

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

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9 **Abstract**

10 This research choose primary school teachers as study object in Wuchuan Gelao Nationality
11 Autonomous County of Guizhou province, and mainly use questionnaires to survey the
12 occupational well-being of primary school teachers, try to unscramble the influencing factor of
13 their occupational well-being under special nature and humanity environment. And hope this
14 research can improve on the occupational well-being of primary school teacher.

15

16 *Index terms*— Gelao nationality area, primary school teacher, Occupational Well-Being.

17 **1 INTRODUCTION**

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

25 **2 F**

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28 the effective rate is 91%.

29 Among the 273 valid samples?231 people are ethnic minority teachers? take up 84.62% of the total example?and
30 186 people are Gelao teachers?68.13% of the total number of samples.

31 **4 ANALYSIS OF SURVEY RESULTS**

32 a) professional cognition situation and analysis of primary school teachers in Gelao nationality area themselves?
33 here mainly include whether realize their own value during the work? whether hold a positive attitude to their
34 work? whether adapt the pace of the work? whether acquire the right of survival and health during the work?
35 and the expectation for the future of their career.

36 From table 1 ? there are 74.43% teachers felt "Very satisfied" or "satisfied" to their own job? and 65.57%
37 teacher thought it's "relatively easy" to became a good teacher? 83.88% teachers deem their job can "fully reflect"
38 or "relatively more reflect" their ability? 83.88% teachers felt "very satisfy" or "satisfy" to their achievements?

9 CONCLUSION

39 83.52% teachers considered the pace of the work was "relatively fast" or "suitable"? 69.23% teachers thought the
40 pressure came from work was "suitable"? and the source of the pressure mainly came from students, parents of
41 students and themselves? and the rates respective were 33.33%? 28.57% and 19.78%;84.98% teachers subjectively
42 thought the station of physical and psychological health is better than "ordinary"? towards the future of their
43 job and the development of school? 33.33% teachers thought "Hopeful"? 45.42% teachers chose "let it be". That
44 is to say, the totality is in a positive state.

45 5 II.

46 6 III.

47 Table ?? : professional cognition situation of primary school in nationality area It seems that the primary school
48 teachers in nationality area have a relatively higher acceptance of their job. If the full mark of acceptance is 100
49 points? the primary school teachers in nationality area may get about 80 points.

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

52 Factors that affect teachers' occupational happiness, mainly including working conditions (such as natural
53 environment and running conditions etc.), interpersonal communication and payment etc.those factors are closely
54 related to the survival condition of teachers? we should take care their occupational wellbeing when research
55 the career happiness of teacher. Only if survival condition is normal or better than normal teachers are likely to
56 make progress and development in the working. From table 2 ? the satisfaction degree of running conditions is
57 on the low side and 47.99% teachers felt "relatively dissatisfied"? compare it with natural environment? 97.43%
58 teachers felt "very satisfied" or "relatively satisfied" to the natural environment. It seems can reflect the primary
59 school teachers' deep love to nationality area. The interpersonal communication between teachers, teachers and
60 students are both in a good condition? which can express at its large percentage, and "harmonious" or "relatively
61 harmonious" are reach up to 95.60% and 86.08%? moreover? there is no one choose "Very unharmonious". But
62 the payment of teacher is relatively low? there are 65.57% teachers' base pay only 500-800 yuan a month?
63 together with the extremely low welfare? the monthly income just can pay the living expenses.

64 Work environment is the basic protection of teachers' work?well work environment (include teaching facilities
65 and etc)is the precondition to carry out and accomplish pedagogical tasks. It is obviously that the running
66 conditions of primary school in nationality area need urgently improve. It undoubtedly that payment is the
67 living foundation of teachers. But in fact? in nationality area the economy is underdeveloped? and with the
68 weak local finance and rising price of commodities, teachers endured great economic pressure? that can't meet
69 the teachers' weighty responsibility identity of enlightenment.

70 7 c) The condition and analysis about elementary teacher's 71 career development and hope in nationality area

72 The life of teacher's education is not only a static being? but also a dynamic and continually developing process.
73 The teacher's career development not only influences the boosting quality of education? but also be a crucial role
74 in their career development . And the same time? the career expectations also has a significant relationship to
75 the attaining and holding of the career happiness. Form table 3 ? there are 92.31% teachers appear a relatively
76 or very concerning with the self-development? and will to study continually. Maybe by the reason of limited
77 economy? 91.94 % teachers only pay 20-50 yuan to purchase the reference book per year. And there are 40.65%
78 teachers believe that as a teacher there exist "great advantage" or "relatively bigger advantage" when choose
79 a mate. At the same time, 48.35% teachers represent the attitude of "very pleasure" or "relatively pleasure"
80 to their children be a teacher in the future. Referring to the reason of the happiness? there are no obvious
81 distinction among several options. Among of which? the options of "healthy" and "harmonious family" have a
82 higher acceptance? and the percentages are 21.25 and 20.51 respectively. At a potion for self-evaluation? there
83 are 83.51% of them choose the marks between 70 and 89. While only 3.30% teachers choose the marks below the
84 60.

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

89 8 IV.

90 9 CONCLUSION

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

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

97 Undoubtedly? following the fast development of economy? many economical facts such as income and welfare
98 have become more and more obvious to influence the teacher's occupational well-being. Therefore, we can't
99 underestimate those factors. At the same time? it is also an urgent task to improve the working condition and
100 hardware facilities of teachers, because the teacher's well-being, it's not only the means of how much they have
101 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. ^{1 2 3 4}

2

		nationality area					
Subject	Option	Number (%)		Subject	Option	Number (%)	
Natural environment of school	Very satisfied	178	65.20	Running	Very satisfied	13	4.76
	satisfied Relatively	88	32.23	conditions of school	satisfied Relatively	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

Figure 1: Table 2 :

3

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

Figure 2: Table 3 :

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103 .1 Don't care

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