

## ABSTRACT

The main objective of the research study was to determine the relationship of stressors on performance and job satisfaction off full-time faculty of S-school. The study comprised three main variables, two of which were independent variables namely “ Job Related Stressors and Non-Job Related Stressors ” and the dependent variables was “ Teacher performance and Job Satisfaction. ”

Job Related stressors covered issues related to: Work Variance, Role Ambiguity, Role Conflict, Working Conditions, Corporate Culture, Whereas, the Non-Job Related stressors covered: Dual-career Family, Marriage, Financial Problems and Living Conditions.

The questionnaire was designed and administered to the entire population of full-time teachers to examine how stress was related to their teaching performance and job satisfaction. A questionnaire comprising 65 questions was based on conceptual framework, and covered all-important aspects of the three main variables and the respondents' demographic profiles. In this study, the researcher did not classify the employees by their work function because she was mainly concerned with full-time faculty in **all** departments, who are engaged in the process of teaching. Because they form the line organization, it is assumed that these full-time faculties are the main cause of the organization's failure or success. Altogether 100 questionnaires were distributed with 82 found to be valid for the analysis. The overall results indicated that the respondents agreed that stress factors, both the work place, and at the personal level

from the family, impact their teaching performance and job satisfaction.

During the interpolation of the findings, the researcher found that overall respondents seem to agree on the positive side of the questions. This could have occurred because the researcher is related to school owner. But the use of open-ended questions helped the researcher to explore those aspects of the job that caused the highest levels of stress in their work place (school). In conclusion, the results indicated that S-School employees do have stress during the transformation changes made by the management team (present leadership). Majority of respondents agreed that they quite satisfied within their families, but they depended on the income from the school that provided them with a good quality of life. Therefore if the work place is unable to provide a decent pay and security for the employees, both the employee and his/her family suffers the consequences.

