

Analysis of strategies for improving teachers' job satisfaction under high pressure environment in China

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Abstract: At present, under the influence of social factors, teachers in China are under a high pressure environment, so improving teachers' job satisfaction has become an urgent problem to be solved. In this paper, based on a sample survey data, a brief explanation of effective ways to improve teachers' satisfaction.

Keywords: High Pressure Environment, Teacher Job Satisfaction, The Work Environment

Teachers' job satisfaction is a kind of feedback to their own jobs and work experience, which will not only affect teachers' enthusiasm for work, but also affect the school's education work and quality to a certain extent, and even affect teachers' mental health.

1. Causes of teachers' low job satisfaction

At present, under the high pressure environment in China, teachers' job satisfaction in all schools is generally low. Based on the results of a sample survey of teachers' job satisfaction in a city, a total of 240 people are surveyed. Their satisfaction is shown in Table 1.

Table 1: Sampling survey of teachers' job satisfaction

satisfaction	The number of teachers	Percentage
Basic satisfaction	25	10.42%
satisfied	36	15.00%
Very satisfied with	17	7.08%
Not satisfied with	136	56.66%
Very dissatisfied	26	10.83%

According to the data in Table 1, in this sample survey, most people are not very satisfied, and even about 10% of teachers are very dissatisfied. If this situation is maintained for a long time, it will not only affect the teaching quality of the school, but also bring great influence to the physical and mental health of teachers. The following is a brief explanation of the reasons for the low teacher satisfaction.

1.1. Too much emphasis on educational contribution and lack of return

In China, the teaching profession has always been regarded as a sacred and respectable profession, as well as a dedicated profession. As the saying goes, "teachers are candles" to illuminate themselves and others, which undoubtedly emphasizes their dedication. In the current society, with the continuous improvement of people's quality of life, the requirements for teachers are getting higher and higher. People have placed too much expectation on teachers as a profession. The governments of various regions hope to improve the dedication of teachers through corresponding measures, so as to achieve the local education quality and promote the purpose of social development. From the point of view of the public, everyone has a desire to become a successful child, and hopes that teachers can educate their children in school. But for teachers, the above too heavy expectations have brought indescribable pressure, and from the perspective of return, the degree of social return for the profession of teachers is obviously far from its expectations. The daily work of teachers is quite onerous. According to relevant researches, the labor intensity of teachers has reached the medium manual labor standard in China. From this point of view, teachers' work not only consumes mental energy, but also is a relatively hard physical work. And its income and indeed the expectations, the working strength is out, and compared with some other

professions in the society appear extremely low income, although our country in recent years has been aware of the issue, has been working to increase teachers' group of comprehensive income, but compared with the development of social economy, or at a lower level. In addition, the lack of social return is also reflected in the lack of attention and respect for teachers by people from all walks of life. In China's social structure, the social status of teachers is not high, and the legitimate rights and interests of teachers are violated from time to time [1-3].

1.2. Lack of humanistic care in management, too much emphasis on technical rationality

Technical rationality refers to taking control as the core in management and using rules to control people's rationality. At present, in the process of management of teachers, school or in the system control is given priority to, such as teachers' management system is too rigid, through a case of management specification to teachers to conduct all-round constraints, this management system is a very rigid, totally ignored in the management of human psychological factors, selectively ignores the teacher's own spiritual pursuit, This makes it easy for teachers to feel oppressive under such a system. This is also one of the reasons for teachers' low job satisfaction.

2. Strategies to improve teachers' job satisfaction under high pressure environment in China

According to the above two aspects, too much emphasis on dedication and lack of return and too much emphasis on technical rationality in the lack of humanistic care in management, relevant personnel can adopt the method of combining material and spiritual incentives to teachers to improve their job satisfaction. We can improve teachers' job satisfaction through the following aspects.

2.1. Create a superior working environment

Improve teachers' job satisfaction in the first place to start from the work environment, at the same time, this paper from two aspects of hardware and software in terms of hardware, first, from the perspective of the teachers' office equipment and teaching equipment, in some of the teachers in the school teaching equipment is not complete, even the lack of some necessary books and materials, and also is old office equipment, office space is seriously insufficient, Often six or seven teachers crowded in an office, if these most basic hardware conditions can not be met, then it will certainly affect the enthusiasm of teachers. Therefore, it is very necessary to transform the hardware. Relevant personnel should provide teachers with a complete range of teaching equipment as far as possible, which can not only improve the enthusiasm of teachers but also improve the quality of teaching to a certain extent. In addition, teachers' office space should be transformed [4]. The traditional teachers' offices are usually crowded with five or six people in a small space, which will affect the enthusiasm of teachers. Relevant personnel should expand the teachers' office space and provide them with a quiet and superior office space as far as possible. On the other hand, the particularity of the teaching profession also means that some modern software is needed in daily work, such as the network education platform which is widely used at present. Teachers can use this platform to obtain necessary teaching information on the Internet. Therefore, from the above aspects, managers should optimize the working environment of teachers from both hardware and software. Once teachers work in a superior working environment, they will inevitably have a good mood. On this basis, they can maintain physical and mental health both in teaching and in daily life. On the contrary, if the work are lack of the condition of hardware, software, environment, depressive mood easily arise, both in teaching and in daily life is hard to play up to work, even if to do some work have to do is also holding a perfunctory attitude, it will directly affect the teaching quality of the school [5].

In addition to the hardware and software for teachers to create a superior work environment, management personnel shall also reflect humanistic care as far as possible in the daily management, therefore, managers should pay attention to the spiritual incentive, for teacher's work to be sure, in some certain conditions, the management of smile and greeting will make the teachers in a day's work to have a good mood. From this point of view, managers should create a harmonious working atmosphere in the school. Only by ensuring the harmony of these relationships can teachers keep comfortable in their daily work. Finally, if teachers can in daily work, respect and trust will be automatically satisfied emotionally, so as to improve work enthusiasm, so the relevant management personnel in communication and exchanges, and teachers should put more leadership shelves, and to strengthen the communication and teachers, understand the teacher's life and work actively, Try to solve the problems encountered by teachers in their work. Only in this way can we create a superior working environment for teachers and

achieve the goal of improving teachers' job satisfaction.

2.2. Provide development opportunities for them

In addition to the survey of teachers' job satisfaction, this sample survey also investigated teachers' job satisfaction, and the results are shown in Table 2. It can be seen from the data in the table that most teachers are not satisfied with their current jobs, and 37.91% of them are not satisfied with their current jobs. In order to improve the job satisfaction of teachers, we should start from the development opportunities of teachers [6-7]. If teachers can get better personal development, both in terms of income and social status will be greatly improved, which is undoubtedly an effective way to improve the job satisfaction of teachers. School administrators should, therefore, from the perspective of long-term development, the teachers troop construction of school internal planning, must be good at find promising teachers in daily work, organize the teachers to take part in all kinds can improve their professional skills and professional quality of education and training, and in the process of training and gain as much as possible for teachers to encourage and support, According to the actual situation of teachers, their jobs should be adjusted appropriately, and teachers should be urged to participate in the promotion of professional titles on time, and teachers should be given help in the process. In this way, development opportunities for teachers can not only accelerate the promotion speed of teachers, but also improve their economic income to a certain extent. In this process, teachers will also gain a sense of professional achievement and social identity, so providing opportunities for development is one of the effective ways to improve teachers' job satisfaction [8].

Table 2: Survey of teachers' satisfaction with their current positions

satisfaction	The number of	The percentage
Very dissatisfied	25	10.42%
Not satisfied with	91	37.92%
Basic satisfaction	55	22.92%
satisfied	37	15.42%
Very satisfied with	32	13.33%

2.3. Let teachers participate in administration

According to the rigid system mentioned above, teachers will feel depressed. To solve this problem, administrators can let teachers participate in the administrative management of the school, so that teachers can not only satisfy their sense of achievement, but also adjust the school management system from the perspective of being managed. First of all, the school administration is relatively complex, and teachers for intellectuals, its itself to participate in the administrative management ability, and make teachers involved in the school administration also makes the relationship between the teachers and the superior more popular for superior decisions have a sense of identity, and when the teachers involved in the administrative management [9]. It can also make the decisions made by managers really implemented in each teaching link. Therefore, the participation of teachers in administrative management is a win-win for both schools and teachers, and can minimize the sense of oppression generated by teachers in the management system, which is also helpful to improve teachers' job satisfaction [10-11].

3. Conclusion

To sum up, in high pressure environment in our country at present, improving teachers' satisfaction became a problem to be solved, the relevant management personnel can from for teachers to create the superior working environment, give its development opportunities and make teachers to participate in the administrative management of the three aspects, so as to achieve the purpose of improving teachers' job satisfaction.

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