

# Does Teacher Burnout and Years of Service Predict Job Satisfaction?

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## INTRODUCTION

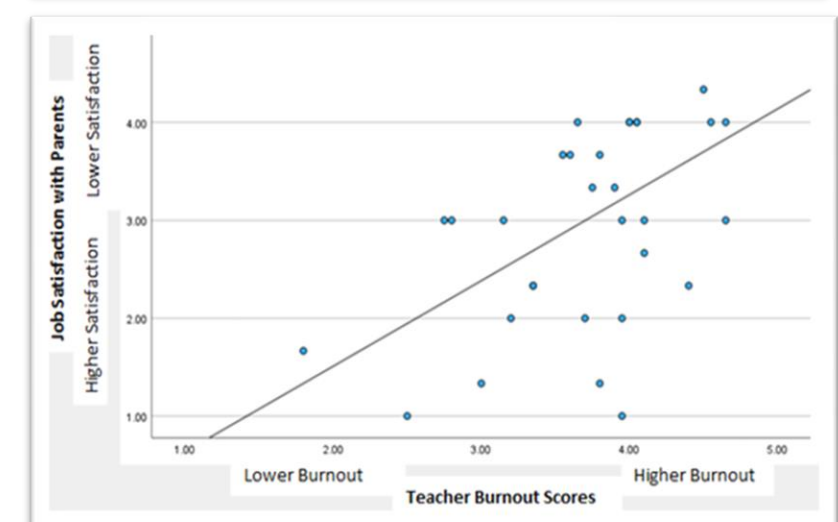
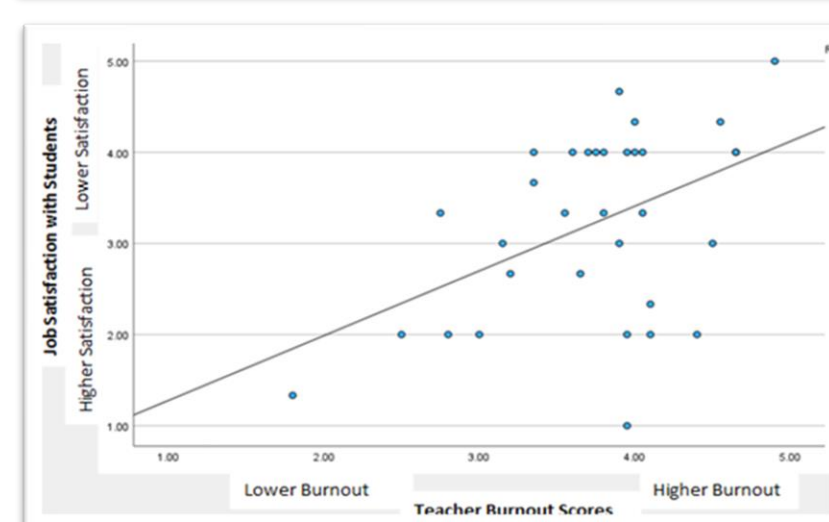
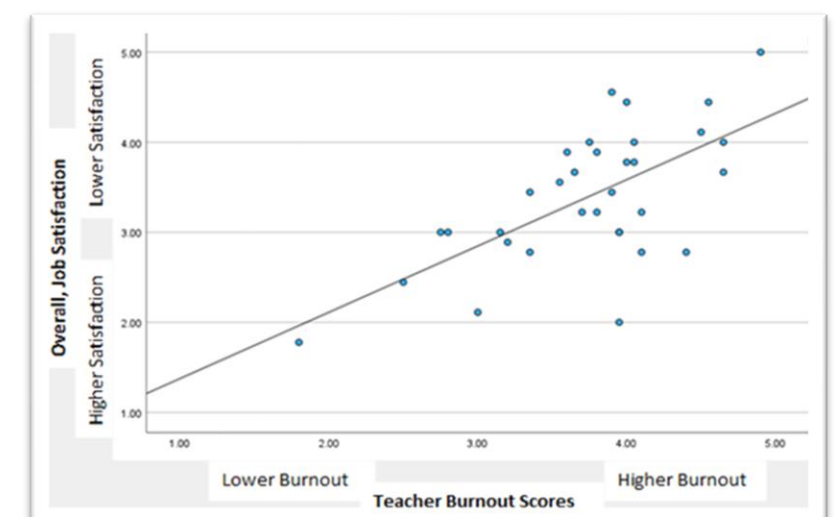
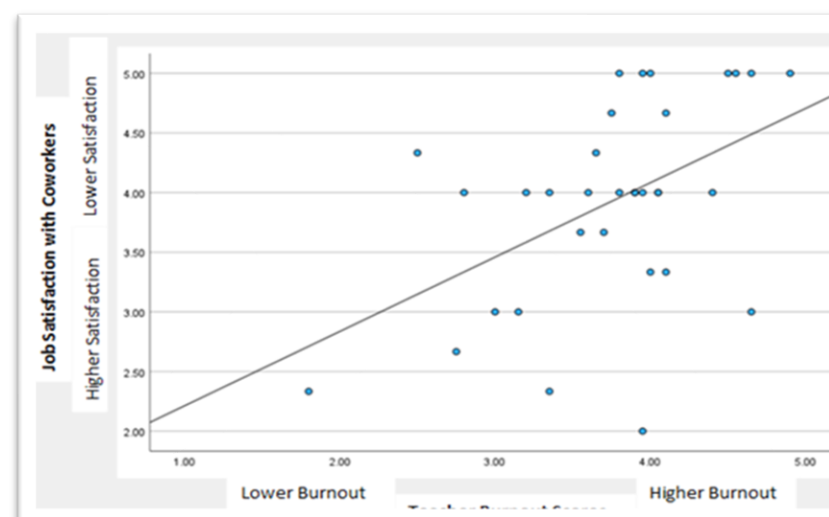
- High levels of burnout can lead to decreased job satisfaction and even impact student outcomes (Maslach et al., 2001), and overall wellbeing (Ortan et al., 2021).
- Research has shown teacher burnout is a factor of lower engagement and job satisfaction, and higher levels of depression and motivation to leave the job (Collie et al., 2012).
- Studies have found teacher burnout to predict lower self-efficacy, job satisfaction (Skaalvik & Skaalvik, 2010) and higher intent to leave the teaching profession (Leung & Lee, 2006).
- In addition, teacher burnout and job satisfaction were positively correlated and associated with years of service, as increased teacher experience showed higher levels of dissatisfaction (Gu, 2016; Dias et al., 2021).
- Furthermore, studies conducted have predominantly researched secondary school teachers (Kinman et al., 2011), this could be less generalisable for primary teachers as they are dealing with a completely different age range of children. Primary school teachers may be faced with a different set of challenges to secondary school teachers.
- Therefore, the study investigated the relationship between teacher burnout levels, years of service and job satisfaction in primary school teachers specifically.

## METHOD

- 33 participants completed the within-subjects design study.
- Data was collected from an opportunity sample, with an age range from 21- 46 years (Mean age = 32.82,  $SD = 6.45$ ).
- Gender was distributed Female (N = 24, 72.7%), Male (N = 9, 27.3%).
- Participants completed 2 questionnaires, one questionnaire measured teacher burnout using the Teacher Burnout Measure (Richmond et al., 2001).
- The other questionnaire measured job satisfaction using the Teacher Job Satisfaction Scale (TJSS-9) created by Pepe (2011). Both scales used a 5-point Likert scale.

## RESULTS

- The study aimed to investigate whether teacher burnout and years of service influenced job satisfaction within primary school teachers. Four multiple regressions were conducted, one for overall job satisfaction ( $M = 3.39$ ,  $SD = .75$ ) and 3 for the subscales; job satisfaction with parents ( $M = 3.03$ ,  $SD = 1.09$ ), coworkers ( $M = 3.92$ ,  $SD = .85$ ) and students ( $M = 3.22$ ,  $SD = 1.02$ ).
- The results of the regression indicated that the model was a significant predictor of overall job satisfaction,  $F(2, 30) = 11.12$ ,  $p < .001$ . Teacher burnout contributed to the model ( $B = .738$ ,  $p < .05$ ), years of service did not ( $B = -.002$ ,  $p = .922$ ).
- The model was a significant predictor of job satisfaction with parents,  $F(2, 30) = 6.071$ ,  $p = .006$ . Teacher burnout contributed significantly to the model ( $B = .886$ ,  $p < .05$ ), years of service did not ( $B = -.010$ ,  $p = .743$ ).
- The model was a significant predictor of job satisfaction with students,  $F(2, 30) = 4.674$ ,  $p = .017$ . Teacher burnout contributed significantly to the model ( $B = .736$ ,  $p < .05$ ), years of service did not ( $B = -.027$ ,  $p = .372$ ).
- The model was a significant predictor of job satisfaction with coworkers,  $F(2, 30) = 5.729$ ,  $p = .008$ . Teacher burnout contributed significantly to the model ( $B = .594$ ,  $p < .05$ ), years of service did not ( $B = .032$ ,  $p = .206$ ).



The descriptive relationship between teacher burnout and, overall job satisfaction, job satisfaction amongst coworkers, students and parents.

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## DISCUSSION

- In the overall job satisfaction scale and the 3 sub-scales, teacher burnout was a significant predictor of low job satisfaction. However, years of service did not significantly predict job satisfaction.
- The association between years of service and job satisfaction is not uniformly positive. Topchyan and Woehler (2021), found years of service did not significantly affect job satisfaction. Instead, reasons for teachers leaving were due to factors like retirements and commitments to their children and families (Tippens et al., 2013).
- Similarly to secondary school teachers (Brackett et al., 2010), primary teachers showed significant levels of burnout. This suggests that burnout and low levels of job satisfaction are not mainly due to the different age groups they teach, but more so due to general pressures like workload, lack of administrative support and resource (Fergusson et al., 2014) schoolteachers are experiencing.
- Future studies could consider conducting a longitudinal study investigating the effects of teacher burnout and job satisfaction this would provide an insight into long-term effects, and whether it affects turnover rates.