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The Study on Occupational Well-Being of the Primary School Teachers. In Gelao Nationality Area – Take Wuchuan Gelao Nationality Autonomous County in Guizhou Province For Example

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I. INTRODUCTION

For a long time, the developmental level of our education is extreme imbalance, especially in the remote national minority areas. And the survival conditions of primary school teacher in that place need urgent improvement. This article beginning with a questionnaire survey of the primary school teachers' occupational well-being within Wuchuan Gelao Nationality Autonomous County of Guizhou province (hereinafter referred to as nationality area), is aimed at reflect primary school teachers' living conditions in the remote area especially in ethnic minority area where have relatively backward economy. And according to the survey give them some assistance, to improve their occupational well-being.

II. RESPONDENTS AND IMPLEMENTATION

The author chooses the first primary school and the second primary school and experiment primary school as study object in nationality area. Each school release 100 questionnaires, the total of three schools have 300.285 questionnaires recovered, the recovery rate is 95%, of which 273 questionnaires are valid, and

the effective rate is 91%.

Among the 273 valid samples, 231 people are ethnic minority teachers, take up 84.62% of the total example, and 186 people are Gelao teachers, 68.13% of the total number of samples.

III. ANALYSIS OF SURVEY RESULTS

a) professional cognition situation and analysis of primary school teachers in Gelao nationality area

themselves, here mainly include whether realize their own value during the work, whether hold a positive attitude to their work, whether adapt the pace of the work, whether acquire the right of survival and health during the work, and the expectation for the future of their career.

From table 1 : there are 74.43% teachers felt "Very satisfied" or "satisfied" to their own job, and 65.57% teacher thought it's "relatively easy" to became a good teacher, 83.88% teachers deem their job can "fully reflect" or "relatively more reflect" their ability, 83.88% teachers felt "very satisfy" or "satisfy" to their achievements, 83.52% teachers considered the pace of the work was "relatively fast" or "suitable", 69.23% teachers thought the pressure came from work was "suitable", and the source of the pressure mainly came from students, parents of students and themselves, and the rates respective were 33.33%, 28.57% and 19.78%; 84.98% teachers subjectively thought the station of physical and psychological health is better than "ordinary", towards the future of their job and the development of school, 33.33% teachers thought "Hopeful", 45.42% teachers chose "let it be". That is to say, the totality is in a positive state.

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Table 1 : professional cognition situation of primary school in nationality area

Subject	Options	Number	(%)	Subject	Options	Number	(%)
Attitude to the job	Very satisfied	68	24.91	Be a good teacher	Very easy	0	0
	Satisfied	136	49.82		Relatively easy	179	65.57
	Don't care	23	8.42		not easy	68	24.91
	Dissatisfied	21	7.69		Very difficult	13	4.76
	Want change job	25	9.16		Cannot tell	13	4.76
Whether embody ability during the work	Fully embody	105	38.46	Achievements	Very satisfied	78	28.57
	Relatively more embody	89	32.60		Satisfied	151	55.31
	A little embody	65	23.81		Don't care	25	9.16
	No embody	6	2.20		Dissatisfied	15	5.49
	Cannot tell	8	2.93		Very Dissatisfied	4	1.47
Pace of work	Very fast	21	7.69	Classes hours one week	Below 5	21	7.69
	Relatively fast	143	52.38		6-10	34	12.45
	Suitable	85	31.14		11-15	207	75.82
	Relatively slow	12	4.40		16-20	11	4.03
	Very slow	12	4.40		Above 21	0	0
Working pressure	Very large	27	9.89	Source of the working pressure	School leaders	41	15.02
	Relatively large	21	7.69		Parents of students	78	28.57
	Suitable	189	69.23		Students	91	33.33
	Relatively small	11	4.03		Family	9	3.30
	Very small	25	9.16		Self	54	19.78
Current situation of physical and psychological health	Very good	75	27.47	Attitude to the future of job and development of school	Hopeful	91	33.33
	Relatively good	98	35.90		Let it be	124	45.42
	ordinary	59	21.61		Relatively confused	35	12.82
	bad	22	8.06		Futureless	23	8.42
	Very bad	19	6.96				

It seems that the primary school teachers in nationality area have a relatively higher acceptance of their job. If the full mark of acceptance is 100 points, the primary school teachers in nationality area may get about 80 points.

b) *The analysis of the work environment, interpersonal communication and payment of primary school teacher in nationality area.*

Factors that affect teachers' occupational happiness, mainly including working conditions (such as

natural environment and running conditions etc.), interpersonal communication and payment etc.those factors are closely related to the survival condition of teachers, we should take care their occupational well-being when research the career happiness of teacher. Only if survival condition is normal or better than normal teachers are likely to make progress and development in the working.

Table 2 : work environment, interpersonal communication and salary condition of primary school teachers in nationality area

Subject	Option	Number	(%)	Subject	Option	Number	(%)
Natural environment of school	Very satisfied	178	65.20	Running conditions of school	Very satisfied	13	4.76
	Relatively satisfied	88	32.23		Relatively satisfied	117	42.86
	Don't care	7	2.56		Don't care	11	4.03
	Relatively dissatisfied	0	0		Relatively dissatisfied	131	47.99
	Very dissatisfied	0	0		Very dissatisfied	1	0.37
Relationship between	Very harmonious	78	28.57	Relationship between	Very harmonious	34	12.45

colleagues	Relatively harmonious	183	67.03	students and teachers	Relatively harmonious	201	73.63
	Dull	12	4.40		Dull	31	11.36
	Relatively unharmonious	0	0		Relatively unharmonious	7	2.56
	Very unharmonious	0	0		Very unharmonious	0	0
Monthly wages (Yuan)	300-500	56	20.51	Monthly bonus (Yuan)	0 or below 50	241	88.28
	500-800	179	65.57		50-100	30	10.99
	800-1200	19	6.96		100-200	2	0.73
	above 1200	19	6.96		Above 200	0	0
Monthly class hours allowance (Yuan)	0	75	27.47	Wage of the thirteenth month	Exist	231	84.62
	Below 50	198	72.53		0	31	11.36
	Above 50	0	0		Dimness	11	4.03
Allowance for teachers in charge (Yuan)	0	34	12.45	Insurance school masters bought for teachers	medical insurance	263	96.34
	Below 50	213	78.02		Industrial injury insurance	6	2.20
	50-100	26	9.52		endowment insurance	4	1.47
	Above 100	0	0		other welfare	0	0
Attitude to the income	Very satisfied	56	20.51	Source of work motive power	Students become useful person	89	32.60
	Relatively satisfied	54	19.78		Enhance ability	79	28.94
	General	110	40.29		Social support	71	26.01
	Dissatisfied	13	4.76		Be respected and supported	17	6.23
	Very dissatisfied	40	14.65		Others	17	6.23

From table 2 : the satisfaction degree of running conditions is on the low side and 47.99% teachers felt "relatively dissatisfied", compare it with natural environment, 97.43% teachers felt "very satisfied" or "relatively satisfied" to the natural environment. It seems can reflect the primary school teachers' deep love to nationality area. The interpersonal communication between teachers, teachers and students are both in a good condition, which can express at its large percentage, and "harmonious" or "relatively harmonious" are reach up to 95.60% and 86.08%, moreover, there is no one choose "Very unharmonious". But the payment of teacher is relatively low, there are 65.57% teachers' base pay only 500-800 yuan a month, together with the extremely low welfare, the monthly income just can pay the living expenses.

Work environment is the basic protection of teachers' work, well work environment (include teaching facilities and etc) is the precondition to carry out and

accomplish pedagogical tasks. It is obviously that the running conditions of primary school in nationality area need urgently improve. It undoubtedly that payment is the living foundation of teachers. But in fact, in nationality area the economy is underdeveloped, and with the weak local finance and rising price of commodities, teachers endured great economic pressure, that can't meet the teachers' weighty responsibility identity of enlightenment.

c) The condition and analysis about elementary teacher's career development and hope in nationality area

The life of teacher's education is not only a static being, but also a dynamic and continually developing process. The teacher's career development not only influences the boosting quality of education, but also be a crucial role in their career development . And the same time, the career expectations also has a significant relationship to the attaining and holding of the career happiness.

Table 3 : the condition of career development and career expectations of primary school teachers in nationality area

Subject	Option	Number	(%)	Subject	Option	Number	(%)
Attitude to career development	Take seriously very much	176	64.47	Cost of reference book per	0-20	0	0
	Relatively take seriously	76	27.84		20-50	251	91.94

	Don't care	11	4.03	year(Yuan)	50-100	13	4.76
	No consider	10	3.66		Above 100	9	3.30
Career advantage to choose mate of teachers	Great advantage	23	8.42	Attitude to their children became a teacher (Yuan)	Very pleasure	109	39.93
	Relatively bigger advantage	88	32.23		Relatively pleasure	23	8.42
	No advantage	101	37.00		Let it be	78	28.57
	Having some influence	31	11.36		Unwilling	23	8.42
	Big influence	30	11.00		Very unwilling	40	14.65
Reason for happiness	Healthy	58	21.25	Self-evaluation about the degree of happiness (Marks)	Below 59	9	3.30
	Harmonious family	56	20.51		60-69	34	12.45
	Satisfying work	48	17.58		70-79	56	20.51
	Income increase	47	17.22		80-89	172	63.00
	Hobbies are met	35	12.82		90-100	2	0.73
	Harmonious interpersonal relationship	29	10.62				

Form table 3 : there are 92.31% teachers appear a relatively or very concerning with the self-development, and will to study continually. Maybe by the reason of limited economy, 91.94 % teachers only pay 20-50 yuan to purchase the reference book per year. And there are 40.65% teachers believe that as a teacher there exist "great advantage" or "relatively bigger advantage" when choose a mate. At the same time, 48.35% teachers represent the attitude of "very pleasure" or "relatively pleasure" to their children be a teacher in the future. Referring to the reason of the happiness, there are no obvious distinction among several options. Among of which, the options of "healthy" and "harmonious family" have a higher acceptance, and the percentages are 21.25 and 20.51 respectively. At a potion for self-evaluation, there are 83.51%of them choose the marks between 70 and 89. While only 3.30% teachers choose the marks below the 60.

It is easy to see that the majority of teachers pay crucially attention to their career and hold the confidence in nationality area. Quite a few teachers' choice expressing the agreement for their children to be a teacher, that degree appears their career expectations to the job of teacher. For the total level of well-being is above the average, and there is a considerable space to boost the level of well-being.

IV. CONCLUSION

Objectively, there is a relatively quiet, stable, naive social and natural environment in nationality area. Relevant social members in there, such as colleagues, students and family members, have a relatively higher credit and acceptance to teachers. In that situation, the pressure of these teachers are relatively smaller, and it would also be a crucial source of occupational well-being for them. Maybe we can say that the elementary school teachers also easily obtain

the occupational well-being, even in the relatively backward situation of economy and relatively simple culture environment in nationality area.

Undoubtedly, following the fast development of economy, many economical facts such as income and welfare have become more and more obvious to influence the teacher's occupational well-being. Therefore, we can't underestimate those factors. At the same time, it is also an urgent task to improve the working condition and hardware facilities of teachers, because the teacher's well-being, it's not only the means of how much they have contributed, but also the means that whether they have more excellently completed the self-development and got a continual improvement for the quality of life.

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