

THE INFLUENCE OF PROFESSIONAL BURNOUT ON TEACHERS' PROFESSIONAL SATISFACTION: THE CASE OF LITHUANIA

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RELEVANTS OF THE RESEARCH

Teacher professional activity, its quality and work efficiency are conditioned by social changes and educational reforms. Teachers are facing new challenges that change the way they interact with the environment, change needs, and present long-term new changes.

THE AIM OF THE RESEARCH is to reveal the influence of teachers' professional burnout for professional satisfaction.

PROBLEM QUESTIONS OF THE RESEARCH

when researching the aspects of professional burnout and stress, it is seldom discussed:

what is the strong / weak expression of burnout in the Lithuanian teacher community, what is its relationship with teachers' professional satisfaction.

METODOLOGY

SAMPLE CHARACTERISTICS:

- 398 teachers participated in the survey (a representative sample of the survey - 381 respondents): 334 (84%) female and 64 (16%) male.
- The mean age of the study participants was 45.36 ± 13.14 years.

DATA COLLECTION AND ANALYSIS METHODS:

- A questionnaire was created and distributed to collect empirical data.
- The survey included both closed questions.
- The items were created seeking to evaluate various aspects of professional burnout and professional satisfaction.
- Respondents had to evaluate the factors influencing the prestige of the teaching professional burnout and professional satisfaction on a five-point scale ranging from 1 (strongly influences) to 5 (almost no influences).
- The data were analyzed with descriptive analysis using the SPSS 23.

ORGANIZATION OF THE SURVEY

- The research was conducted in the autumn of 2019 in Lithuanian general education institutions.
- The teachers had the opportunity to fill in the questionnaire online.

RESEARCH FINDINGS

The analysis of the data disclosed the influence of occupational burnout on the professional satisfaction of general education school teachers. Professional satisfaction is determined by internal (age, gender, level of education, length of service, career opportunities, recognition) and external (quality of management, salary, job content, co-workers, working conditions) factors. Professional burnout is a condition that is caused by an individual's work, and their relationship to their work may lead to this condition.

RESEARCH FINDINGS

Table 1.
Distribution of professional burnout and teachers' professional satisfaction by gender

Variables	Gender	N	Mean \pm SD	p value
Professional satisfaction_total	Male	64	46.7 \pm 10.2	0.498
	Female	334	45.1 \pm 13.6	
Professional burnout_total	Male	64	121.3 \pm 36.3	0.827
	Female	334	119.6 \pm 37.2	

Table 2.
Distribution of teachers' professional satisfaction and professional burnout according to the teacher's work experience

Teacher's work experience	N	Professional satisfaction total		Professional burnout total	
		Mean \pm SD	p value	Mean \pm SD	p value
1–10	113	50.0 \pm 13.0	0.018	126.4 \pm 44.0	0.419
11–20	86	43.3 \pm 12.9		122.1 \pm 36.4	
21–25	77	46.5 \pm 9.9		116.6 \pm 31.3	
26–30	65	43.4 \pm 15.0		120.8 \pm 34.7	
31–52	57	40.0 \pm 13.1		108.8 \pm 31.7	
Total	398	45.4 \pm 13.1		119.9 \pm 37.0	

Table 3.
Assessing the intensity of teachers' professional satisfaction by gender

	Male, N (%)	Female, N (%)	
Do not feel professional satisfaction	27 (42.3)	162 (48.6)	$\chi^2=0,345$; $df=1$; $p=0,557$
Feels professional satisfaction	37 (57.7)	170 (51.4)	

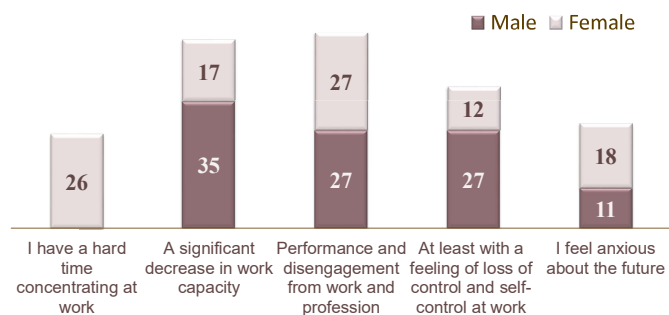


Figure 1. Distribution of the indicators that had the greatest influence on the burnout of the study participants by gender, %

CONCLUSIONS

- The study revealed that professional satisfaction in the work of a teacher depends on the length of service: teachers who work in the school for up to 10 years' experience the most joy in their work, and teachers who work in the school for the longest time experience the least joy. However, the study showed that the attitudes of male teachers and female teachers to the professional satisfaction and burnout experienced are similar.
- The results of the research confirmed that teachers' professional burnout is associated with significantly decreased working capacity, efficiency; separation from work and profession; feeling of loss of control and self-control at work.
- The results of the study confirmed that teachers' professional satisfaction is influenced by factors of professional burnout. Professional satisfaction is an integral part of a teacher's job in order to overcome obstacles and challenges in professional activities, resolve work conflicts, create conditions for effective collective learning and contribute to the efficiency of the educational process.