

Creating Work-Life Balance Among School Teachers in Secondary School in Linyi, Shandong, China: A Preliminary Study on Job Stress

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Abstract

It is known that educational industry is important for countries development. The purpose of this research is to examine the WLB among the secondary school teachers in LinYi, ShanDong, china on a study of job stress. In this research, independent variables such as excessive workload, role ambiguity, organization culture and working environment are being discussed to determine their correlation with WLB.

Keywords

For future study, there are few other stressful professions such as firefighter, police, enlisted military personnel and airline pilots are recommended.

1. Introduction

In this research project, we are focus on the effect of job stress that contributes to the work-life balance (WLB) among school teachers in secondary schools. This study's objective of is to examine the relationship between job stress and WLB in education industry. This chapter examines the study context's overview which involved the research background, problem statement, objectives of research, research questions, hypotheses of the study, significance of the study and lastly the layout of the overall chapters.

1.1. Research Background

Our research will be focus on the WLB in a study on job stress. In the broad range of education industry, we will focus on the secondary schools in LinYi, ShanDong, China. The independence variables that we focused are excessive workload, role ambiguity, organizational culture and working environment. Since education is part of human life, therefore the main reason we choose education industry is because it can help people to build up personality, behaviour and morality.

The job for teacher is complexity. The responsibilities for teacher are teach specialist subject to different ages, organising and involve in extracurricular, giving feedback on student's performance and etc. Thus, teachers must be very enthusiasm and patient with their job. Moreover, they must come out an effective way in teaching their student in order can encourage their student to learn and enjoy the subjects.

Based on the past research, WLB has been a concern area since the employees were making in reaction in the unhealthy work-life in 1980's. Employees will spend the valued time for their personal life rather than spend the time with family and friend and for their leisure activities in order to carry out the work goals (Kumar and Shiyakumar, 2011).

The imbalance of work and life was caused by working long hours and overbearing of

workloads (Jones and Bright, 2001). Employees must be able to enjoy their life besides of working because Maad (2008) has said that “We work to live not live to work”.

According to Kofodimos (1993), an imbalance between in work and life has been reflected as a problem that will harm individual lifestyle and well-being.

So, an imbalance work-life occurred because it brings them performing a conjuring trick on their work life and personal lives in their reality of work-life.

2. Literature Review

Based on the World Bank report, the quality of education in China is not up to the standard of the highest Asian performers in the world rankings. This means the academic performance in China still ranked behind other regions or may have fallen even further behind. The academic performance of China was keep dropping yet the number of students in China keep rising (World Bank, 2012). This result has provide a negative sign towards China education system and various parities need to take action towards this key problem.

Teaching is one of the important job in the world because it helps to build up a good personality and provide rich knowledge for students. Therefore, teachers play a vital role in solving the key problem and improve the China education system. The level of stress is increase steadily among the school teachers because they have to cope with their task in order to educate student. According to Kyriacou (2001), a professional teaching is known to be very demanding and stressful job. According to Lee (2012), a heavy workload will affect the quality of work and individual performance because they will have low work motivation. It is not possible that every school teachers who under stress will educate good students. It will also affect the teaching profession because school teachers lack of support and resources to fulfill the student needs (Bauer et al., 2005; Bauer et al., 2007; Weber, Weltle & Lederel., 2006).

Teachers have to spend more time to cope with increasing demand from students and parents and to fulfill the job requirements by China’s Ministry of Education. This job stress the teachers have play important part in balancing work-life issues which means high level of job stress will cause work-life imbalance and the intensity of work- life conflict may arise indirectly (Wallace, 2005; Wong & Lin, 2007).

Based on the study of Dickson-Swift (2009), Gillespie (2001), Rosser (2004) & Shah (2012), job stress has a negative impact on employee’s work and personal lives. High work related stress will likely to cause diseases like heart attack, diabetes, blood pressure, headache, asthma and dizziness (Stress survey, 2001). Therefore, teachers are trying to balance their work load with personal life and sometimes this create positive effects as well as negative effects where no one can avoid this stress (Mauno et al., 2006).

A few studies showed that there is negative relationships between job stress and WLB, but they have not statistically tested these relationships. Based on our best knowledge, there were less research related to the study of ability of school teachers to balance work and personal life. Because of above reasons, this topic showed there is a research gap and became our interest to further study.

3. Research Questions

1. Is there a significant relationship between excessive workload and WLB among school teachers in secondary school?
2. Is there a significant relationship between role ambiguity and WLB among school teachers in secondary school?
3. Is there a significant relationship between organization culture and WLB among school teachers in secondary school?

4. Is there a significant relationship between working environment and WLB among school teachers in secondary school?

4. Research Objectives

4.1. General Objective

The objective of this research is to create work-life balance among school teachers in secondary schools in a study on job stress in LinYi, ShanDong, China. It also helps to identify ways to improve WLB.

4.2. Specific Objectives

1. To identify whether there is a significant relationship between excessive workload and WLB among school teachers in secondary schools.
2. To identify whether there is a significant relationship between role ambiguity and WLB among school teachers in secondary schools.
3. To identify whether there is a significant relationship between organization culture and WLB among school teachers in secondary schools.
4. To identify whether there is significant relationship between working environment and WLB among school teachers in secondary schools.

5. Discussion and Conclusion

Recently, the issue of WLB in education section has become more important. The purpose to carry out this study is to study the relationship between job stress and WLB in education sector. The issue of job stress is very important because it may affect your work-life balance. In this study, we will look into secondary school in LinYi, ShanDong, China.

Human will define their stress in many different ways. Mental and physical health problems are due to the high level of stress which may cause work-life conflict. They are paying too many attentions on all the aspects of their lives which will cause negligence in balancing their work and life.

It is not surprising to hear that everyone is struggling to balance their personal responsibilities and own work (Royal, 2013). It is important for having a good WLB because human will be able to manage their responsibilities for their family, work and also their personal things.

WLB can enhance teacher effectiveness in teaching in order to provide satisfaction for students in learning. It has been proved that a good WLB will result in teachers being in good physical and mental health and improved student behaviour. With this, it is critical to know that how important for teachers to have a good WLB.

Tony Nudd has said that he believes that a good WLB can provide personal fulfilment and enable you to manage your proportions of time. Without a good WLB, it will have an effect on your health and your happiness. For teachers who manage to balance their work with their life activity will be happier. Furthermore, it will contribute knowledge and literature to provide the guidance for further study.

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