen, there is negative relationship between job stress and general health. In other words, job stress plays role in general health quality. But there is no relationship between general health and self-supervision.

CONCLUSION AND DISCUSSION

Work is an aspect of life that satisfies some of the needs of people like physical and spiritual stimulation, social needs and self-satisfaction feelings regardless of serving as financial resource. In spite of this, work can be also spiritual tension resource. Stress and its effects have been studied in the last decade.

Although positive stress is also common, but when it is spoken about stress, its negative aspects are considered. Anyway, stress has great impacts on the performance of the organizations. Managers, employees and clients of a typical organization are afflicted to a particular spiritual condition when they are affected by nervous tensions. According to this, the relationship between job stress and general health and self-supervision has been studied. Findings showed that there is positive and significant correlation between job stress and general health. In other words, as job stress increases, general health is decreased.

Gervandi (2009) conducted a research titled "job stress relationship and personality dimensions with nurses' general health". Steinmetz job stress questionnaire, 50-question questionnaire form of personality 5 factors and 28-question form of G.H.Q was distributed among 150 respondents. Regression and correlation analysis studied the relationship between job stress, personality dimensions and spiritual health. Results showed that: 1) there is significant negative correlation between two job stress scales st1 and st2 with nurses' general health.

2) there is negative correlation between nurses spiritual health and (noruzgeraee). 3) there is no significant correlation between nurses spiritual health and other four personality factors. 4) from predicting scales of job stress questionnaire only one scale (st1) and from personality five factors variables, only (noruzgeraee) has significant correlation with spiritual health as intervening variable. Today, playing a manager's role is more complicated than before due to communication growth, and organizational tasks complexity. Because organizations are prone to regular changes and their activity is becoming more and more complicated, and delegation of power is becoming unavoidable, control and supervision is becoming more important and it is necessary to substitute traditional supervision methods with new ones. Findings show that there was no positive and significant relationship between general health and self-supervision. Makarem (2009) conducted a research titled "effect of self-supervision strategy training on behavior on increasing students attention who suffer learning disorders. This research was a single-test one. In this type of research, intervention is carried out by observing one behavior from different people.

In the first step of the research plan, target behavior is observed in natural conditions & without any intervention. In the second step, intervention is executed on one individual.

If this individual's behavior changed as we expected, the intervention is carried out on this individual & another individual and if the affectivity of the intervention was proved by the second individual, third individual's behavior is put to test and up to the last individual the people who were studied in the research were named:

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