



Teachers' Work Satisfaction and Self-Efficacy: Basis for a Contingent Leadership Plan

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ABSTRACT

The study primarily intends to explore the level of the teachers' work satisfaction and sense of efficacy during the new normal and proposed a contingent leadership plan for Guilin university.

A descriptive research design will be utilized in this study with the participation of 272 selected Secondary School Teachers in the six (6) selected secondary school teachers in Guilin City, Guangxi Province, China during the Academic Year 2022-2023.

From the findings of the study, it was concluded that the teachers were satisfied with their work; The teachers have a high sense of self-efficacy in terms of learner engagement, instructional strategies, classroom management. The level of work satisfaction and sense of self-efficacy of teachers diminish because they encountered stress brought by work and pandemic such as heavy workload, overlapping of tasks, responsibilities, lack of communication, lack of educational resources and

supplies, mental health concerns, and technological advancement concerns. To address the issues and challenges faced by teachers, the schools in coordination with the MOE conduct webinars and training, promote mental health wellness, provide school resources and supplies, effectively manage the school, and provide rewards and recognition to deserving teachers. It was recommended that further research could be undertaken dealing with the same problem.

