

Study of job satisfaction relationship with stress level and job evaluation level of contract teachers

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Abstract- Job satisfaction of a faculty is a theme that has gotten extensive consideration by scientists and administrators alike. The most imperative data to have with respect to an employee in an association is an approved measure of his/her level of occupation fulfilment[19]. At the point when faculty are happy with their job, then no one but they can play out their duties with more fixation and commitment. Occupation fulfilment among college faculty is great for themselves as well as society all in all. Job satisfaction varies from individual to individual. The variables decides work fulfilment shift as indicated by sexual orientation, age, involvement, and position. Teachers are the mainstays of our country. Teachers have a vital influence in building up the learning and abilities of youth. Where as stress is characterized as "a condition of mental and physiological unevenness coming about because of the difference between situational request and the person's capacity and inspiration to address those issues." Stress can be beneficial or harmful. Stress is great when the circumstance offers a chance for a man to pick up something. It goes about as a helper for top executives. Stress is antagonistic when a man faces social, physical, authoritative and enthusiastic issues. Variables that are in charge of causing pressure are called stressors. In the light of this foundation, the point of this research is to audit and think about the relationship between job satisfaction and stress level among the contract teachers of engineering colleges of Punjab.

Key Words: Contract teachers, Gurdaspur district, Job satisfaction, Job evaluation, Punjab, Stress level.

I. INTRODUCTION

The role of educators in the general public and in the instruction can change, yet the significance of their position stays same. To pull in and hold the quality instructors is an extraordinary test to the instructive establishments. In instruction, the fundamental nature of the educator is to have a positive approach. Every educator must have the potential and a clear expectation to release their obligation with a most extreme dedication to determine satisfaction from their work. Job fulfilment is the blend of enthusiasm and mental involvement with any work. Job satisfaction is the connection between what everybody anticipates that in the agreement will what everybody accomplishes. Any work can't be successfully managed without fulfilment. Teachers are essential in building the nation and sprouting nationals of the country. Along these lines, work fulfilment is an essential idea that isn't just identified with an individual, yet it is applicable for the general public's well being. Job fulfilment is one factor that will guarantee class execution and efficiency of the schools. The educators would get intrigued to instruct their understudies

successfully when they are happy with their occupations. Like India, different nations on the planet are endeavouring to enhance their nature of training, with the goal that it takes care of the demand of globalization. Instructors would perform to the most extreme limit, just on the off chance that they are happy with their occupations. Along these lines, work fulfilment is an imperative wonders in each area, particularly in the educating calling. Stress might be characterized into stress and trouble. Eustress is sure or great pressure, while trouble is the pressure responses to those occasions or activities assessed as being negative. Stress-related disarranges include an expansive cluster of conditions, including mental clutters (e.g., despondency, nervousness, post-horrible pressure issue) and other sorts of enthusiastic strain (e.g., dissatisfaction, fatigue, tension, etc.), maladaptive behaviours (e.g., hostility, substance manhandle), and subjective hindrance (e.g., fixation also, memory problems). In turn, these conditions may appear as poor work Performance, higher non-attendance, less work efficiency or even damage. Employment stretch is likewise connected with different organic responses that may lead at last to bargained wellbeing, for example, cardiovascular

infection, or in outrageous cases, even demise. This paper breaks down the connection between contractual faculty and stress level who are working in the engineering college of Gurdaspur district of Punjab.

II. REVIEW OF LITERATURE

Job satisfaction is a standout amongst the most generally inquired about the subject. Occupation fulfilment goes about as an arbitrator for producing the connection between working conditions and individual results (Dorman and Zapf, 2001).

An investigation on work fulfilment of 236 educators in optional school [7]. It was watched that the female instructors are profoundly fulfilled when contrasted with the male instructors. The instructors working in the administration school demonstrated higher fulfilment than the instructors working in the non-public schools.

Study on work satisfaction [8]. It manages the relationship of employment fulfilment with the hierarchical pressure and place of control on professional teachers. The comes about uncovering that there is no critical sexual orientation distinction between hierarchical pressure and place of control on professional teachers.

Analysed the elements which influence the activity fulfilment of the educators [9]. It was watched that the inspiration, instructors association with the organization and workplace were the variables that influence the activity fulfilment of the instructors.

The study among private and government teachers in Jammu city and the example contains 120 instructors. The examination uncovered the level of fulfilment among the instructors isn't high and the tuition based school educators are exceedingly fulfilled at the point when contrasted with government instructors [1].

Investigation on work fulfilment of elementary teachers in Bagpat region. The investigation uncovers that there exists essentialness amongst female and male instructors [2].

Demonstration on the instructor fulfilment level and their demeanour towards instructing is influenced by the sex, conjugal status and their base capability [3].

An overview with respect to the educator's activity fulfilment to know whether the instructor's discernment is influenced by the sort of association. The result watched that there is a huge distinction in the level of fulfilment of government and tuition based school educators [4].

Employment related measurements and staff individuals fulfilment at Indian business colleges: an exact examination [5], in their investigation, they portray the connection between work related measurements and employment fulfilment of showing the staff of B-schools in India utilizes Structure Equation Modelling. The investigation depends on a solitary cross-sectional overview. In every one of the

310 reactions were finished by the instructors of administrative foundations situated in India. A self administered poll with things identified with the examination measurements was utilized for the investigation. The investigation is novel as in it is among the specific couple of studies led with regards to administration organizations in India. Enhancing work fulfilment is a standout amongst the most imperative approaches to bargain with whittling down in associations. Since there is an intense deficiency of showing staff in administration is established in India, the present examination is both applicable and intentional. The outcomes give bits of knowledge into the progression of employment fulfilment. The discoveries additionally give contributions to B schools on the most proficient method to deal with issues identified with educators' whittling down which is a significant issue in India. Because of the immense topographical breadth of India, the investigation was focused on a constrained geological district and restricted example. The discoveries of the investigation demonstrated that there is a positive relationship among pay fulfilment, fulfilment with supervision, fulfilment with workplan adaptability and instructors' activity fulfilment. Advancement openings were not observed to be a persuasive factor prompting educators' work fulfilment.

Attention to a word related stress is a key issue before authoritative administration [6], in this think about scientists attempted to investigate the connection between word related pressure and administration conduct of hierarchical administrators and scientists found that the vast majority of conduct analysts are trusted that reason of word related pressure might be unique however there is most imperative reason may in its authority conduct. The discoveries mirror the authority styles shown by the directors in associations. It shows up that the initiative style of the administrators shift depending upon different elements like the circumstance, the need of the subordinates individual characteristics and so on a few investigations were accessible featuring the effect of administration style of prevailing on the level of worry of the subordinates. In spite of the fact that diverse investigations of the factors of word related pressure among officials demonstrate that part over-burden, part uncertainty, part struggle, under investment.

Plans to discover the connection between word related pressure and employment fulfilment in view of age, sex, nature of occupation, unit, work understanding of college instructors, and part of college [10]. The Pearson connection shows: no noteworthy relationship found between work fulfillment and by and large word related pressure; converse relationship is found between the word related pressure and by and large employment fulfillment in employees of private colleges; is no connection between the word related pressure and generally speaking occupation fulfillment in employees of state funded colleges; no

connection between the word related pressure and by and large occupation fulfillment if there should arise an occurrence of both male and female employees of colleges; youthful age college instructors are more touchy to the Occupational pressure and occupation fulfillment; and no huge relationship is found between the word related pressure and in general occupation fulfillment in employees of colleges over the idea of employment; going to, contract and changeless.

One of the real worries of numerous bosses and human asset administration specialists (HRMPs) is to make their workers profoundly fulfilled keeping in mind the end goal to hold them and additionally to make them beneficial and focused on their association [11]. Sadly, numerous instances of turnover and poor dispositions to work have been every now and again announced by many reviews and news media. One critical reason that the cost of turnover in the auxiliary school stays high are because of the poor pay, constrained advancement openings, poor supervision, poor correspondence among others. The goal of the examination was to research the impact of employment fulfilment and statistic attributes on authoritative responsibility among instructors of Girls' College, Pune, India. A cross-sectional overview was led to an example of 52 showing the staff of Girls College, Pune, India. Relationship and relapse examination strategies were used to examine the information gathered. The examination uncovered that (1) their critical positive relationship between work fulfilment and hierarchical responsibility (2) there was a critical positive connection amongst age and hierarchical duty; and (3) there was critical, negative connection amongst training and authoritative responsibility. Based on the discoveries, it is prescribed that keeping in mind the end goal to guarantee an abnormal state of occupation fulfilment of the instructors there is a need to upgrade their pay. This is expected to fulfil the compensation need of the instructors and furthermore enhance the open picture and confidence of instructors. Instructors working conditions ought to likewise be enhanced too keeping in mind the end goal to guarantee that exceptionally qualified and extremely experienced educators are held in the schools.

[23] found that agreement instructors were not any more prone to be missing than normal educators. [24] in their exploratory investigation of giving an additional agreement instructor to schools arbitrarily found that nonappearance rate for contract instructors was in certainty bring down at 16% contrasted with 27% for regular educators, and the difference was critical.

Findings for other developing countries on teacher absence by contract types are again mixed. An investigation of Peru found that agreement instructors were 12-13% more inclined to be missing than consistent educators [25]; while in Togo, contract educators on a normal came just a large

portion of a-day not as much as regular educators in a year [26] ..

III. RESEARCH PROBLEM

“Analysing relationship between job satisfaction and stress level among contract faculty teaching in engineering colleges of Gurdaspur district”

IV. OBJECTIVE OF THE STUDY

The objective of the study to find the relationship of Job satisfaction, Job stress level and Job evaluation of the contract teachers working in rural areas of Gurdaspur district, Punjab, India.

HYPOTHESIS

Keeping in mind the end goal to accomplish the previously mentioned objectives, the accompanying hypotheses were produced and tried at 0.05 significance level.

Hypothesis 1: There is a significant relationship between job satisfaction and job stress level of contract teachers of engineering colleges of Gurdaspur

Hypothesis 2: There is a significant relationship between job satisfaction and job evaluation of contract teachers of engineering colleges of Gurdaspur

Hypothesis 3: There is a significant relationship between job stress level and job evaluation of contract teachers of engineering colleges of Gurdaspur

V. MATERIALS AND METHODS

This study has been conducted in the engineering colleges in Gurdaspur, Punjab, India. The data has been gathered from seven engineering institutions. Non probability sampling technique has been used for gathering the information. A total of 700 questionnaire has been circulated. Around 150 respondents replied the questionnaire. The relationship between the parameters of job satisfaction, job stress and job evaluation for contract faculty out has been investigated based on 13 parameters each where as job evaluation has been analysed on the basis of 6 parameters.

VI. RESULT ANALYSIS

Table 1 discloses that 3 (2 %) Professor, 5 (3.3%) Associate Professor and 142 (94.7 %) Assistant Professor has been participated the survey. Out of 150 faculty members frequency of Male and Female are 82 (54.7%) and 68 (45.3%) respectively. Table 1 also reveals that 15 (10 %) of the respondents have job experience less than a year, 96 (63.3%) have job experience of 1 to 5 years, 32 (21.3 %) have job experience of 6 to 10 years and 8 (5.3 %) have job experience of more than 10 years. Table 1 additionally explains that 59 (39.3%) are government engineering college teachers, 72 (48 %) are private engineering college

teachers and 19 (12.7%) are private university teachers who

participated the survey.

Statistic data of the respondents						
			Frequency	%	Valid %	Cumulative %
Gender	Valid	Male	82	54.7	54.7	54.7
		Female	68	45.3	45.3	100.0
		Total	150	100.0	100.0	
Job Experience in Years	Valid	Less than a Year	15	10.0	10.0	10.0
		1-5 Years	95	63.3	63.3	73.3
		6-10 Years	32	21.3	21.3	94.7
		More than 10 Years	8	5.3	5.3	100.0
		Total	150	100.0	100.0	

Engineering Institution category	Valid	Government College	59	39.3	39.3	39.3
		Private College	72	48.0	48.0	87.3
		Private University	19	12.7	12.7	100.0
		Total	150	100.0	100.0	
Academic rank		Professor	3	2.0	2.0	2.0
		Associate Professor	5	3.3	3.3	5.3
		Assistant Professor	142	94.7	94.7	100.0
		Total	150	100.0	100.0	

Table 1.: Statistic data of the respondents

of faculty, 52(37.7%) satisfied with the salary system, 56(37.3%) agreed with the performance appraisal of the college, 50(33.3%) satisfied with the dispute resolution of the colleges and 52(34.7%) strongly agree that career development guidance has been given by head of department.

Table 2 discloses that 67 (44.7) respondents satisfied with the personnel policies of the college, 63 (42%) satisfied with AICTE (All India Council of Technical Education) and UGC (University Grant Commission norms) followed by colleges, 57(38 %) feels that authority and faculty communication should be good, 59(39.3%) agree that teaching has been improved by development programmes

Job satisfaction index of contract teachers						
S. No	Parameters	SA	AS	N	DS	SD
1	Personnel policies of college	15(10.0%)	67(44.7%)	41(27.3%)	15(10.0%)	12(8.0%)
2	There is good communication between Authority to Teaching Faculty.	26(17.3%)	57(38.0%)	40(26.7%)	11(7.3%)	16(10.7%)
3	I feel like I am part of my college.	36(24.0%)	57(38.0%)	32(21.3%)	14(9.3%)	11(7.3%)
4	Faculty Development programme help the faculty to raise their teaching	51(34.0%)	59(39.3%)	24(16.0%)	9(6.0%)	7(4.7%)
5	Head of Department guiding in developing career	52(34.7%)	43(28.7%)	31(20.7%)	15(10.0%)	9(6.0%)
6	College following the UGC norms & AICTE norms	53(35.3%)	63(42.0%)	19(12.7%)	11(7.3%)	4(2.7%)
7	Salary satisfaction	29(19.3%)	52(34.7%)	17(11.3%)	38(25.3%)	14(9.3%)
8	Welfare services (retirement plan) provided by the college.	16(10.7%)	43(28.7%)	39(26.0%)	26(17.3%)	26(17.3%)
9	Vacation time receive.	25(16.7%)	39(26.0%)	21(14.0%)	30(20.0%)	35(23.3%)
10	Process used for promotion.	27(18.0%)	36(24.0%)	33(22.0%)	23(15.3%)	31(20.7%)
11	Are you satisfied with the performance appraisal system of your college?	26(17.3%)	56(37.3%)	38(25.3%)	18(12.0%)	12(8.0%)

12	Are you satisfied with the grievance management & dispute resolution system of your college?	27(18.0%)	50(33.3%)	28(18.7%)	23(15.3%)	22(14.7%)
13	Planning made by the employers regarding employees future savings	20(13.3%)	40(26.7%)	40(26.7%)	23(15.3%)	27(18.0%)

Table 2: Job satisfaction index of contract teachers

Table 3 evaluates the job stress level parameters, 63 (42%) of respondents feels that there is problem with the earned leave policy, 62 (41.3%) feels that there is a problem of academic leave policy in the institution, 32 (21.3%) feels that there is problem with the house rent allowance policy , 19 (12.7%) are not satisfied with the work culture of the colleges, 43(28.7%) agree that groups in the institution effects on the job performance, 26 (17.3%) feels that they hardly get any research related activities support from their respective colleges, 39 (26%) strongly feels that they hardly have any job security, 37 (24.7%) agrees that they even not

appreciated by the institution for their good work. Table 2 further explains that 50 (33.3%) strongly discloses that there is no facility of provident fund for them, 55 (36.7%) strongly feels that there is no facility of gratuity for contract faculty in their colleges, 31(20.7 %) strongly reveals that there is no privilege for medical facility for them, 32 (21.3 %) agrees that discrimination level of allocation of facilities to senior faculty is more in their institution and moreover 18 (12%) feels there they are not satisfied with the location of the institution.

Job stress level of contract teachers						
S. No	Parameters	SA	AS	N	DS	SD
1	Problem with policy of Earned Leave.	13(8.7%)	63(42.0%)	35(23.3%)	10(6.7%)	29(19.3%)
2	Problem with policy of Academic Leave.	24(16.0%)	62(41.3%)	33(22.0%)	14(9.3%)	17(11.3%)
3	Problem with policy of H.R.A (House rent allowance)	11(7.3%)	32(21.3%)	66(44.0%)	13(8.7%)	28(18.7%)
4	Are you satisfied with the Work Culture in the College/University?	29(19.3%)	37(24.7%)	50(33.3%)	19(12.7%)	15(10.0%)
5	Groups in the College/University effects the performance.	26(17.3%)	43(28.7%)	60(40.0%)	10(6.7%)	11(7.3%)
6	Are you getting proper research support by the College/University?	20(13.3%)	47(31.3%)	38(25.3%)	26(17.3%)	19(12.7%)
7	Are you feel job security in the College/University?	15(10.0%)	24(16.0%)	38(25.3%)	34(22.7%)	39(26.0%)
8	Are you appreciated by the College/University for good work?	25(16.7%)	37(24.7%)	44(29.3%)	32(21.3%)	12(8.0%)
9	College /University provides the Provident Fund Facility.	6(4.0%)	17(11.3%)	43(28.7%)	34(22.7%)	50(33.3%)
10	College /University provides the gratuity facility.	4(2.7%)	20(13.3%)	40(26.7%)	31(20.7%)	55(36.7%)
11	Medical Facility provided by the college.	23(15.3%)	36(24.0%)	33(22.0%)	27(18.0%)	31(20.7%)
12	You feel discriminated by the various facility provided by College/University to senior faculty.	21(14.0%)	32(21.3%)	33(22.0%)	42(28.0%)	22(14.7%)
13	Location of the College/University is suitable.	66(44.0%)	39(26.0%)	19(12.7%)	18(12.0%)	8(5.3%)

Table 3: Job stress level of contract teachers

Table 4 uncovers the job evaluation system of Gurdaspur region of Punjab that how the contract teachers evaluate their jobs. 76 (50.7%) agrees that students are well prepared for courses. 59 (39.3%) strongly satisfied that students understand lectures well and able to write the papers. 66

(44%) feels satisfied that the institution library gives students enough access to books. 60 (40%) satisfied with the curriculum innovation and support. 54 (36%) strongly agreed with the improvement in the encouraging practices of teaching and learning

Job evaluation index of contract teachers						
S. No	Parameters	SA	AS	N	DS	SD
1	Students are well prepared for my courses regarding subject knowledge	46(30.7%)	76(50.7%)	20(13.3%)	6(4.0%)	2(1.3%)
2	Students understand my lecture well enough and to write papers	59(39.3%)	57(38.0%)	28(18.7%)	4(2.7%)	2(1.3%)
3	College library gives students enough access to textbooks and other books	48(32.0%)	66(44.0%)	20(13.3%)	15(10.0%)	1(0.7%)
4	Curriculum innovation is encouraged and supported	53(35.3%)	60(40.0%)	25(16.7%)	9(6.0%)	3(2.0%)
5	Improvement of teaching and learning practices is encouraged.	54(36.0%)	54(36.0%)	29(19.3%)	8(5.3%)	5(3.3%)

Table 4: Job evaluation index of contract teachers

Hypothesis investigation

This portion exhibits the after-effects of the formulated hypotheses tried at 0.05 significance level.

Hypothesis 1: There is significant relationship between job satisfaction and job stress level of contract teachers of engineering colleges of Gurdaspur

Variables	Pearson Correlation (r) value	Significant level
Job Satisfaction	0.342	0.00
Job Stress level		
N	150	

Table 5: Job Satisfaction and Job Stress level relationship

Table 5 reveals the correlation between job satisfaction and job stress level and it is found that correlation value is 0.342 and the significance level is 0.000 which is significant at $p < 0.05$. Therefore the result explains, there is positive relationship between job satisfaction and job stress. The alternate hypothesis which says that there is a significant relationship between job satisfaction and job stress level of contract teachers is accepted.

Hypothesis 2: There is a significant relationship between job satisfaction and job evaluation of contract teachers of engineering colleges of Gurdaspur

Variables	Pearson Correlation (r) value	Significant level
Job Satisfaction	0.513	0.00
Job Evaluation		
N	150	

Table 6: Job Satisfaction and Job Evaluation relationship

Table 6 discloses the correlation between job satisfaction and job evaluation and the above table findings illustrates the correlation value 0.513 and significance level 0.00

which is significant at $p < 0.05$. Thus outcomes confirms there is positive relationship between job satisfaction and job evaluation. As a result alternate hypothesis of the study which explicate that there is a significant relationship between job satisfaction and job evaluation of contract teachers of engineering colleges of Gurdaspur is accepted.

Hypothesis 3: There is a significant relationship between job stress level and job evaluation of contract teachers of engineering colleges of Gurdaspur

Variables	Pearson Correlation (r) value	Significant level
Job Stress level	0.180	0.14
Job Evaluation		
N	150	

Table 7: Job Stress level and Job Evaluation relationship

Table 7 presents the relationship between job stress and job evaluation of contract teachers. Above results explains the correlation value 0.180 and significance level 0.14 which is not significant at $p < 0.05$. Result verify that there is no relationship between job stress and job evaluation. Hence the null hypothesis is accepted.

7. Findings and Suggestions

The above investigation, clarify that majority of the contract teacher are not satisfied with their jobs and stress level of the teachers in so many parameters are so high. There is a significant relationship between job satisfaction and job stress level. It demonstrates that if the teachers are not satisfied, it effects the stress level and if they are satisfied there stress level reduces, so it the obligation of the engineering college top authorities to think about the quality approaches for contract teachers to increase their satisfaction level and decline their discrimination level. More over study likewise demonstrates that connection between the job satisfaction and job evaluation is also positive. Therefore satisfied teacher will assess their jobs more efficiently. At last the investigation additionally

clarify that there is no relationship between job stress and job evaluation. From the above findings there are some suggestions which can be implemented to improve the satisfaction level of contract teachers like their promotion system should be devised so that their stagnation in the career growth should be improved and proper planning of welfare service should be required resultant in the improvement of job satisfaction level of contract teachers.

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