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PREDICTING MENTAL HEALTH OF TEACHERS BASED ON VARIABLES OF JOB STRESS, JOB SATISFACTION AND JOB BURNOUT AMONG TEACHERS OF MARAND

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ABSTRACT

This study aims to predict mental health of teachers based on variables of job stress, job satisfaction, and job burnout. In this study, the relationship between predictor variables and control variable was examined. This study is correlation using survey approach. It uses descriptive methods with applied goals. Statistical population included all teachers of different educational levels in Marand. Using simple random sampling and Cochran formula, the sample size of 385 was achieved. Participants were evaluated through questionnaires of demography, general health (GHQ-28), job stress of Reagel and Slowcam, job satisfaction of JDI, and job burnout of Mazlack and Jackson. Data was tested using statistical methods of multivariate regression analysis and Pearson correlation coefficients. Results showed a significant and positive correlation between job satisfaction and mental health ($r = + 0/93$), but a negative and significant correlation between job stress and mental health ($r = 0. 87$) and job burnout and mental health of teachers ($r = - 0/85$).

Keywords: *Mental Health, Job Stress, Job Satisfaction, Job Burnout, Teachers*

INTRODUCTION

Empowerment of every country depends on its optimal usage of efficient and healthy human resources . The man of this age has to bear limitations and pressures in the trend of adoption with his social and vocational environment (Linton, 2004). It is predicted that the share of mental and neural disorders from total diseases will increases by 50% till 202. Most aspects of work environment can cause tension and decrease of mental health in the staff. Requirement of having high mental health is that one becomes flexible in difficult situations to keep one's mental balance. Here, mental health of teachers is of higher importance than other social groups for the role they play in the mental and intellectual health of students. Teaching is a stressful and demanding job. Close contact of teacher and students is important in students' mental health. One requirement of healthy life is having mental health which is a necessity for the dynamism and growth of every society. There are increasing evidences showing that job is an important factor in mental health of the people whose compartments are job stress, job satisfaction, and job burnout (Gabrial and Limatainen, 2000).Theorists have offered different statements about job satisfaction and mental health as well as job stress and job burnout. Studies show that job satisfaction affects mental and physical health of the people (Coll and Freeman,1977; Duchame et al., 2000; Pugliesi,1999). Also, job burnout has shown to have many consequences for family, social, and personal lives of the people (Giga, 2001). Stress and job burnout have decreased offered service quality to the customers and clients, leading to dissatisfaction from services,; thus, recognizing and preventing from job stress and job burnout play a significant role in promoting mental health and increasing the level of offered service quality. Accordingly, this study aims to predict mental health of teachers based on variables of job stress, job satisfaction, and job burnout among the teachers of Marand town.

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MATERIALS AND METHODS

Theoretical Concepts Review

- Mental health

World Health Organization (WHO) defines health as "a perfect state of physical, mental, and social well-being and not the lack of illness"(American Psychological Association, 1994). In this definition, health includes:1. physical, 2. mental, and 3.social sections. It is wrong to imagine that only people with physical and mental diseases lack health. Therefore, one should have a perfect state of welfare and comfort in all these three fields to be considered healthy from WHO's view.

- Job stress

Affecting the person through his perception and experience, job stress refers to mental-social stimulators which form from social structure of work environment and create disorders in some cases. Job stress is an adopted response to external situations leading to physical, mental, and behavioral disorders of organizational members. It occurs when vocational needs don't accord with the ability, talents, and needs of a person (Baker and Karazac, 2002). Wilson (2000) concluded that 67% of the teachers identify their job as stressful.

- Job satisfaction

Job satisfaction refers to tendencies and positive feelings of the people towards their jobs. The more satisfaction one has towards his job, the more positive he will think and act in his job (Fieldman and Arnold, cited in Narimani et al., 2007). Studies show that job satisfaction affects mental health of the people (Coll and Freeman, 1997; Duchame et al., 2000; Pugliesi, 1999).

- Job burnout

According to Lotas (2002), job burnout has psychological symptoms such as emotional exhaustion, depersonalization, and decrease of personal efficiency (Jackson and Mazlac). Job burnout is created when job stress exists and continues, and confrontation methods of the person with it are not healthy and adoptive. Unsuccessful confrontation with pressures and their sources add to the severity of it and induce job burnout (Filián, 1992). Job burnout can decrease offered service quality, lead to drop out, absenteeism, or low morale or create disorders such as exhaustion, insomnia, resorting to drinking, drugs, and family and marital problems.

Background

Orange et al. (2000) examined the relationship between job stress and mental health. The results showed that the amount of job stress is correlated with mental health of the administrative and medical staff. Veisi et al. (2000) examined the effect of job stress on job satisfaction and mental health. They found a negative and significant correlation between job stress and job satisfaction. There was also a negative and significant correlation between job stress and mental health of the staff in their study. Based on their results, the more the stress of the staff and their work environment, the less job satisfaction will exist in them. In a study titled "examining the relationship between job stress and job satisfaction of the staff in public organizations of Ilam City, Soleimannezhad (2006) concluded a negative correlation between job stress and job satisfaction. In their study on job burnout and mental health of the judges and their assistants in legal units of Tehran, Saberi et al. (2008) concluded a significant correlation between job burnout and mental health of the judges. Oraki (2008) conducted a study titled "comparing mental health and job satisfaction of the teachers of disabled school and normal elementary schools". He found a correlation between job satisfaction and mental health of the teachers of Ahvaz City. In their study titled "job stress and dissatisfaction from work and its correlation with personal factors and events in defense ministry of Iran", Abdi et al. (2009) concluded that there is a correlation between job stress and job satisfaction and the lack of job satisfaction increases stress. Chin Aveh et al. (2010) concluded a study titled "identifying the relationship between job stress and job satisfaction among faculty members of Azad and state universities". They found a negative and significant correlation between job satisfaction and job stress. In their study titled "investigating the effect of job stress on job satisfaction of school teachers", Ghafoorian et al. (2011) concluded that there is a negative and significant correlation between job

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satisfaction and job stress. Margolis(1974) indicated that there is a correlation between stress from much work and stress symptoms from psychological disorders. Clay and Dennis (1978) showed that job satisfaction causes mental and physical health of the people. Borg and Riding (1993) showed that there is a correlation between job satisfaction and tendency to stay in a job, mental health, and mental and physical disorders resulting from job stress. Examining the effect of job stress and its consequences on physical and mental health and job satisfaction, Dua (1994) found a direct correlation between high mental job pressure and job dissatisfaction, anxiety, dropout, and the lack of physical and mental health. Vestava (2000) showed a positive correlation between job stress and mental diseases and states. Giga (2001) states that if stress is too much, it will lead to anger, fear, and failure, endangering physical and mental health of teachers. In a study on a sample of 356 teachers, Dick and Wangener (2002) concluded that heavy work and density in class causes stress and social support from the manager and self-efficiency of teachers play a main role in reducing stress and increasing physical and mental health of them. Lowenstein (2003) conducted a study on the causes and symptoms of preventing from stress and job burnout of teachers, stating that stress and job burnout lead to physical exhaustion and vulnerability of the teachers against diseases. Efili et al. (2003) found that the risk of suffering from mental diseases in dissatisfied people compared with satisfied people is three times higher. Study of Teasdale showed that stressful job environments lead to the creation of physical and mental problems. Chownews and Bartram (2008) conducted a study on the stress and job satisfaction. They found a significant correlation between stress and job satisfaction of nurses.

Methodology

This study is correlation using survey approach with descriptive methods for applied goals. Statistical population includes all teachers at different educational levels of Marand in 2011. To select sample, simple random sampling method was used and by Cochran formula, the sample size of 385 was achieved. Participants were evaluated through questionnaires of demography, general health (GHQ-28), job stress of Reagel and Slowcam, job satisfaction of JDI, job Burnout of Mazlack and Jackson. The following hypotheses were tested in this study:

H1. Mental health of teachers is predictable through variables of job stress, job satisfaction, and job burnout.

H2. There is a negative correlation between mental health of teachers and job stress.

H3. There is a positive correlation between mental health of teachers and job satisfaction.

H4. There is a negative correlation between mental health of teachers and job burnout.

Data was tested using statistical methods of multivariate regression analysis and Pearson correlation coefficients. They were analyzed by SPSS software.

RESULTS AND DISCUSSION

Discussion

1. The results of testing H1 are shown in Table 1.

Table 1. Results of testing H1

Change sources	SS	df	Ms	F	sig
regression	22783.08	3		1149.97	0.001
remaining	2476.48	375	7594.3		
total	25259.56	378	6.60		

Based on Table 1, regression of job stress, job satisfaction, and job burnout towards mental health is statistically significant ($p < 0.001$, $F = 1149.97$).

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Table 2. Combined determination coefficient of the effects of predictors in mental health

model	R	R ²	SD	F	sig
simultaneous	0.95	0.90	2.56	1149.97	0.001

Based on Table 2, variables of job stress, job satisfaction, and job burnout are correlated with mental health of teachers in combined form (R=0.95). In Table 2, those three variables predict 90% of the changes in mental health of teachers significantly (R²=0.90, F=1149.97, P<0.001).

Table 3. Adjusted determination coefficient of the effects of predictors in mental health

step	variables	R	R ²	SD	R ²	F	SIG
1	job satisfaction	0.94	0.87	2.85	0.87	2736.936	0.001
2	job satisfaction+ job stress	0.95	0.89	2.65	0.2	56.98	0.001
3	job burnout+ job stress	0.95	0.90	2.56	0.01	27.13	0.001

Among predictors, job satisfaction occupies the first rank in predicting mental health of teachers. It predicts 87% of changes of mental health in teachers significantly (adjusted R²=0.87). Job stress is in the next rank and predicts 2% of changes of mental health in teachers significantly (adjusted R²=0.02). Job satisfaction and job stress can predict 89% of changes of mental health in teachers significantly (adjusted R²=0.89). Job burnout has the last rank in prediction model.

This variable is able to predict 1% of mental health of teachers significantly (adjusted R²=0.01). Based on the results, job satisfaction plays the key role in mental health of teachers. Job stress and burnout are at next ranks.

Table 4. Correlation matrices of variables

	mental health	job satisfaction	job stress	job burnout
mental health	1.00	+0.93	-0.87	-0.85
job satisfaction	+0.93	1.00	-0.86	-0.91
job stress	-0.87	-0.86	1.00	+0.90
job burnout	-0.85	-0.91	+0.90	1.00

Table 4 shows a negative and significant correlation between job stress and mental health of teachers (R=-0.87). It shows that increasing job stress decreases mental health of teachers. Thus, H2 is confirmed. Also, Table 4 indicates a positive and significant correlation between job satisfaction and mental health of teachers (R=+0.93). It also shows that increasing job stress increases mental health of teachers. Thus, H3 is confirmed. Analyzing data of H4 test, Pearson correlation coefficient was used. Data of this test is reflected in correlation matrices. Table 4 shows a negative and significant correlation between job burnout and mental health of teachers (R=-0.85). It shows that increasing job burnout decreases mental health of teachers. Thus, H4 is confirmed.

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Based on the results, job satisfaction plays the key role in mental health of teachers. Job stress and burnout are at next ranks. Results shows a negative and significant correlation between job stress and mental health of teachers and that increasing job stress decreases mental health of teachers. There is a positive and significant correlation between job satisfaction and mental health of teachers. It also shows that increasing job stress increases mental health of teachers. Also results show a negative and significant correlation between job burnout and mental health of teachers. That is increasing job burnout decreases mental health of teachers. Results of this study agree with the findings of Aghilinezhad et al. (2007), Veisi et al. (2000), Matson (1980), Kan (1964), Green house (1971), Cooper (1986),Corman (1979),Russ and Aletmaier (1998),Cooper and Kelly (1981), Cooper and Sutherland (1986), Noncel (1981), and Crump (1980). They showed a negative and significant correlation between job stress and mental health of staff. In other words, increasing job stress decreases mental health of staff. Coll and Freeman (1977), Kelly and Denis (1978), Pugliesi (1999), and Duchame and Martin (2000) showed a positive and significant correlation between job satisfaction and mental health. Thus, increasing job satisfaction enhances mental health of the teachers. Study of Abdi et al. (2008), Maunz and Steyrer (2001), Khaghani and Salami (2001) showed that there is a negative and significant correlation between job burnout and mental health of staff. Thus, increasing job burnout decreases mental health. Based on mentioned points, mental health of teachers can be predicted by job stress, job satisfaction, and job burnout.

CONCLUSION

Regarding the necessity of information about mental and social welfare of the staff, conducting longitudinal and cross-sectional studies considering other psychological factors, effective in balancing the correlation between stress and mental health is recommended and due to the spread of mental diseases among teachers, designing broader studies in this regard at province level and taking mediating measures for providing better lives, satisfaction and safety for the teachers and identifying stressful factors seem necessary. About teacher-student interactions, less usage of bureaucratic rules and informal relations are recommended.

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