

# A Study on the Current Situation of Job Satisfaction of Teachers in Higher Medical Schools and Strategies

Qi Shi

Xinxiang Medical University, Xinxiang 453000, China.

---

**Abstract:** The job satisfaction of teachers in higher medical schools affects their work enthusiasm and effectiveness and the development of medical schools. Teachers' job satisfaction is related to their salary, performance appraisal system, work environment, etc. If teachers are not too satisfied with their work, then teachers will put dissatisfaction into the teaching process of education work, which will affect the progress of education work and create a sense of burnout that There is even a tendency to leave the profession. Therefore, higher medical schools should actively improve teachers' working environment, improve their treatment, increase their motivation and improve their job satisfaction.

**Keywords:** Higher Medical Schools; Teacher Job Satisfaction; Strategies

---

## Introduction

Overseas research on teachers' job satisfaction is more frequent and has achieved fruitful results. In China, such research is still in the development stage, although there are relevant researches, however, further focus on the research field of teachers' job satisfaction in colleges and universities, it does not really highlight and reflect the characteristics of the research on teachers' job satisfaction in colleges and universities, and has no practical guidance significance to the management practice of colleges and universities, especially the research on teachers' satisfaction in colleges and universities lacks the research results with practical significance, and the research on teachers' satisfaction in colleges and universities in Henan Province is even more rare. The research on teachers' satisfaction in Henan higher medical schools is even more rare. In the economically developed regions of China's higher medical schools, the high level of education, the abundance of educational resources and the high level of students and teachers' schools make teachers' job satisfaction higher; in the less economically developed regions, such as Henan Province, there is still much room for improvement in educational development and cultural undertakings, which leads to schools not paying much attention to teachers and students, not paying attention to teachers' working conditions and job satisfaction, so that teachers do not treat their job satisfaction high. Analysing the causes of teacher satisfaction in higher medical schools in Henan Province can improve teachers' job satisfaction, improve their attitude and quality of work in medical education and lay a good foundation for the sustainable development of higher medical schools. (This paragraph highlights again the fact that research on teacher satisfaction in higher medical schools in Henan Province in particular is much less common)

## 1. The current state of teachers' job satisfaction

The satisfaction of medical teachers affects the smooth functioning of systems among the medical field and the development of medical schools. Job satisfaction refers to how teachers feel about the job itself, the work environment, work style, job income, and job stress. In specific jobs, job income, opportunities for advancement, professional recognition and interpersonal relationships are important factors in how people feel about their jobs<sup>[1]</sup>. In many medical schools, medical faculty with higher educational backgrounds, the less teaching tasks they undertake in their disciplines, the more articles and

research projects they publish, indicating that faculty with higher education and titles have heavy research tasks and high research pressure, leading them to work long hours and have less time off. Teachers with more class time have a heavy teaching load and teaching pressure, making it difficult to pursue further education opportunities and not having the spare time and energy to promote their titles. The more evaluation content increases their work pressure and reduces their work enthusiasm. The main reason for teachers to engage in research activities is that they want to improve their titles and increase their work income. A small number of teachers want to complete their work and pursue the value of academic research. Increasing teachers' job income affects teachers' enthusiasm and attitudes to their work, many teachers are dissatisfied with their current income and believe that their salary is disproportionate in a larger job, teachers want to increase their income levels, salary is an important factor in teacher stability, the choice of titles for teacher stipends, classes and titles is obvious, increasing teachers' salaries can increase teachers' job satisfaction, and if schools can achieve teachers' needs, teacher satisfaction will increase<sup>[2]</sup>.

## **2. Issues affecting teachers' job satisfaction**

### **2.1 Incentive policies need to be improved**

For teachers in higher medical schools, performance appraisal and salary and benefits are important and can serve the purpose of motivation to a certain extent. At present, the lack of effectiveness of the performance appraisal system in many higher medical institutions is one of the reasons for the low enthusiasm and job satisfaction of teachers. In practical application, the appraisal in teachers' minds is both time-consuming and ineffective, the development of examination forms cannot promote teachers' work, there is no clear expression of the appraisal criteria stipulated in the system, in general, most teachers can pass the examination and cannot play an incentive for teachers and discipline, title assessment and evaluation, it places more emphasis on scientific research and hinders teaching, this method of evaluation does not objectively reflect the work of teachers and it affects teachers' motivation<sup>[3]</sup>. Many teachers are not very satisfied with their salaries and benefits, and pay levels are not very high. The disconnect between pay and performance prevents teachers from being motivated and leads to low levels of job satisfaction.

### **2.2 The working environment needs to be improved**

The working environment is important to teachers; higher medical teachers use a lot of equipment and computer software; school infrastructure, teachers, office conditions, and accessibility for teachers can affect teachers' job satisfaction, and there is much room for improvement in reducing the impact of these factors on teachers; the academic and research atmosphere, which is also a measure of satisfaction, and improving teachers' working environment and conditions can improve teachers' job satisfaction; teachers in some universities have a low status in the administration, the administration has not developed a sense of service to teachers, and administrative processing and approval is inefficient, resulting in low administrative satisfaction among teachers; learning and training activities are an important opportunity for teacher development, and schools in general will provide opportunities for teachers to learn and expand their expertise, but some schools have fewer opportunities for learning and teachers have few opportunities to learn, making teachers difficult to learn and costs rise, leading to teachers' dissatisfaction with their jobs; the relationship between teachers and colleagues is also one of the factors influencing teachers' job satisfaction, with teachers' more professional work, heavy teaching tasks, high teaching pressure, and a lack of communication and cooperation between teaching and colleagues, leading to a relationship between colleagues; and with the gradual increase in the need for medical schools to conduct research, there are currently medical schools in which closed management and experimental Problems such as inadequate conditions restrict the development of scientific research; higher medical schools are unable to fully integrate the teaching resources of schools, hospitals and research institutes, resulting in a poor integration of medical teaching and research, which leads to medical schools not being able to better cultivate applied medical talents to serve society. In short, they put higher demands on

teachers' work, and the working environment, working conditions and salaries do not motivate and support teachers to improve their satisfaction with their jobs, resulting in gradual dissatisfaction with their jobs<sup>[4]</sup>. (This part of the medical school is not targeted enough, and can be added to the medical school teachers' research platforms and laboratory conditions, etc., and the poor integration of medical teaching and research)

### **3. Strategies to improve teachers' job satisfaction**

#### **3.1 Improving teacher incentive mechanisms**

Medical schools should establish a sound and standardised performance appraisal system for teachers, by establishing an appraisal system that can fairly and objectively reflect the performance of teachers. Because of the special nature of the work of medical school teachers, the establishment of school performance appraisal system should be flexible, so that teachers can highlight their work in different jobs, positive teachers positive affirmation can also let teachers know their own work deficiencies, to help teachers improve their ability to work, thus promoting the work of teachers, improve teachers' job satisfaction<sup>[5]</sup>. Schools can establish salary and performance, salary system, efforts to help teachers to increase income, performance assessment to determine the amount of variable pay, increase the total salary of teachers, positive efforts to improve teachers' salary income, to stimulate teachers' enthusiasm for work, improve teachers' job satisfaction, to complete the work with a positive attitude to work.

#### **3.2 Improving the working environment for teachers**

The improvement of teachers' working conditions is multi-faceted. While improving teachers' working environment, schools can increase investment in research projects, create a positive atmosphere for academic exchanges and a good learning atmosphere for teachers and students in schools; schools should improve the work of administrative posts, increase administrative efficiency and approval efficiency, and actively implement humanised services so that administrative departments can play an active role in teaching and research; schools should provide a learning environment for teachers, promote professional capacity development, give teachers more opportunities for learning and development, and create convenient conditions for teachers to learn and improve; schools should also promote communication and cooperation among teachers to avoid the problem of knowledge islands; schools can recruit new teachers, improve the work system of teachers, help teachers to reduce the heavy teaching tasks, solve the problem of high teaching pressure, and reduce the workload of teachers.

### **Conclusion**

Higher medical schools should make active efforts to improve the working environment for teachers to meet the needs of teachers, due to the lack of motivation and support for teachers, teachers are somewhat dissatisfied with their work, teachers are not satisfied with teaching can affect the education of teachers, but also make teachers burnout, and even the tendency to leave the profession, so schools should strive to improve the job satisfaction of teachers, so that teachers can be more enthusiastic about their work, and strive to improve all aspects of teachers' needs. Establish favourable conditions for teachers to grow and develop themselves and improve their job satisfaction.

### **References**

- [1] Lv L, Jia HR, Huang YL, et al. A study on job satisfaction of health educators in three provinces and one city in East China [J]. *Health Education in China*, 2022, 38(11):978-984+989.
- [2] Wang SQ, Jiang QQ, Gui SQ, Li DD, Cao SY. A comparison of the current situation and influencing factors of job satisfaction of general practitioners and specialists in China [J]. *New Knowledge in Medicine*, 2022, 32(01): 58-63.
- [3] Ye M, Wang W, Cheng CH, Xu ZQ. The relationship between preschool integrated education teachers' social support and job satisfaction: the mediating role of self-efficacy [J]. *Chinese Journal of Health Psychology*, 2022, 30(01): 58-64.

[4] Wu XY. Core literacy cultivation: a desirable way for the high-quality development of teachers' work in medical schools[J]. Journal of Chengdu University of Chinese Medicine (Education Science Edition), 2022,24(03):95-98+108.

[5] Qian Y, Xu JX, Zhou CX. A review of research on job satisfaction and burnout among university teachers[J]. Public Relations World,2021(24):78-80.

About the author:

Shi Qi (1984.08-) female, Han Dynasty, Xinxiang, Henan province, postgraduate, lecturer. Research direction: Higher education management.

Fund project (project category, project number, project name): China Education Development Strategy Society Talent Development Professional Committee 2021-2022 General Topic,Project approval number: RCZWH2021009

2023 Henan Province Social Science Federation research project SKL-2023-9