

## EMOTIONAL INVESTMENTS AND COUNTER MEASURES OF COLLEGE FEMALE TEACHERS' SENSE OF HAPPINESS IN CHINA

**Jingjing Long**

University of Shanghai for Science and Technology  
&University of Modena e Reggio Emilia, CHINA

### ABSTRACT

This paper mainly discusses the theory of happiness of the teachers, and propose some relevant counter measures from these two aspects of interpersonal and emotional. This paper mainly uses the goal theory, the theory of social comparison, the adaptation and coping theory. And this paper put forward two counter measures: creating a relaxed and harmonious interpersonal environment to meet the need for esteem. Building the emotional platform. To meet the needs of belongingness and love.

**Keywords:** Happiness, Interpersonal Relationship, Emotion, Teachers.

### INTRODUCTION

The development of higher education in China have been expanding quickly, the number of full-time college faculty of women and the proportion in the accelerated rise. The Ministry of Education in 2010 for education statistics show that college full-time female teacher are 624341 people accounting for 46.48% of full-time teachers in Colleges and universities. With the increase in the number of female teachers, more and more teachers fell responsibility as in the process of teaching, the same with the much more pressure.<sup>[1]</sup>Teacher's sense of happiness, not only affects the teachers own quality of life and professional development, but also influences the sustainable development of the students' future development of colleges and universities. The teachers complained, generally reflect the lack of well-being, on the other hand, and few teachers go to school, go to the education and teaching behavior is the very good reflection of their own, even when the leader and colleagues point out that behavior is not carelessly, they are still rely on old ideas in education and scientific research work, although it looks magnificent and victorious, but it did not achieve the real identity of teachers heart, so they stuck to the surface level not only to the improvement of education but also the teaching letting many teachers seems to a burden, a spiritual shackles..

### LITERATURE REVIEW

Kuang Xiaoman(2012) said that the research status and the significance of teachers' professional sense of happiness of youth, teachers' well-being issue from twentieth Century 90, time begin to cause the great attention of many scholars and experts. To improve teachers' professional sense of happiness of youth, in addition to build training, exchanging platform and making favourable growth evaluation mechanism but also to solve the practical problems of young teachers face such as living conditions, salary, professional title evaluation and

academic level that would give more attention and care in these aspects.<sup>[2]</sup> Luo Ruguo(2009) said that in the realistic teaching life,existence problems of teachers' happiness, the happiness index is low, the absence of meaning of existence, the lack of vanity, not only the emergence of "occupation burnout" of phenomenon,but also the physical and mental health problems.<sup>[3]</sup> Lin Yun(2014)thought that some of the scholars advocate concerns the well-being of the teachers in the teacher education, as for thinking on the issue of education belief is come from the education and it cultivated the spirit of the deepness into the operational level, the standard issue can be predicted in teacher education which has become the most important problem to guide the reconstruction of teacher education.<sup>[4]</sup>

## **METHODOLOGY**

To the question of the teacher evaluation: the evaluation of teachers is the working status of a teacher and the potential value to make a judgment activities, only through the evaluation of teachers to improve teachers' teaching ability and improving, the teachers' occupation well-being is for stimulating the development of teachers' team and building the strong teachers teachers team. The existing problems of the evaluation system of university is that that the teachers would reduce teachers' sense of happiness, if not take notice of the university teacher evaluation system to make rectification, this problem will continue to influence the teacher's occupation of happiness. In recent years, the major results in the study of teachers' sense of happiness is a measurement tool for reference, development and influence factors of the preliminary research and obtained the certain research results. But the problem still exists, it is the lack of integrity on the understanding of teachers' sense of happiness. Therefore from another point of view, the main strategy of this paper is putting the theory with quantitative analysis forms get together to summarize the whole topic.

## **DISCUSSION**

### **Teachers' Sense Of Happiness**

Aristotle think,the core of people is the pursuit of happiness. Happiness is the theme of life and basic problem and it is the needs of all the people. Professor Yang Guorong thinks that, the so-called happiness or well-being, means that on the whole status of life satisfaction. As the well-being, satisfaction implies not only the living conditions at the cognitive, but also involves the evaluation of relevant living conditions in a more profound sense; but when the subject made sure the judge of the living conditions and the formation of happiness would beome possible. The teacher occupation well-being refers to the realization of their own occupation ideal, experience about the value of life and the spirit of joy to their own development state. Happiness is a subjective feeling of teachers, all kinds of external environmental factors must play a important role through the subjective processing will. And so, for university teachers, different personality will affect the well-being of the experience. Some of the teachers thought that, high income, be respected by others and working stability are a kind of happiness; while some college teachers think that, in the face of lively students to see every day what they are in constant progress and how teachers get along are a kind of happiness. The following four variables from colleges and universities is a sample

survey of the situation of teachers' sense of happiness. There are 170 teachers to be the samples. The teachers are asked about the 7 items as follows: the sense of happiness, the satisfaction and interests of life, the worries about the health, the energy, the mood of the optimistic or pessimistic, the controlling for emotion and action, the intensity and relax. The average of the them are 76.24, 6.33, 7.35, 16.53, 13.46, 16.43, 16.22. Then got the standard deviation: 9.99, 1.53, 2.46, 5.34, 3.41, 1.82, 3.21.

The overall happiness of young college female teachers' sense of mean value is 78.15, higher than the norm (female norm for 71 points), indicating the overall happiness of the young female teachers feel better. Further by using the test, analysis of the different background, the status of young college female teachers' subjective well-being differences were found: unmarried and married young female teachers in the overall sense of happiness do not have significant difference, but married young female teacher in the life satisfaction and interest, what the depression or happy mood and emotional control or behavior of the three factor scores are significantly higher than the unmarried young female teachers ( $P < 0.05$ ). We can see from them above that the young female teachers overall well-being are significantly positively correlated with the total score of social support, objective support and subjective support. The higher the degree of social support, general well-being are higher, and the life satisfaction and interest, depression or happy mood, control of emotion or behavior, relaxation and tension score are higher; the objective support degree is high, the overall sense of happiness and the factors of depression or happy mood, the emotion and behavior the control points are also higher; the score of subjective support is higher, and the factor scores of subjective well-being of life satisfaction and interest, the depression or happy mood, the relaxation and tension score are higher; the utilization of support. The higher of the score, The higher of the life satisfaction and interest rates.

### **About The Correlation Analysis Of The Sense Of Happiness And Social Support**

knowing that  $N=170, p < 0.05$ , there exist 4 varies which are supply from society, objective support, subjective support, the availability of the support, and we define that the sense of happiness, the satisfaction and interests of life, the worries about the health, the energy, the mood of the optimistic or pessimistic, the controlling for emotion and action, the intensity and relax as A, B, C, D, E, F, G. The supply from society, objective support, subjective support, the availability of the support about A are 0.361, 0.132, 0.309, 0.163. The supply from society, objective support, subjective support, the availability of the support about B are 0.305, 0.002, 0.221, 0.312. The supply from society, objective support, subjective support, the availability of the support about C are 0.003, 0.183, 0.032, -0.032. The supply from society, objective support, subjective support, the availability of the support about D are 0.322, 0.043, 0.112, 0.122. The supply from society, objective support, subjective support, the availability of the support about E are 0.321, 0.171, 0.162, 0.121. The supply from society, objective support, subjective support, the availability of the support about F are 0.182, 0.281, 0.126, 0.071. The supply from society, objective support, subjective support, the availability of the support about G are 0.228, 0.132, 0.182, 0.092.

It can be seen from above, the young female teachers' subjective well-being have the varying degrees of correlation between each dimension and, the "Big Five" personality. Higher adaptability (adaptive scores higher adaptability weaker) subjective well-being scores. The life satisfaction and interest, energy, depression or happy mood, control of emotion, the behavior, the relaxation and tension dimension scores are also higher; The social support scores are higher, the life satisfaction and interest, the energy, the depression or happy mood, the relaxation and intensity dimension scores are also higher. The openness has no significant effect on subjective well-being and its factors; The altruistic scores is higher, the subjective well-being scores is higher and the life satisfaction and interest, energy, depression or happy mood, control of emotion and behavior, relaxation and tension dimension scores are also higher; If the sense of morality have the higher score, the subjective well-being is higher, the life satisfaction and interest, the energy, the control of emotion, behavior and relaxation and tension dimension scores are also higher.

### **The Well-being And Personality Characteristics**

.As we know that  $N=170$ . Take the adaptability, the sociability, the openness, the altruism, the moral sense as the 5 dimensionalities. Therefore, the adaptability, the sociability, the openness, the altruism, the moral sense of A are -0.442, 0.223, -0.083, 0.113, 0.181. The adaptability, the sociability, the openness, the altruism, the moral sense of B are -0.321, 0.182, -0.161, 0.172, 0.162. The adaptability, the sociability, the openness, the altruism, the moral sense of C are -0.067, -0.024, 0.002, -0.033, 0.072. The adaptability, the sociability, the openness, the altruism, the moral sense of D are -0.372, 0.228, -0.003, 0.272, 0.288. The adaptability, the sociability, the openness, the altruism, the moral sense of E are -0.318, 0.181, -0.108, 0.182, 0.119. The adaptability, the sociability, the openness, the altruism, the moral sense of F are -0.282, 0.092, -0.082, 0.228, 0.221. The adaptability, the sociability, the openness, the altruism, the moral sense of G are -0.345, 0.182, -0.028, 0.021, 0.037. From the well-being analysis of the multivariate regression personality and social support (see table four) can be seen on subjective well-being, social support plays a certain prediction; the adaptability and social personality factors have certain prediction of subjective well-being. The adaptability of the best predictors of subjective well-being, followed by social support, finally is the social support.

### **Regression Analysis Of The Personality And Social Support**

The predictive variables complex with the adaptability, society support, sociability. With contrary to the sense of happiness and got the  $\alpha$ .  $\theta$ .  $t$ . The predictive variable  $\alpha$ : the adaptability, the society support, the sociability are 0.282, 0.372, 0.273. The predictive variable  $\beta$  are -0.332, 0.291, 0.1661. The predictive variable  $t$  are -6.393, 3.295, 2.113. The regression analysis found that social support on subjective well-being plays a certain prediction; the adaptability and social personality factors have certain prediction of subjective well-being. First, the adaptive predictors of subjective well-being is best followed by social support, finally is the social. This result reminds us that the only way to increase the external support does not improve the young female teachers well-being, constantly improvement of their personality

would continue promoting the broad masses of young female teachers' self development which may be more conducive of improving the sense of happiness.

### **Happiness Formation And Influence Factors Of Theory Goal Theory**

On happiness theory, researchers have proposed some of the classical theory, in which the objective theory believes that, to meet the needs and goals will enable the individual to create happiness. The goal and value orientation decide the individual subjective well-being, but also the individual gaining and maintaining the main source of happiness, the individual goals and the different values will make people have many differences in well-being.<sup>[6]</sup> Therefore the goal theory also says only the target and individual life background (mainly cultural background) adapt to really improving the individual's subjective sense of happiness. The relationship of objective and subjective well-being would constantly shift once the aim reach the new individual goal which pursues higher target that has been reached then the target will be lost on individual's SWB influence.<sup>[7]</sup>

### **Social Comparison Theory**

Social comparison theory believes that, other than the target, the cause of the influence on happiness is mainly from social comparison, Michalos (1985) thinks that there are many differences of satisfaction, namely the individual and multiple standards upward and downward that is bound to produce different differences, these standards include past satisfaction level, ideal expectations, needs and goals. But the social comparison theory is more emphasis on the comparison results compared with the surrounding people, if he is better than others he will feel happy.<sup>[8]</sup> In addition, the researchers further found that personality is the social comparison and painted it with "the personal color" which is the different personality of the individual in social comparison way and the results will have obvious difference. For example, the happy people tend to downward comparison, and the unhappy people will both downward as upward comparison; that the number of optimists tend to pay more attention than their poor people, while pessimists are more concerned about the number of people than their own .

### **Adaptation And Coping Theory**

With the difference of the social comparison theory and expectation theory of. The adaptation and coping theory are more inclined to the long itudinal comparison, if embodied in the live better than the past ,people will feel happy. Adaptation is the individual to the repeated stimulus response that will gradually reduce or be weaken. From an evolutionary perspective, this makes people always adapt to timely adjusting to their mood to a certain extent so as to maintain the relative satisfaction of their life. Adaptation and coping theory that emotional system individual would strongly respond to new events, with the strength of the individual reaction time will be gradually reduced<sup>[9]</sup>. While adaptation makes life events on the individual's subjective well-being is to reduce the influence of the overall. Adaptation is more

of a passive psychological process to cope with and adapt to different, coping is an active mental process. Specifically, with the spirit of faith, the rational behavior, the positive evaluation, the event problem focusing on coping, the ordinary life events to be positive and effective coping strategies for helping individual level, they will generally have higher subjective well-being.

### **Create A Sense Of Happiness Of The Teachers Of Related Counter Measures**

From the goal theory, the theory of social comparison, the adaptation and coping theory. To enhance the sense of happiness of the teachers with the counter measure and the suggestions can from the interpersonal and emotional increasing to the teacher warmth.

#### **1) To Create A Relaxed And Harmonious Interpersonal Environment Meeting The Need For Esteem**

Good interpersonal relationship will have a positive impact on the teachers, and disharmony will erode their sense of happiness. So the primary way to school administrators concerning the teacher should be: let teachers in relaxed working atmosphere and good interpersonal relationship so that teachers feel pleasure and happiness in the work.

#### **Positive Advice And Suggestions To Teachers**

The teacher of their service objects, positive advice and creation of a respect for teachers, smoothly communication in harmonious is up to good atmosphere. The development of different options let staff voted; each discipline special room layout for the relevant subject teachers to participate in the discussion and decision making; the basic involves the vital interests of teachers such as salary allocation scheme for all teachers to fully express their opinions on the Congress and then finalized by related association; Adhere to a cadre appraisal work each semester, let the teacher be good at exercising the supervisory functions to the cadre to the protection of the right of supervision of teachers etc.. The people-oriented approach can witness the principal of respect for their own pleasure.

#### **Encourage And Promote Unity Of Cooperation Among Teachers**

Penetration of the concepting in cooperation on various occasions emphasize each other to learn to understand of communication and understanding. And try various devices to increase the interaction between teachers to create the opportunities such as concerts, cooperative research, holiday tourism would aim at the teachers were more concerned work prize and award outstanding examination scheme. To change the previous emphasis on incentives of individual outstanding achievements in practice and lesson preparation group mediator reward system. This ease the anxiety of teachers to a certain extent which can more easily meet the education and teaching in the difficulties that would let teachers feel the harmonious happiness.

## **Create A Relaxed And Pleasant Office Culture**

In the teacher's collocation, in addition to pay attention to the new and old match, we also pay attention to the ratio of the same office personnel so as to increase the affinity of the office. Secondly, modern office supplies to increase investment in hardware construction, for example in the office is equipped with a refrigerator and microwave oven. Through this arrangement enables the teacher to keep a good state of mind which can improve the work efficiency.

## **2)Build Emotional Platform To Meet The Needs Of Belongingness And Love**

In order to meet the need of developmen. How to let the new teachers to experience as a teacher's sense of happiness to form an attachment for deeper school? Choose to stay emotional, new teachers in the July report to the school, members of the team have been under the new condition of teachers, and timely arrangements for a good teacher dormitory, for the collective good card. And the issued the school uniform clothing, the portable computer teaching aids, the advance for the new teachers of living were considered, and it would reduce time of new teachers to adapt new enviroment especially for the new teachers who fell not convenient and anxiety. And a grand reception for the arrival of the new teacher would be held to visit the history room through a variety of forms to make the new feeling of school teachers care.

In order to let the teachers to experience happiness, the school monthly birthday party for teachers with birthday gift to every teacher; Festival condolatory letter; send stew, syrup for every teacher; invited experts, doctors would do the health knowledge lectures for teachers to understand the prevention and treatment of cardiovascular, cerebrovascular disease, hypertension and other teachers in common, also provide medical examination for the teachers. Family like care for teachers would meet the needs of teachers love and enhance the sense of happiness.

## **Professional Development Platform Of Building Pluralistic Teacher To Meet The Development Needs**

The teacher occupation happiness contains the teachers need to enjoy the pleasure of achievement. The professional ability determine his occupation happiness. So we believe that: carrier and platform for the creation of professional growth of teachers will enable them to enjoy the professional growth and development of the cause of happiness climbing on the peak Maslow need theory shown--"self realization".

## **Building Up The Learning And Training Platform**

Facing the in-depth development of the new curriculum reform, teachers would have full and morden knowledge accumulation adapting to the requirement of new curriculum of flexible teaching art. In order to efficiently obtain good teaching effect, They nedd actively expand

training channels have to create the conditions and chances leading to professional development of teachers. For example, in 2012 some schools initiated sexual ground to organize 21 middle-aged backbone teacher to East China Normal University in Shanghai for a period of two years . the backbone teacher advanced training letting the teachers to carry out the general theory of training and teaching practice in the stage of training under the guidance of professors, they were close to the personalized topic guide training to promote their effect of education in the teaching practice playing an exemplary and backbone.

### **To Build A platform Of Self Worth**

According to the different characteristics of teachers, as they build a self display platform, the work of 3 years following the teachers for the novice teachers letting them carry out "teaching skills competition" named "young teachers teaching expert", the work of more than 8 years of professional titles assessment is above the level of teachers as the expert teacher carrying out the teacher selection distributing the teacher allowance; the scientific research ability of the teacher organize them to participate in topic research and write a scientific paper. In addition to encourage teachers to actively participate in school problem solving contest, district teaching competition, the paper rating, courseware, teaching design competitions, through rich and colorful self display activities. Also let the teachers discover maximum potential of themselves to fully experience for the fun of self value realization.

### **International Exchange And Cooperation Platform**

International exchange is the effective way to expand the field of vision, and it would improve teachers' teaching ability, It can promote their mutual cooperation and understanding among teachers. The school would actively create opportunities for teachers to go to the outside even abroad to participate in various types of teaching demonstration, and attend seminars and exchanges. These exchanges greatly broaden teachers horizons and enrich their knowledge.

### **Enrich Their Spiritual Life To The Mental Health Needs**

The teacher's bad mood will easily cause mental tension. The high tension of long duration or intensity may cause physical and mental disease affecting the teacher's occupation of happiness. Then take the initiative to care about the teachers' psychological health, that is important.

First of all, the provisions of the school in every afternoon the last section. Who have no class can independently participate in sports activities in the union. In physical education, teachers would learn organization self-health exercise. Secondly, the school establish the tea culture association, badminton association, basketball association, calligraphy association of teachers of social group, regular activities, so that the teachers in a tense work to get relaxed. Third, carry out various cultural activities. For example, the teachers fun games would be held monthly with collective birthday activities, holiday travel and other activities. Let the school cultural activities benefit their families. The annual Youth Festival would organize teachers



to do the painting and calligraphy, photography and distribute the prizes. These rich style of life of creating the relaxed and orderly work environment optimizing the relationship between teachers would improve the collective cohesion and sense of happiness.

Secondly, in the face of parents "family resemblance", "women look into the Phoenix" carrying a heavy psychological pressure of teachers. In order to let the teachers in the fierce for relaxation, happiness and health education, firstly to put the backbone teacher pulled out of school from the principal training; and then carry out exchange activities on campus; carry out the "my idea of a good teacher student teacher praise" activities, and let the students give the heart to good teacher and name and awards. Secondly, let the teacher to watch classic movies, articles about happiness, let your heart slowly gain experience from the transfer of happiness in the play.

## CONCLUSIONS

This paper mainly uses the goal theory, the theory of social comparison, the adaptation and coping theory, then obtained the construction of counter measures about the sense of happiness of the teachers. For examples: creating a relaxed and harmonious interpersonal environment to meet the need for esteem including positive advice and suggestions to teachers. Encouraging or promoting the unity and cooperation to create a relaxed and pleasant office culture. Secondly, building the platform to meet the emotional, the teachers's belongingness and love needs including: strengthening the sense of belonging of female teachers, professional development platform of building the pluralistic teacher for meeting the development needs, it also contains building the learning training platform, building a platform of self worth, building the foreign exchanges and cooperation platform to enrich their spiritual life and pay attention to the mental health needs. In addition, make the teacher of happiness by showing the classic film, let your heart slowly gain experience from the play, and the transfer of happiness.

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