

Analysis and Research on Teachers' Professional Happiness

Shufang Qu*, Tong Wooi Chow

School of Business, Malaysia University of Science and Technology, Malaysia

**Corresponding author:* Shufang Qu, qu.shufang@phd.must.edu.my

Copyright: © 2025 Author(s). This is an open-access article distributed under the terms of the Creative Commons Attribution License (CC BY 4.0), permitting distribution and reproduction in any medium, provided the original work is cited.

Abstract: Nowadays, the issue of teachers' professional happiness in China is worth researching. This is because burn-out of teachers is harmful to the teachers' health. The research happiness is a hot topic which is a facilitate and help to the teachers. Society asks for equal and fair education which needs the life-long learning of all the teachers. The requirement is not excessive and can be realized. The profession of teachers should be happy. Teachers should make sacrifices for society and the students. Meanwhile, a sacrifice of time and energy is also demanded. The growth of students will make them happy. For the teachers, the analysis and research are also the experience of many years of teaching and practice. It is hoped that the research will facilitate other teachers' jobs and professions.

Keywords: Teachers; Sense of happiness; Analysis and research

Online publication: April 3, 2025

1. Introduction

Teachers should be happy, as the profession of teaching brings in a lot of happiness. Generally speaking, teaching students is important and special. Why do teachers experience a sense of unhappiness? Is the pressure of work so serious? Is the teachers' burnout feeling so serious? Some people may not be suitable to be teachers, so they will feel the teaching job is very hard and their achievements of job may be inferior to others. The profession of teaching is sacred because the teaching job is very important. Teachers must have a life-long teaching profession, and the teachers who quit are not so many.

Why do teachers find the job very hard? Are the teachers' professional levels not enough to meet the requirement? If the teachers cannot have life-long learning behaviors or methods, they will be discarded by the society quickly. The changing world needs inheritance and progress. To be teachers, they should learn to develop themselves. Human beings can study because human beings have this kind of inherited ability. Under many circumstances, the undeveloped teachers are due to themselves and are not because of others. The government should face all the teachers and provide opportunities for everyone — the opportunities to progress,

that is, active professional activities, active practice and promote the practice into theories. Theories must be combined with practice, and practice is the standard to test theories. Everyone should be educated, and everyone should have equal opportunities to progress. Society should provide each person with equal chances, and every person should have opportunities to progress successfully. Teaching is special, and it is different from the other professions. Teachers should develop and progress themselves actively and learn to be life-long learners. The progress of human beings is special, but the progress of human beings is normal. Society asks for every person to progress normally, and so the successful teachers must be the results of people's hard work.

Human beings should be educated and should progress actively. As teachers, they must be happy because their students will surpass them. The theory that "the pupils outdo the master" helps to solve many problems, that is, "the society is stronger by generation." People must develop themselves and people must realize the dream of life-long learning. There exist differences between human beings and it is hoped that the differences will not become distance. The two-extreme distance society is surely unequal. Education should be successful, or the social conflicts will be very sharp. The requirements that society needs for teachers are very high. Both parents and students have a certain requirement towards teachers, that is, the theory of "great learning makes a teacher, moral integrity makes a model." Teachers should be the examples of students, be the helpers of students and support the students to form life-long learning behaviors and methods.

The teachers should be happy because the profession is glorious and important. Is the problem of people's progress not important? The progress of human beings is the result of family, school, society and individuals' hard work. The people's hard work and the environmental factors form a person. The person must learn to study and must have learning behaviors and methods. Lifelong learning is a habit, and also a kind of methodology. If the students are happy, the teachers' senses of professions should be better. If the students cannot develop well, how can the teachers be happy? The distances between human beings should not be sharp and every person must be educated. The education should be as much as possible and be as perfect as possible. The degree of being educated is the symbol of social civilization, and human beings must develop themselves. Teachers must have the development and progress of students as the goals and tasks of their profession. How the students develop and progress determines, evaluates, and concludes the success of teachers' jobs.

2. Literature review

Teachers are happy because of the characteristics of the teaching profession. Teachers can develop by themselves because teachers are intellectuals. Society demands teachers to progress and so teachers can progress.

Although long working hours bring work pressure to teachers, they can achieve more self-realization in their work. From the perspective of positive psychology, teachers' work pressure reduction does not mean that they can improve professional happiness. The process of realizing self-value is the process of pursuing happiness. Job satisfaction includes satisfaction with the work environment, professionalism, and class autonomy. Self-efficacy includes classroom management efficacy, teaching efficacy, and helping students participate. As an important intermediate link, work pressure plays a role of connectivity and opposition. Researchers can analyze the level of teachers' professional happiness by analyzing the level of work pressure. When the self-actualized happiness of the physical and mental potential of teachers occupies the majority, the overall professional happiness makes them improve accordingly ^[1].

The mental health status of teachers is directly related to the success or failure of education. With the depth of quality education, the advancement of the new curriculum reform, and the growth of students, teachers can have a good psychological adjustment ability, which not only affects their own foundation and also related to the harmonious relationship between teachers and students, students' academic performance, and mental health. Improving the level of teachers' mental health is the basis of the students' psychological work. Improving teachers' professional happiness can help to improve teachers' mental health levels. Teachers can feel a sense of achievement and pleasure. Teachers are under great work pressure, so they need to ease their emotions and help them adjust their personal status. Teachers' sense of belonging and security also increase cohesion and centripetal force in mutual support ^[2].

This kind of happiness not only comes from the teachers' teaching achievements or teachers' honors in the work but also from the teachers' hearts in the process, which won the students' heartfelt love and happiness ^[3]. The factor of teachers' professional happiness is humanistic care, which directly affects the social support that teachers get. Humanistic care includes the affirmation, trust, and care of teachers given by school leaders. When school leaders make decisions, they should consider teachers' situations, opinions, harmonious and harmonious atmosphere among colleagues, etc., for better career development, better environment experience, and more social support. The material conditions of teachers mainly include salary income and job security, which are important factors affecting teachers' professional happiness. The positive factors of teachers' career happiness include better career development, better environmental experience, and more social support. The negative factors include insufficient subsidies, large workloads, and increased work pressure ^[4].

Educators should strengthen emotional management, pay attention to teachers' self-care and stress relaxation, and teach them how to maintain emotional homeostasis in a high-pressure environment. Cultivate teachers' optimism and tenacity to enhance their resilience after emotional effort. In practical work, teachers can effectively improve their professional happiness and promote teachers to realize their self-value and professional growth in their career ^[5].

The acquisition of professional happiness needs to be based on their own professional quality and work pressure. The deeper the professional quality, the stronger the working ability is. The fruits of labor should be affirmed at the same time to get everyone's respect and recognition. The higher the level of teachers, the higher their career happiness is. Educators should vigorously innovate teaching methods and skills, optimize classroom management methods, fully mobilize the enthusiasm and initiative of students, improve the classroom teaching effect, win positive feedback from students, and form positive incentives to improve professional happiness ^[6].

Teachers know themselves, analyze themselves, accept themselves, appreciate themselves, mobilize the enthusiasm of teachers, and improve their sense of professional belonging and career happiness ^[7]. To get a happy experience, teachers need to work hard, put their career ideals into practice, and seek self-realization ^[8]. Educators need to broaden teachers' horizons and improve their educational level and professional ability ^[9]. Educators found that the inability to address student discipline is an important factor contributing to teacher burnout. At the same time, a positive teacher-student relationship also affects teachers' job satisfaction, happiness, and teaching efficiency, and establishing a good relationship with students is the driving source of professional happiness. Educators also believe that social factors are the overall guarantee of teachers' happiness. The happiness of teachers in different regions is influenced by factors such as economic development, educational policies, and social recognition ^[10].

Teachers' happiness comes from the growth of students, their own efforts, the affirmation of peers, parents'

trust, dreams, the expectations of the future and other aspects, which is the high respect and love of personal work from the heart. Teachers must be good at learning, pioneering, innovating, studying hard, seeking truth from facts, and being pragmatic. Teachers should study lifelong, be a good guide for students' growth, be loyal to their duties, and have a lifelong responsibility for the cause of teaching and educating people ^[11].

All sectors of society should care about teachers' physical and mental health, overcome job burnout, stimulate work enthusiasm, so that the majority of teachers have a sense of achievement in the post, a sense of achievement in the career, a sense of dignity in the society, so that teachers become an enviable career. Occupational happiness is also contained in the embodiment of continuous self-challenges, potential play, innovative education methods, and personal and social value, that is, the meaning of psychological happiness. The satisfaction of self-value realization and persistence is a hot educational cause. The emotion of teachers and students always runs through it and become the link connecting subjective pleasure and psychological satisfaction. Only in this way can the sustainable development and high-quality development of a school be promoted ^[12-13].

Only by continuous learning can teachers be competent for career development and meet the needs of students' development ^[14]. The professional level of teachers directly affects the growth of students and is related to the rapid development of the school ^[15].

3. Research methodology

3.1. Research questions

As a teacher are they qualified? If not, what should they do?

If their students do not like them, what should they do?

If their degree is not enough, will they leave or continue to work? Why?

Are they burned out? What is their decision?

3.2. Hypothesis

Teachers' personal and academic qualities can affect students' academic achievements and good results.

Teachers' hard work will bring happiness to themselves.

Teachers' high academic level will bring great success and happiness to teachers themselves.

4. Discussion

Teachers are happy because teaching and educating students is of fundamental importance. In the old society, teachers were required to make no social distinctions in teaching. The modern society asks the teachers to sacrifice to students, the society and be life-long learners. People can learn because every person has this kind of inherited ability and this kind of intelligence. Teachers make society progress faster, and the development of education is the logical necessity of the development of education. People can be educated all their life long, and everyone should benefit from this policy. The learning behavior should be formed because every person's life-long learning needs a certain kind of learning method and behavior, without which people can never develop.

Teachers are happy because this kind of profession is special. Students should be educated well, and teachers themselves should learn all their lives. Modern people are happy because they have enough material

goods. People's spiritual life should be improved, so it is required that each citizen must have some degree of self-learning and the behavior of life-long learning. Each person has some degree of intelligence, so everyone can develop and progress. Students are developing individuals and teachers should help students grow, grow to be the people that society needs. The teachers' profession is happy because students progress and develop each day. The success of education will bring the emancipation of human beings. People can develop well, so the teaching job is very glorious and very dignified.

How is sacrificing knowledge a big deal? The soldiers even sacrifice their lives! Doctors can even save the lives of patients. Every person in the world also makes contributions to society. Teachers should be indifferent to fame and wealth, make themselves last long, and have a life-long reputation. The job of "generation is better than generation" means the people are more and more intelligent and can realize the problem of inheritance and development. Teachers should need and teach students well. The first-line teaching is very important and every student should be taught well. The education of people is really important and they should not take a wrong path. Educational work is of fundamental importance, so teachers should work wholeheartedly to make students progress well.

Teachers are happy because the teaching profession is special and a profession to seek souls. Loving students is a basic task, and the happiness of the profession will be realized. The burnout feelings can be conquered, and teachers should seek this happiness. Happy people must be sacrificed, glorious with moral integrity and are full of talents. Teachers should be such people to make themselves progress successfully and have a life-long happiness. The communication between teachers and students should show a person's knowledge level, talents and personal characters. Excellent teachers should also be all-sided people who should be life-long learners. This is the requirement of the modern society. Teachers should work hard and teach students well. In this way, they can have a wonderful life. Happy people do not only include the physical happiness but spiritual happiness. The teaching profession asks for teachers to be happy to devote themselves to their jobs and be lifelong learners. The good quality teachers should also have excellent knowledge level, or they cannot fulfill the teaching and educating task. Teachers should always read books, which is normal and true. Teachers should be intellectuals and the examples of students' progress. The requirements for teachers are high because students should be taught well. Moral education is very important, and I hope every teacher will actively participate in it.

5. Conclusion

Students should be educated well, which is the professional requirement of teachers. People should be educated because society develops very fast. This is the first reason. The second reason is that people must be suitable to the changing society and should have the abilities to change the world. It means that everyone must be educated. People should be educated, especially in modern society. In the old society, some people could receive education because they were the leisure class or the wealthy class. If common people can receive education, this means the society is good. Modern society pays more attention to education and the popularity of education makes the world progress greatly. People must progress and purposefully plan to develop themselves. Labor and knowledge should be combined, and people should develop in all aspects. The theory of overall educational progress is correct, and this theory is the product of modern industrial society. In the industrial society, people must be alienated, but this alienated behavior can be corrected. In schools, students are somewhat alienated,

so physical education classes are necessary. People are different. This kind of theory cannot be omitted. That means some people are not so all-round and they need to develop themselves in all aspects. Reading books is the solution or people cannot surpass the development of the society. Teachers should make sacrifices and contributions. Human beings are surely progressive animals, and people should always learn from each other because society develops quickly. People are different, so they should learn from each other, care for each other, progress, and support each other. In this way, the world can develop well. People are social animals, so they are necessary to integrate into society. The characteristics of the society are contribution and life-long learning. The other periods are different from now because the characteristics of each period are different. The modern society asks for teachers to dedicate that knowledge and their time to students and be life-long learners.

People must be seeking something. What to seek determines a person's progress. If seeking leisure, they can get nothing. If seeking professional achievements, they can get them. How one progresses is determined by oneself. Teachers should seek some values, and in this way the teachers can be happy. For teachers, they need to seek something. Educators think hard work is nothing difficult but the bad thing is having no professional achievements. Teachers should work hard and have some professional achievements. In this way, they will be happy. How the teachers progress is determined by themselves, the devoted teachers will be loved and respected by students. People must seek something and make contributions to society. This is the general social principle. An equal society needs their participation, and a fair society needs their hard work. Work hard, and educate the students well. Teachers should try their best in their own work and be indifferent to fame and wealth. As teachers, can they last long? As teachers, they should make contributions and dedicate all their lives to their careers.

People must be happy, which is also what one seeks. Sometimes teachers will meet with difficulties and sometimes students are difficult to deal with. This difficulty should be overcome. What they seek determines what they will get. If they seek physical enjoyment, they can achieve none. Teachers have a special job, and also are happy. People should be educated all their lives, which is one of the requirements of modern society. Modern society develops quickly, and the update of knowledge is fast and quick, so the teachers should progress and develop well. To be positive towards life and to be positive towards challenges, they will be happy. The job of educating students is sometimes different, and the job is special. As teachers, they should have a sense of happiness. This kind of life can be interesting and meaningful. Educators encounter many students, and they shoulder many responsibilities. If the job is well done, everything is fine. If the job fails, everything is nothing.

Intellectuals need to read books always. This is one of the obligations of the job. A happy job can bring in many good results and should make the teaching profession a happy occupation. People should progress, and people need progress. This kind of ecological principle should be obeyed. People must progress and develop. People can be happy if they develop diligently. Human beings can fulfill the objective of being happy human beings. Now, the situation is very good and so they need to read more books. At first, they should be a qualified teacher, and they will be happy. If they have spare strength, they can develop themselves well, for example to be an education specialist. The dream of being an educator is very good, and it can progress well.

Hardworking teachers are always appraised, and this kind of management is easy to master. People's ideas and thoughts must be correct. False ideas should not be owned because the wrong ideas will be harmful to the world and society. If they cannot progress well, they may regret their poor achievements in their profession. Men are created equal, and every person has the chance and the possibilities to progress, so they should try to develop well. The knowledge explosion is intense and the update of knowledge is very fast. As teachers, they

need to learn. Do they have a sense of crisis? Do they have a sense of challenge? This means people should make progress. Teachers are sacrificing jobs. The soldiers are required to dedicate their lives, while they just ask teachers to make sacrifices for knowledge. Humans is a kind of advanced animals with feelings and spiritual sustenance. People's life is surely the pursuit of a whole life, and people's lives are surely of requirement perfect. To be perfect, they need to be successful in their jobs. People with professions are rich, plentiful, and positive.

People's lives are fast and quick, so do not waste time. People must progress and develop. The world is colorful and rich. Because of the differences in brains, people's characters and personalities are different. The people's world will be more and more perfect with many people's participation. The collective results are various because there are many dedicated people. People's lives should be perfect and their job is one part of life. Jobs can bring in much success and many achievements. Teachers should try hard to work well and make sacrifices for society. These kinds of spirit, "silkworms" and "red candle" are still needed nowadays, because the society needs these spirits. People's lives can be fast and short, so please dedicate. To be the teachers and friends of students, they will harvest much, because the dedicated teachers will be respected by the society. Work hard, and they will be happy teachers.

Disclosure statement

The authors declare no conflict of interest.

References

- [1] Zhang YJ, Ding J, 2025, The Relationship between Teachers' Working Hours and Professional Happiness: Theoretical Change and Empirical Data Analysis. *Journal of Comparative Education*, 2025(1): 1–15.
- [2] Wang WY, 2024, Practice and Research on Improving Teachers' Professional Happiness by Building Psychological Groups. *Huaxia Teacher*, 2024(36): 34–36.
- [3] Guo YB, 2024, Taking Care of the Students' Hearts is the Teacher's Happiness— Read "A very Good Child" Feeling. *Mental Health Education in Primary and Secondary Schools*, 2024(36): 75–77.
- [4] Huang XY, Liao Y, 2024, Exploration of the Influencing Factors of Professional Happiness of Exchange and Rotation Teachers in S City under the Background of "County Management and School Employment" —— Based on the OECD Teacher Professional Happiness Framework System. *Journal of Shaoguan College*, 2024(11): 74–78.
- [5] Zhang XH, 2024, Impact Factors and Coping Strategies of Teachers' Emotional Labor from the Perspective of Occupational Happiness. *Proceedings of the 2024 Annual Conference of Henan Private Education Association (Volume 1)*, 52–53.
- [6] Xiao CH, 2024, Research on the Improvement Path of Professional Happiness of Young Ideological and Political Course Teachers in Private Colleges and Universities. *Industry and Technology Forum*, 2024(16): 228–230.
- [7] Qin CT, 2024, Use Positive Psychological Group Training to Improve the Professional Happiness of Special Education Teachers. *Modern Special Education*, 2024(15): 69–70.
- [8] Gao YY, Wang JH, 2024, The Dilemma and Improvement of the Professional Happiness Experience of College Female Teachers from the Perspective of a Better Life. *Journal of Xuzhou Institute of Technology (Social Science Edition)*, 2024(4): 103–108.
- [9] Dai HM, 2024, Care about the Growth of Teachers and Improve Teachers' Happiness Index — Reform Measures in

Fengdu County, Chongqing Municipality. Primary and Secondary School Principals, 2024(9): 21–23.

- [10] Wang XP, Zhang YR, 2024, The Four Factors that Affect Teachers' Professional Happiness. Shanghai Education, 2024(26): 10–11.
- [11] Zhang KJ, Xu C, 2024, Dedication, Professional, Happy — Teachers Professional Happiness of the Three Primary Colors. Shaanxi Education (Teaching version), 2024(9): 4–5.
- [12] Zhu XS, 2024, Research on the Promotion Strategy of Professional Happiness based on the Emotional Path. Huaxia Teacher, 2024(25): 15–17.
- [13] Zhou H, 2023, Thinking and School-based Practice of Improving Teachers' Professional Happiness. Education Research in Jiangsu Province, 2023(18): 11–14.
- [14] Qi XH, 2023, Do not Forget the Original Intention: To Pursue the Professional Happiness of the Class Teacher. Jiangsu Education, 2023(17): 42–43.
- [15] Luan JX, 2023, Research on the Construction of High-quality teachers. Teaching Educating People 2023(29): 60–62.

Publisher's note

Bio-Byword Scientific Publishing remains neutral with regard to jurisdictional claims in published maps and institutional affiliations.