

Importance of Understanding and Evaluating the Psychological Well-Being of Teachers

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ABSTRACT

Psychological Wellbeing (PWB) is a broad and dynamic construct that deals with social and subjective dimensions of human psychology as well as health related issues and behaviours. It is very painful to register that only few of the entrepreneurs of higher educational institutions understand the stress levels of the highly valuable teachers they employ and provide a window for stress relaxation or relieving their stress level. A stressful teacher always prefer to leave the job, retaining a valuable and resources rich teachers have been daunting job for the higher educational institution managers and entrepreneurs functioning in India. Prevailing situations i.e., the state of helplessness causes for the teachers in stress and it directly affect their psychologically, physically and mentally in term of well-being. At this juncture the higher educational institution function in India i.e., managers and entrepreneurs have to offer friendlier, supportive and progressive at same time learning cum updating environment to ensure positive performances and maintain the utmost psychological well-being of the teachers. As the society can flourish only if a good teachers exist in a society.

Key Words: Psychological Well-being, Social Well-Being, Stress, Higher Education Teachers.

I. INTRODUCTION

Healthy body and healthy mind generates the same positive vibrations all around and once these skills are mastered and imbibed they benefit everyone. It's important for teachers to be happy, peaceful and possess a body that is stress free. Therefore a teacher's psychological well-being will lead to effective performance of teachers which in turn will benefit the students. The sense of happiness or contentment with life is the result of psychological wellbeing. Psychological Wellbeing (PWB) is a broad and dynamic construct that deals with social and subjective dimensions of human psychology as well as health related issues and behaviours. PWB is concerned with an individual's judgment about his or her satisfaction and is conceptualized as an interaction of positive effects such as happiness and optimal functioning of people in social and individual areas of life. Therefore, it is assumed that individuals who show a high level of

psychological wellbeing feel supported and more satisfied with their lives. Assessing teachers' psychological well-being (PWB) is the first step in protecting teacher's mental health and providing them an environment that helps flourish their professional and personal development.

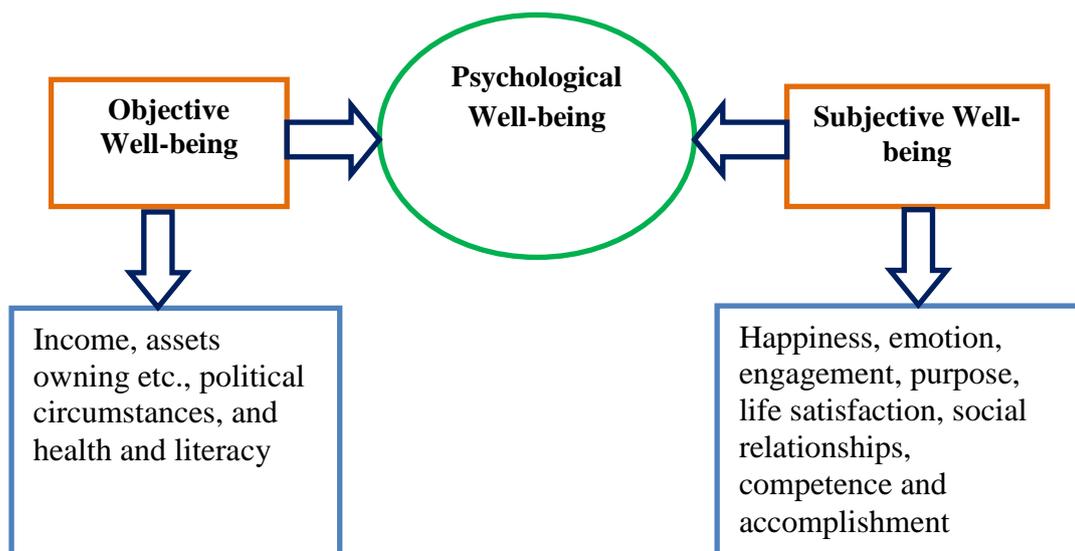
Teachers employed in various countries experience high levels of work-related stress and it is reported that about 30per cent of teachers leave teaching profession due to stress. Poor teacher well-being is positively related with dissatisfaction and stress at work. Teachers' well-being affects students' academic performance. High level of teacher emotional support is positively correlated with fifth graders' emotional and social engagement regardless of students' self-efficacy in their classes. Thus, understanding and being keen in checking to the College management and administrative officers to knowing teachers' PWB levels is important for the protection of the teacher's mental health and professional and personal development.

Classification of Psychological Wellbeing

More recent conceptualizations of wellbeing have identified two broad categories: objective and subjective wellbeing.

EXHIBIT: 1

DIMENSIONS OF PSYCHOLOGICAL WELLBEING



Source: Pictograph for the Study

The objective dimensions of wellbeing are generally considered external to the individual and may include economic resources (for example, income, assets owning etc.), political circumstances, and health and literacy. On the otherhand, subjective dimensions of wellbeing variously encompass factors such as happiness, emotion, engagement, purpose, life satisfaction, social relationships, competence and accomplishment. An individual's psychological well-being can be measures with assessment of two aspects. One by assessing the material conditions (income and wealth, jobs and earnings, housing), and quality of life (health status, work-life balance, education and skills. The second being assessing the social connections, civic engagement and governance, environmental quality, personal security, and subjective wellbeing).

Need to Focus on the Psychological Well-being of Teachers

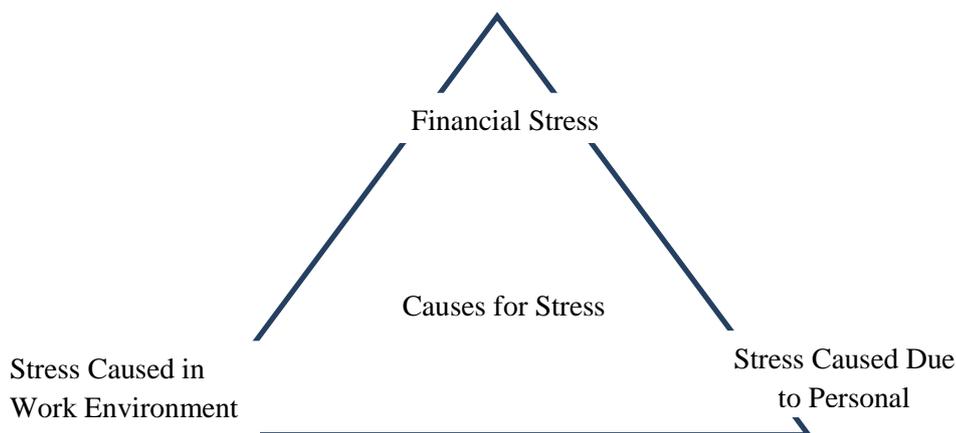
Role of teaching faculties working in the modern educational system has become more vague i.e., unclear, frequently changing and demands high competence from an individual.It create a status of role

ambiguity, power distance between senior and juniors, lack of resources to learn new concepts or ideas, role of time for personal work, family life and for social gathering, inability to understand the modern thought of students, inadequate relationship with industrial persons, lack of funding, work over load due to allocation of administrative and clerical duties etc. Nature of occupational stress faced teacher stress, whether perceived or actual, is one factor that impacts on the recruitment of new teachers and the intentions of serving teachers to stay or leave the profession.

It is very painful to register that only few of the entrepreneurs of higher educational institutions understand the stress levels of the highly valuable teachers they employ and provide a window for stress relaxation or relieving their stress level. Most of the employers either Government agencies or private entrepreneurs fails to realise the stress level faced by teachers working in their higher educational institution and provide right mechanism to manage the stress. The level of stress faced by a teacher directly influences their performances, contribution, learning and sharing of skills with other i.e., both with the learners and their colleagues. A stressful teacher always prefer to leave the job, retaining a valuable and resources rich teachers have been daunting job for the higher educational institution managers and entrepreneurs functioning in India. As discussed earlier teachers working in higher educational institutions faces stress due to three factors.

EXHIBIT: 2

ISSUES RELATED TO POOR PSYCHOLOGICAL-WELLBEING



Source: Pictograph Developed for the Study

Stress among higher education teachers are caused due to economic factors like: low remuneration paid by self-financing private colleges and the feel of job insecurity faced due to uncertain work environments. In colleges teachers are forced to face issues in handling of adolescent youth as these students are normally found to immature in their behaviour and in addition, poor relationship with the management and passive relationship with the colleagues / seniors surely causes stress for teachers as their leave facilities, incentives, salary increment, work-load, career upgradation facilities, career progression and adoption to modern curriculum etc. A third dimension of the stress causer is teacher themselves i.e., their personal in term of ability to accomplish certain targeted work, life aspirations, socio-economic status and time availability to achieve certain goals in the life. Many of the higher educational institutions are adapting corporate strategies and framing of target goals that are highly unpractical and not suitable to the teaching community.

II. CONCLUSION

Assessing teachers well-being is a newly introduced concept in the Western universities and these concepts are least focused in the Indian context. It is the right time that modern day higher educational institution managers and entrepreneurs have to realise the fact that changes in higher education is more related to changing demands of the job market, that forced teachers to be adaptive, productive and innovative in both teaching and learning, adoptive to quick modification in curriculum pattern and be innovative in adoption of andragogy practices. Fast changes happening in the higher educational systems has resulted in the conditions where teachers are struggling very hard for survivals i.e. their sustainability as teachers and they hardly find time for personal or career development and its enhancement. Prevailing situations i.e., the state of helplessness causes for the teachers in stress and it directly affect their psychologically, physically and mentally in term of well-being. At this juncture the higher educational institution function in India i.e., managers and entrepreneurs have to offer friendlier, supportive and progressive at same time learning cum updating environment to ensure positive performances and maintain the utmost psychological well-being of the teachers. As the society can flourish only if a good teachers exist in a society.

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