

# Investigation, Analysis, and Countermeasures of College Teachers' Psychological Pressure

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**Abstract:** *Objective:* This paper aims to explore the investigation, analysis, and countermeasures of the psychological pressure of college teachers. *Method:* From March 2023 to May 2023, 3266 college teachers in our city were selected as the research objects, and the sources of their psychological stress were analyzed through a questionnaire survey. *Results:* In this paper, there were 500 cases of education and teaching pressure accounting for 15.31%, 600 cases of research pressure accounting for 18.37%, 1000 cases of professional title evaluation pressure accounting for 30.62%, and 1266 cases of life pressure accounting for 35.70%. *Conclusion:* The psychological pressure on teachers in colleges and universities in our city is relatively high, and this paper puts forward targeted countermeasures for this problem.

**Keywords:** University teachers; Psychological pressure source; Investigation and countermeasures

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## 1. Introduction

With the advent of the popularization of higher education in our country, the number of students has increased, the society's requirements for university teachers have become higher, and the pace of modern life has accelerated, which has led to an increase in the psychological pressure faced by efficient teachers<sup>[1]</sup>. In the past, college teachers mainly faced education and teaching pressure and life pressure. It also includes multiple occupational pressures such as professional development, professional title evaluation, and scientific research projects. Since teachers' psychology affects individuals and students, corresponding countermeasures are put forward for the above psychological pressure, such as enhancing the psychological quality of university teachers, creating a happy workplace environment in the campus, and establishing adequate social support<sup>[2]</sup>. Only mentally sound teachers can efficiently teach students who are both excellent in character and learning, thus the mental health of university teachers cannot be ignored. This paper analyzes the psychological pressure of college teachers through the questionnaire, and the report is as follows.

## **2. Material and methods**

### **2.1. General information**

The members participating in this research were 3266 college teachers in our city from March 2023 to May 2023, including 1114 males and 2152 females.

### **2.2. Method**

Questionnaires were distributed to investigate the sources of their psychological stress.

### **2.3. Observation indicators**

Through the questionnaire results, the sources of their psychological stress were analyzed and corresponding solutions were put forward.

## **3. Results**

Through the investigation of these 3266 college teachers, it can be seen that the sources of their psychological stress include:

Education and teaching pressure, 500 cases of teaching pressure accounting for 15.31%.

Scientific research pressure, 600 cases of teaching pressure accounting for 18.37%.

Professional title evaluation pressure, 1000 cases of teaching pressure accounting for 30.62%.

Life pressure, 1266 cases of teaching pressure accounting for 35.70%.

## **4. Discussion**

### **4.1. Analysis of psychological pressure on college teachers**

#### **4.1.1. Education and teaching pressure**

Education and teaching are the main tasks of college teachers. Their ability to perform well in education and teaching in schools directly affects teachers' mental health<sup>[3]</sup>. Since the country has reformed the teaching quality and teaching of higher education, the emergence of these policies has undoubtedly put forward higher requirements for college teachers. In order to achieve this goal, colleges and universities have put forward clear regulations on teachers' teaching work, such as when teachers teach, they must have complete teaching plans and teach according to the teaching plan, the number of homework corrections must be regulated, and the teaching methods must be innovative. At the same time, the school has established a teaching supervision and listening system, to strictly control the quality of teachers' teaching, score, and grade every month, and issue supervision briefings<sup>[1]</sup>. In addition, the school also organizes teachers' teaching skills competitions and regularly allows students to rate teachers' performance in class. Teachers who score lower will be depressed psychologically, and they will also be criticized and talked about by relevant school leaders. Appropriate assessment can encourage teachers to be more diligent, but if the assessment system is too heavy, it will invisibly increase the teaching pressure for teachers.

#### **4.1.2. Research pressure**

The continuous advancement of China's higher education reform brings development opportunities to college teachers, and more challenges and pressures<sup>[4]</sup>. Cultivating talents for society, conducting scientific research, and serving economic development are the three significant tasks of university teachers. Due to heavy emphasis on scientific research in the reform, according to the regulations, university teachers must undertake specific

research tasks to promote teaching through scientific research. Teaching and research benefit each other. Colleges and universities generally have requirements for scientific research assessment tasks for teachers, such as teaching assistants are required to publish a paper in a semester, and lecturers are required to participate in specific scientific research projects. The requirement is not only for higher education but it also is one of the essential indicators to measure the comprehensive strength of universities. If teachers fail to complete scientific research tasks, withholding allowances, unqualified assessments, and delays in professional title review will affect teachers' personal development <sup>[3]</sup>. In order to meet the relevant requirements, teachers have to spend extra time to complete scientific research and often work until night or even stay up until early morning. Long-term staying up will cause immeasurable harm to their bodies and minds.

#### **4.1.3. Professional title evaluation pressure**

The current colleges and universities implement the system of setting posts according to needs and leaving when they are promoted, thus dramatically increasing the pressure on evaluating university teachers' professional titles. This is because a professional title in a university means a high academic level, strong scientific research skills, high income, and more respected status. However, certain conditions and indicators exist for evaluating professional titles in colleges and universities, hence the competition is extremely fierce. Especially in terms of senior professional titles, the requirements for academic qualifications and the publication of papers are higher, and the pressure on teachers is even greater. Some teachers may have taught for a lifetime and have been awarded a senior professional title when they retire <sup>[5]</sup>. There was a news report that an old teacher of a particular university died of illness, but because he had no papers to publish, he was only a lecturer until his death. They will definitely fight and complain every time colleges and universities evaluate their professional titles, and it even becomes a sore point for some teachers.

#### **4.1.4. Life pressure**

In colleges and universities, except for a few teachers who have many scientific research projects and can obtain funds, most teachers live on wages. The wages have to cover all aspects of expenses such as children's education, buying a house, repaying loans, daily expenses, and human relations, which will inevitably cause financial tension, thus increasing the psychological pressure on teachers. Among them, young teachers in colleges and universities are the key group that suffers from this pressure because they recently graduated and entered the workplace after finishing their studies. Then they face expenses involved in being in a relationship, starting a family, buying a house, and providing for their parents. These are not affordable by wages, especially when people's material cost of living rises <sup>[6]</sup>. The lack of money has increased the pressure on college teachers' daily work and life.

#### **4.1.5. Physical illness pressure**

The World Health Organization defines health as the absence of disease or infirmity and a state of complete physical and mental health and social well-being. Physical and mental health are dialectical and unified. Physical health is the foundation, while mental health promotes physical health. The two affect each other, and problems in either party will affect the other. When a disease arises on one side, physical or psychological, the other side is affected. According to the physical examination results of teachers in a university in the past three years, the top ten abnormal results of physical examinations of teachers in a particular university include cervical spine abnormality (detection rate of 93.34%), thyroid nodule (detection rate 66.95%), prostate abnormality, carotid artery abnormalities, dyslipidemia, fatty liver, overweight, breast nodules, lung nodules, and high blood pressure. The above abnormal results are related to lifestyle. The physical health of college

teachers is related to teachers' occupational characteristics, psychological conditions, and lifestyles <sup>[7]</sup>. Long-term sedentary work and high work pressure lead to chronic diseases such as cervical spondylosis, nodules, and metabolic abnormalities. At the same time, physical health problems aggravate the psychological pressure of college teachers, causing panic and worry, and severe physical health problems are often accompanied by depression and anxiety.

## **4.2. Countermeasures to improve the mental health of college teachers**

### **4.2.1. Improving the internal quality of teachers and enhancing their psychological quality**

Through lectures, reading, and learning, teachers can correctly understand themselves, correctly view their life stages, and accept some differences between ideals and reality. Through a good lifestyle, including regular work and rest time, healthy diet, proper physical exercise, teachers will have enough physical strength and energy to overcome work and psychological problems. In addition, teachers need to establish good interpersonal relationships, treat leaders, colleagues, and students with mutual understanding, and treat others objectively and fairly.

### **4.2.2. Creating a campus work environment with a sense of happiness**

Relevant functional departments of colleges and universities should fully realize the importance of college teachers' mental health and create a happy campus work environment <sup>[8]</sup>. First of all, establishing a psychological counseling center for teachers, setting up a consulting platform, using relevant knowledge of psychology, and actively carrying out psychological counseling and counseling work for teachers in teaching, family, and interpersonal communication so that teachers can feel the care of the school. Secondly, for teaching work, there is no one-size-fits-all method suitable for the school's situation, such as education, assessment, and professional title evaluation. There are rewards and punishments for work, and the performance and promotion systems should be different for different positions to meet the needs of university teachers' self-development and provide teachers with more learning and display platforms. In addition, regular team building and appropriate entertainment activities can strengthen the relationship between teachers and the relationship between teachers and leaders, enhance the cohesion of the team, allow college teachers to find a sense of belonging, and experience the sense of professional happiness.

### **4.2.3. Establishing practical social support**

Social evaluation and a sense of identity affect the mental health of college teachers to a great extent. First of all, social policy should guide people to respect teachers. Most people think that the work of college teachers is easy with high salary, and that college teachers do nothing. The existence of these misunderstandings leads to the lack of respect and value for college teachers and the lack of professional happiness. Therefore, a higher sense of social identity and respect for teachers should be advocated. If there comes a day when our students think that celebrities are more worthy of respect and admiration than teachers, how should our country deal with itself. Secondly, peer counseling is also critical social support. Peer counseling refers to non-professional worker friends who provide counseling according to the situation and requirements, analyze and discuss the existing psychological problems with the client, and help the client to deal with the psychological problems in work and life more effectively. Colleges and universities can conduct peer counseling through telephone consultation, growth groups, mobile phone text messages, psychological salons, and other forms. Our life is inseparable from friends, and sometimes friends' listening and advice will significantly affect the parties involved.

### **4.3. Decompression method**

#### **4.3.1. Keeping an average mind**

Maintaining a healthy mental state requires a sense of balance in the face of pressure. The work of teachers is complex. When facing complex and challenging tasks, teachers must maintain a stable mood and stay patient. They must understand from the heart that contradictions are everywhere and cannot be solved. The normal state of work is one contradiction after another. If one wants to understand this problem, they can accept the emergence of contradictions and will not generate too much psychological pressure.

#### **4.3.2. Maintaining an optimistic attitude**

While working hard in their work, college teachers should be able to see their progress and growth, increase the confidence in their competence, and keep themselves optimistic. Optimistic or pessimistic attitudes can change teachers' perceptions of stress. Pessimistic teachers think that it is difficult for them to solve problems at work, which will make them feel powerless and their psychological pressure will increase sharply. Having an optimistic attitude will give them positive emotions. If one feels that they can face and solve difficulties when encountering difficulties, they will not have more significant psychological pressure.

#### **4.3.3. Finding fun from work**

The fun and sense of value generated in work can effectively relieve the pressure produced by work. The students faced by college teachers have a strong sense of orientation. Students follow in teachers' footsteps and continue to grow and progress, which is a strong sense of happiness and value for teachers. College teachers focus more on educating students and discovering the little progress of students, which will bring them a powerful sense of accomplishment. Tapping these positive emotional energies from work can help teachers to relieve pressure and gain more positive psychological health.

#### **4.3.4. Separating work and life**

The salient features of teachers' work in colleges and universities are the long-term continuity and extension of education, leading to a more incredible intersection and influence between the work and life of teachers. In this case, teachers should learn to detach themselves from work, avoid bringing too much mood and emotion from work into life, and switch emotions in time after solving complex problems in order to be more comfortable and relaxed<sup>[8]</sup>. Some teachers will bring depression and anxiety to their daily life after encountering complex problems in school, thus seriously affecting the quality of life and family relationship. In this case, teachers can try to write a work log or task list. Listing the problems that need to be solved, and at the same time, drawing up the solution time and method, and using a reasonable plan to give oneself psychological hints for the initial solution can avoid putting more significant pressure on oneself.

#### **4.3.5. Cultivating hobbies and diverting attention**

College teachers can cultivate their hobbies and immerse themselves in hobbies, to divert their attention when the work pressure is high, which can relieve stress and benefit physical and mental health. For example, exercising moderately, listening to music, learning painting and calligraphy, picking up a brush and immersing in artistic creation, can relieve their mood.

### **4.4. Positive actions to fight against negative psychology**

Some decompression methods can release pressure on teachers quickly, but this only treats the symptoms instead of the root cause. To fundamentally solve psychological problems and obtain a healthy mentality,

college teachers must continuously take action to improve their capabilities, only then can the teachers solve problems at work more freely.

#### **4.4.1. Self-improvement**

The best psychological enhancement method is essential to improve one's ability to solve problems at work and have a good attitude. For college teachers, improving their abilities should start from many aspects, such as learning education and teaching related knowledge, accumulating class management experience, learning children's psychology, broadening their knowledge, and so on<sup>[9]</sup>. On the one hand, they need to seize the professional training opportunities provided by the education department and earnestly learn from the experience of experts and excellent teachers. On the other hand, they must find their shortcomings, find suitable learning resources through the Internet and other channels, and improve their abilities. In daily education and teaching work, continuous accumulation of experience can also allow the teacher to improve rapidly.

#### **4.4.2. Seeking help from people around**

There is a saying, "be modest and always learn from others." Every college has excellent teachers who teachers can learn from. When we encounter doubts, we should humbly ask excellent teachers and experienced teachers for advice, broaden our work ideas, and learn related skills. When problems arise, teachers can seek advice from teachers around, learn from their practices, combine their own situation, to solve problems and continuously accumulate experience<sup>[10]</sup>. At the same time, when encountering students' problems, we can also strive for parents' understanding and support. Home-school cooperation and co-education can achieve good results in student education and, at the same time, solve problems encountered in student learning and campus life. It is also smoother when it comes to solving students' problems.

#### **4.4.3. Seeking professional help**

Many college teachers are ashamed to speak out when they encounter psychological problems. They are embarrassed to confide in those around them and never think of asking a psychiatrist for help unless it is a last resort. However, when the pressure accumulates to a certain level, it may be impossible to rely on the teacher's strength to self-adjust effectively. At this stage, it is necessary to seek professional help. Teachers can go to the hospital's psychology department to seek help from a psychologist so that they can heal professionally.

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