



Relationship Between Job Stress and Married Female Teachers' Job Performance in Public Secondary Schools in Port Harcourt Metropolis: Counselling Implication

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ABSTRACT

The aim of the study is to investigate the relationship between job stress and married female teachers' job performance in public secondary schools in Port Harcourt Metropolis: Implication for Counseling. Three research questions and three null hypotheses guided the study. The study adopted a correlation research design. The population of this study consisted of eight-hundred and twenty-seven (827) female married teachers. The sample size for the study is 270 using Taro Yamane's Formula. Two instruments were used to elicit information "Job Stress Questionnaire' (JSQ) and Married Female Teachers' Job Performance Questionnaire (MFTJPQ). 16 items assessment tool was drawn .the questionnaires were based on 4 point rating scale of Strongly Agree (SA), Agree (A), Disagree (D), and Strongly Disagree (SD).The instruments were established using the Cronbach Alpha statistics which yielded the value of 0.70, 0.74 and 0.82 respectively. Thus, 270 copies of the questionnaires were administered and retrieved 262 for the study. The statistical analysis of the research questions were analyzed using mean and standard deviation derived from Pearson Product Moment Correlation (PPMC) while all the hypotheses were tested with PPMC transformed t distribution test. The findings indicated that job stress triggers stress such as work overload, time pressure, poor physical working condition and long working hours and all of them have a relationship with job performance of Married female teachers. It was recommended amongst others that more teachers should be employed to relief married female teachers of job overload, Again, the physical working condition of teachers should be improved upon by government and well-meaning individuals.

Keywords: female teachers, job stress, Job Performance, Long working hours

INTRODUCTION

Job stress is regarded as a complex and subjective phenomena. It is a term commonly used among professionals, implying a state rather than illness. It depends largely on one's background experience, temperament and environmental condition, employees regardless of their positions can be affected by job stress (Eleberi, 2021). Job stress causes psychological and other problems such as, depression, anxiety, dissatisfaction, fatigue, tension etc. Kaur (2011) states that, working properly, the body's stress response enhance a person's ability to perform well under pressure. But the stress response can also cause problems when it overreacts or fails to turn off and reset itself properly.

Ramzor, (2012) referred to stress as the on-going or progressing stress an employee experiences due to the responsibilities, conditions, environment or other pressures of the workplace. Lazarus (2006) defined stress as a relationship between the person and the environment within which the person finds it to be taxing or exceeding his or her resources and endangering his or her well-being. Stress may pose a threat to an individual and people around due to transferred aggression.

Ali, Ishtiaq and Ahmad (2013) contended that any challenge at the work place that exceeds the coping ability of the individual becomes stress. Stress is widely accepted to have opposite effects on an individual both positive and negative, though it is perceived as a negative condition. A certain level of stress is necessary for effective functioning because stress cannot be avoided but rather can be managed by applying a positive control or channelling it in a constructive way.

Statement of the Problem

The amount of research on teacher`s job stress has increased steadily, and has now become a major research topic in many countries such as Pakistan, India, United States of America, Tanzania, Nigeria and several countries all around the world (Chukwudebelu & Ogbonnaya, 2010). In Kenya, studies rank teachers as the most stressed professionals which are also a major cause of ill health among teachers of secondary schools. The cost of job stress has been very high and cannot be over emphasized in several organizations including schools. Stress among teachers can undermine the achievement of goals, both for the individual teacher and the educational system as a whole. Government and education stake holders are in a dilemma over what interventions need to be employed to minimize the cost associated with job stress on teachers` job performance.

The problem is, no study has been found yet specifically on the relationship between job stress and married female teachers' job performance in Port Harcourt metropolis. The married female teachers' with their divers responsibilities calls for this study to ascertain if the identified variables are actually stress triggers that can affect job performance hence the topic ' Relationship between job stress and married female teachers job performance: Implication for counselling' this is the problem of the study.

Purpose of the Study

The main purpose of the study is to investigate the Relationship between job stress and married female teachers' job performance in Port Harcourt Metropolis: Implication for Counselling. Specifically, the study sort to:

- Determine the relationship between work-overload and married female teachers' job performance in Port Harcourt Metropolis.
- Investigate the relationship between time pressure and married female teachers' job performance in Port Harcourt Metropolis.
- Ascertain the relationship between poor physical working condition and married female teachers' job performance in Port Harcourt Metropolis.

Research Questions

- What is the extent of relationship between work-over load and married female teachers' job performance in Port Harcourt Metropolis?
- What is the extent of relationship between Time Pressure and married female teachers' job performance in Port Harcourt Metropolis?
- What is the extent of relationship between Poor Physical working condition and married female teachers' job performance in Port Harcourt Metropolis

Hypotheses

- There is no significant relationship between work-over load and married female teachers' job performance in Port Harcourt Metropolis
- There is no significant relationship between time pressure and married female teachers' job performance in Port Harcourt Metropolis.
- There is no significant relationship between Poor physical working condition and married female teachers' job performance in Port Harcourt Metropolis.

Organizational Theory (Model) of Stress – Abraham Maslow

According to Kemjika (2008) Abraham Maslow founded the Organizational theory which emphasizes that a man can be what he wants to be. This forms the basis of the perceived need for self-actualization. This level of need pertains to what a person's full potential is and realizing that potential. Maslow describes this desire as the desire to become more and more of what one is, to become everything that one is capable of becoming. This is a wider view of the need for self-actualization, but when applied to persons the need is specific.

The implications of the above on human resource management in the secondary school system is that teachers will definitely and invariably get themselves involved in fraudulent activities including examination malpractice, to make ends meet. Furthermore, the low level of motivation among teachers could be reflected in the lowering of standards and the poor quality education experienced at the secondary school level resulting from poor performance. Since teachers' motivation level is low, they will not be able to meaningfully carry out their teaching responsibility. This will inadvertently affect productivity and efficiency.

Theory of Emotion

This theory is in line with the General Adaptation Syndrome of Selye but it emphasized more on the relationship between emotion and stress. Nwabueze (2017) reported that in 1884 and in 1885 theorist like William James and Carl Lange separately proposed their respective theories on the correlation of stress and emotion but they had a common idea on the relationship. Emotion do not immediately succeed the perception of the stressor or the stressful event, they become present after the body's response to the stress. For instance, when you see a growling dog, your heart starts to race, your breath begins to go faster and then your eyes becomes widely open. According to James and Lange, the feeling of fear or any other emotion only begins after you experience those bodily changes. This means that the emotional behaviour is not possible to occur unless it is connected to one's brain.

The concept of stress

Colman (2003) defined stress as psychological and physical strain or tension generated by physical, emotional, social, economic or occupational circumstances events or experiences that are difficult to manage or endure. Stress is a term in psychology and biology, first coined in the biological context in the 1930s, which has in more recent decades become commonly used in popular parlance. It refers to the consequence of the failure of an organism – human or animal – to respond appropriately to emotional or physical threats, whether actual or imagined (Ramzan, 2012). Stress symptoms commonly include a state of alarm and adrenaline production, short-term resistance as a coping mechanism, and exhaustion, as well as irritability, muscular tension, inability to concentrate and a variety of physiological reactions such as headache and elevated heart rate. Stress is a feeling that's created when we react to particular events. It's the body's way of rising to a challenge and preparing to meet a tough situation with focus, strength, stamina, and heightened alertness (Ganster and Rosen 2013).

Types of Stress

Acute Stress: Acute stress is the most common form of stress. It comes from demands and pressures of the recent past and anticipated demands and pressures of the near future. Acute stress disorder (ASD) is an anxiety disorder characterized by a cluster dissociative and other symptoms occurring within one month of a traumatic event (Dissociation is a psychological reaction to trauma in which the mind tries to cope by "sealing off" some features of the trauma from conscious awareness). By the same token, overdoing on short-term stress can lead to psychological distress, tension, headaches, upset stomach and other symptoms.

Episodic Acute Stress: These are those, however, who suffer acute stress frequently, whose lives are so disordered that they are studies in chaos and crisis. They are always in a rush, but always late if something can go wrong, it does. They take on too much, have too many irons in the fire and cannot

organize the slew of self-inflicted demands and pressures clamoring for their attention. They seem perpetually in the clutches of acute stress. It is common for people with acute stress reactions to be over aroused, short tempered, irritable, anxious and tense. Often, they describe themselves as having “a lot of nervous energy” always in a hurry, they tend to be abrupt, and sometimes their irritability comes across as hostility. Interpersonal relationship deteriorates rapidly when others respond with real hostility. The work place becomes a very stress places for them.

Chronic Stress: while acute stress can be thrilling and exciting, chronic stress is not. This is the grinding stress that wears people away day after day, year after year. Chronic stress destroys bodies, mind and lives. It wreaks havoc through long-term attrition. It’s the stress of poverty, of dysfunctional families of being trapped in an unhappy marriage or in a despised job or career. It’s the stress that the never ending “troubles” have brought to the people of Northern Ireland, the tension of the middle east have brought to the Arab and Jew, and the endless ethnic rivalries that have been brought to the people of Eastern Europe and the former Soviet Union. Chronic stress comes when a person never sees a way out of a miserable situation. It’s the stress of unrelenting demands and pressures seemingly interminable of time. With no hope, the individual gives up searching for solutions. Some chronic stresses stem from traumatic, early childhood experience that becomes internalized and remain forever painful and present. Some experiences profoundly affect personality. A view of the world or a belief system is created that causes unending stress for the individuals (e.g. the world is a threatening place, people will find out you are a pretender, you must be perfect at all times) when personality or deep seated conviction and beliefs must be reformulated, recovery requires active self-examination, often with professional help.

Long working Hours and Job Performance

Igbokwe et al (2020) studied long hours of work and employee performance in Nigerian Universities the study revealed that long hours of work is a source of job stress which has negative and significant effect on employee performance in tertiary institutions. The study concludes that putting too much pressure and stress on employee often results in negative consequences which are capable of reducing their performance.

The study of Igbokwe et al (2020) is similar to this work because they tend to sort relationship between long working hours and job performance but, the population, sample and the methodological procedure used in Igbokwe's work was not well defined but this present clearly stated all the pit falls of the previous work, it is this knowledge in gap this study sort to fill.

The findings of this study corroborate the reports of institute for employment studies (2022) in a review of research literature and secondary analysis of established social survey series on working long hours: a review of the evidence. The review of the research literature showed that long hours working, especially when coupled with sleep disruption, caused deterioration of task performance, because it had detrimental effects on such things as rates of error, pace of work and social behaviour. The review also showed clear grounds for concern about the adverse effect of long hours working and health and safety incidents. However, there was no conclusive evidence that long hours working led to lower levels of overall work or organizational performance, although UK case study research suggested that some employers had serious concerns about the adverse impact of long working hours on productivity and quality output.

The revelations made by the institute for employment studies (2022) in the review of other peoples' work is also similar with this study because it sort to seek the extent of relationship between longworking hours and job performance. The line of demarcation lies in the fact that the previous study is based on secondary evidence while this present study is based on primary evidence, it is this knowledge in gap this study intends to fill.

METHODOLOGY

The study adopted a correlation research design. The population of this study consisted of eight-hundred and twenty-seven (827) female married teachers. The sample size for the study is 270 using Taro

Yamane's Formula. Two instruments were used to elicit information "Job Stress Questionnaire' (JSQ) and Married Female Teachers' Job Performance Questionnaire (MFTJPQ). 16 items assessment tool was drawn .the questionnaires were based on 4 point rating scale of Strongly Agree (SA), Agree (A), Disagree (D), and Strongly Disagree (SD).The instrument was validated by experts in Measurement and Evaluation and in guidance and counseling. The reliability of the two instruments (JSQ and MFTJPQ) was established using the Cronbach Alpha statistics which yielded the value of 0.70, 0.74 and 0.82 respectively. 270 copies of the questionnaires were administered and retrieved 262 for the study. The statistical analysis of the research questions were analyzed using mean and standard deviation derived from Pearson Product Moment Correlation (PPMC) while all the hypotheses were tested with PPMC transformed t distribution test.

RESULTS

Research Question 1: *What is the extent of relationship between work overload and Married Female teachers' job performance in Port Harcourt Metropolis?*

Table 4.1: Extent of relationship between work-overload and marital female teachers job performance in Port Harcourt metropolis.

Variable	N	Mean	SD	$\sum X$ $\sum y$	$\sum X^2$ $\sum Y^2$	$\sum XY$	R	Remark
Work overload	262	15.5	4.11	4548	20,684,304	19,820,184	0.95	Very High extent of relationship
Job Performances	262	15.9	4.18	4358	18,992.164			

Table 4.1 shows the extent of relationship between work-overload and married female teachers' job performance in Port Harcourt Metropolis. Married female teachers had a mean score of 15.5 on work overload with a standard deviation of 4.11 and, a job performance mean score of 15.9 and a standard deviation of 4.18, $\sum x = 4548$, $\sum x^2 = 20,684,304$, $\sum Y = 4358$, $\sum Y^2 = 18,992,164$ and $\sum XY = 19,820,184$ and a coefficient of $r = 0.82$. This shows a very high extent of relationship. The answer to research question 1 therefore is: there is a very high extent of relationship between work-overload and job performance.

Research Question 2: *What is the extent of relationship between time pressure and Married Female teachers' job performance in Port Harcourt Metropolis?*

Table 4.2: Extent of relationship between time Pressure and marital female teachers' job performance in Port Harcourt metropolis.

Variable	N	Mean	SD	$\sum X$ $\sum y$	$\sum X^2$ $\sum Y^2$	$\sum XY$	R	Remark
Time Pressure	262	12.6	3.7	3952	16,224,784	15,918,656	0.78	High extent of relationship
Job performance	262	14.5	3.9	4028	15,618,304			

Table 4.2 shows the extent of relationship between time pressure and married female teachers job performance in Port Harcourt Metropolis, Married female teachers' had a mean score of 12.6 on time pressure with a standard deviation of 3.7 and, a job performance mean score of 14.5 and a standard deviation of 3.9, $\sum x = 3952$, $\sum x^2 = 16,224,784$, $\sum Y = 4028$, $\sum Y^2 = 15,618,304$ and $\sum XY = 15,918,656$ and a coefficient of $r = 0.78$. This shows a high extent of relationship. The answer to research question 2 therefore is: there is a high extent of relationship between time pressure and job performance.

Research Question 3: *What is the extent of relationship between Poor physical working condition and Married Female teachers' job performance in Port Harcourt Metropolis?*

Table 4.3: Extent of relationship between Poor Physical working condition and marital female teachers' job performance in Port Harcourt metropolis

Variable	N	Mean	SD	$\sum X$ $\sum y$	$\sum X^2$ $\sum Y^2$	$\sum XY$	R	Remark
Poor Physical working condition	262	15.7	4.2	3250	10,562,500	10,140,000	0.85	Very high extent of relationship
Job performance	262	15.4	4.0	3120	9,734,400			

Table 4.3 shows the extent of relationship between poor physical working condition and married female teachers job performance in Port Harcourt Metropolis, Married female teachers' had a mean score of 15.7 on Poor Physical working condition with a standard deviation of 4.2 and, a job performance mean score of 15.4 and a standard deviation of 4.0, $\sum x = 3250$, $\sum x^2 = 10,562,500$, $\sum Y = 3120$, $\sum Y^2 = 9,734,400$ and $\sum XY = 10,140,000$ and a coefficient of $r = 0.85$. This shows a high extent of relationship. The answer to research question 3 therefore is: there is a high extent of relationship between poor physical working condition and job performance.

Hypothesis one: There is no significant relationship between work-overload and married female teachers' job performance in Port Harcourt Metropolis.

Table 4.4: Testing of the null hypothesis on the relationship between work-overload and married female teachers' job performance using PPMC

Variables	mean	Sd	N	df	r-cal	r-crit	P	t-cal	t - crit	Decision
Work overload	15.5	4.11	262	260	0.95	0.195	0.5	49	1.960	Reject H01
Job performance	15.9	4.18								

Result Significant at 0.05 level

Table 4.4 shows that married female teachers' has a mean score of 15.5 and a standard deviation of 4.11, with a job performance mean score of 15.9 and standard deviation of 4.18 with 262 cases at 260 degrees of freedom at 0.05 level of significance. The calculated value of $r = 0.95$, the critical value of $r = 0.195$. The calculated r value of 0.95 is greater than the critical value of $r = 0.195$ at 0.05 level of significance. On this basis the null hypothesis of no significant relationship between work-overload and job performance of married female teachers in Port Harcourt metropolis is rejected and the alternate hypothesis retained.

Furthermore, the calculated r value was transformed or converted to t -test and the obtained t ratio is compared with the critical t value at the cut off score for the t distribution. The critical value of t at 0.05 level of significance under 260 degrees of freedom for a two tailed test is 1.960 at the chosen alpha. The calculated t of 49 is greater than the critical value of $t = 1.960$. Therefore, the null hypothesis of no significant relationship between work-overload and job performance of married female teachers' in Port Harcourt metropolis is rejected and the alternate hypothesis retained. This shows that there is indeed a statistical significant relationship between work-overload and job performance.

Hypothesis Two: There is no significant relationship between Time Pressure and married female teachers' job performance in Port Harcourt Metropolis.

Table 4.5: Testing of the null hypothesis on the relationship between time Pressure and job Performance using PPMC

Variables	N	mean	Sd	Df	r-cal	r-crit	t-cal	t-crit	P	Decision
Time Pressure	262	12.6	3.9	262	0.78	0.195	18.3	1.960	0.05	Reject HO ₂
Job Performance		14.5	4.3							

Result significant at 0.05 level

Table 4.5 shows that married female teachers' has a mean score of 12.6 and a standard deviation of 3.9, with a job performance mean score of 14.5 and standard deviation of 4.3 with 262 cases at 260 degrees of freedom at 0.05 level of significance. The calculated value of $r = 0.78$, the critical value of $r = 0.195$. The calculated r value of 0.78 is greater than the critical value of $r = 0.195$ at 0.05 level of significance. On this basis the null hypothesis of no significant relationship between time pressure and job performance of married female teachers in Port Harcourt metropolis is rejected and the alternate hypothesis retained.

Furthermore, the calculated r value was transformed or converted to t -test and the obtained t ratio is compared with the critical t value at the cut off score for the t distribution. The critical value of t at 0.05 level of significance under 260 degrees of freedom for a two tailed test is 1.960 at the chosen alpha. The calculated t -test value of 18.3 is greater than the critical value of $t = 1.960$. Therefore, the null hypothesis of no significant relationship between time pressure and job performance of married female teachers' in Port Harcourt metropolis is rejected and the alternate hypothesis retained. This shows that there is indeed a statistical significant relationship between time pressure and job performance.

Hypothesis 3: There is no significant relationship between Poor Physical working condition and married female teachers' job performance in Port Harcourt Metropolis..

Table 4.7: Testing of the null hypothesis on the relationship between Poor Physical working condition and job performance using PPMC

Variables	N	Mean	Sd	Df	r-cal	r crit	t-cal	t crit	P	Decision
Poor Physical Working condition	262	15.7	4.2	260	0.85	0.195	26.0	1.960	0.05	Reject H03
Job performance		15.4	4.0							

Result significant at 0.05 level

Table 4.7 shows that married female teachers' has a poor physical working condition mean score of 15.7 and a standard deviation of 4.2, with a job performance mean score of 15.4 and standard deviation of 4.0 with 262 cases at 260 degrees of freedom at 0.05 level of significance. The calculated value of $r = 0.85$, the critical value of $r = 0.195$. The calculated r value of 0.85 is greater than the critical value of $r = 0.195$ at 0.05 level of significance. On this basis the null hypothesis of no significant relationship between Poor physical working condition and job performance of married female teachers in Port Harcourt metropolis is rejected and the alternate hypothesis retained.

Furthermore, the calculated r value was transformed or converted to t -test and the obtained t ratio is compared with the critical t value at the cut off score for the t distribution. The critical value of t at 0.05 level of significance under 260 degrees of freedom for a two tailed test is 1.960 at the chosen alpha. The calculated t -test value of 26 is greater than the critical value of $t = 1.960$. Therefore, the null hypothesis of

no significant relationship between Poor physical working condition and job performance of married female teachers' in Port Harcourt metropolis is rejected and the alternate hypothesis retained. This shows that there is indeed a statistical significant relationship between Poor physical working condition and job performance.

DISCUSSION OF FINDINGS

The result of the research questions one indicated that there is a significant relationship between work-overload and job performance of married female teachers' in public secondary schools in Port Harcourt metropolis. This result is quiet revealing because it has gone a long way to show that work-overload is a major determinant of job stress. High work load making people feel rushed under pressure with unrealistic deadlines can be overwhelming.

This result corroborates the view of Eleberi (2018) stated that workload due to shortage of staff is a major stress factor among teachers in various institutions, additional hours at home marking, preparing, assessing work, and so on. In many cases, teachers find themselves in a position where work had to be taken home to fulfill and sustain a professional standard; this reduces the opportunity for restorative psychological detachment from job.

The result of the research question two revealed that there is a significant statistical relationship between time pressure and job performance of married female teachers in Port Harcourt metropolis. This result is also revealing because it has proved beyond reasonable doubt that time pressure is a major determinant of job performance. When a person has less time available (real or imagined) than is necessary to complete a task or obtain a result the person can be overwhelmed and job performance may be affected.

This finding also agrees with that of Ali et al (2013) who reported that teachers experience intense pressure from parents, students and the education system to ensure students obtain high levels of education. She also reported that teachers spend a lot of time helping students cope with personal problems leaving less time for the individual.

Again, the study agrees with the findings of Johari et al (2019) who examined the influence of work-overload, time pressure and social influence pressure on auditors' job performance revealed that there is no significant relationship on work-overload to auditors' job performance. However, the result of the study found that factor of time pressure shows a positive significant relationship on auditors' job performance.

The result of the table three indicated that there is a significant statistical relationship between poor physical working condition and job performance of married female teachers in Port Harcourt metropolis. This result is also revealing because it has proved beyond reasonable doubt that between poor physical working condition and job performance of married female teachers in Port Harcourt metropolis. This result is also revealing because it has proved beyond reasonable doubt that poor physical working condition is significantly related to job performance of married female teachers in public secondary schools in Port Harcourt metropolis. A negative work environment may increase turnover and, in the worst-case scenario, absenteeism it can lead to very hazardous situations for all employees. Again, unsafe and poor working conditions can negatively affect a person's physical and mental health which can in turn affect job performance.

A poor physical working condition can dread one from going to work. It has to do with working in unpleasant, physically dangerous environments that can be improved, inadequate space utilization, bad lighting and so on. When one dread going to work due to poor working condition enthusiasm to work wanes and this can influence job performance. Poor working condition refers to the physical surrounding of the job which may include high level of noise, high or low lighting, fumes, heat, poor ventilation system, smells and the stimuli which bombard a worker's senses and can affect his moods and overall mental state. Also, an office that is poorly designed physically can be classified under poor working condition, because this may hinder communication which might lead to poor working relationships and might lead to occupational stress .

The findings of this study is corroborated by that of Akinade (2014) who investigated the relationship between conditions of service and teachers' job performance in secondary schools in Kogi State using a descriptive survey study. Teachers in the 3 educational zones of the state comprising 81 principals, 215 teachers and 86 supervisors were involved in the study through a purposive sampling technique. Data collected was analysed using Pearson Moment Correlation test and multiple comparison test to verify the results of the hypotheses. Findings shows that there was a significant relationship between prompt payments of salary, promotion, fringe benefits, staff development and staff job performance. Recommendations were done in-line with the findings.

CONCLUSION

Based on the findings of this study, it was concluded that job stress experienced by female married teachers in the teaching profession restrains the quality of their job performance and the same creates a misery in the minds of teachers and has negative effects on their overall performance. Teachers' job stress poses a threat to the health of the worker, personal life, interaction with students and colleagues. It also affects their relationship at the home front and in turn the health of the school. The study identified work overload, time pressure, poor physical working condition and long working hours as the triggers of job stress that negatively relate to job performance of female married teachers in public senior secondary schools in Port Harcourt metropolis.

RECOMMENDATIONS

1. Work overload is a major trigger of job stress as such Female married teachers should be given less workload they can cope with to enable them perform effectively on the job, government should employ more teachers to relieve teachers of job overload induced stress for effective performance.
2. Time pressure also triggers job stress, experts in time management should be invited to orientate female married teachers on how to manage their time effectively to improve their job performance.
- 3 Poor physical working condition of teachers should be improved upon in line with current realities of the time because teachers are the builders of the society. The working environment of teachers should be improved in line with common practices around the world by government at all levels.

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