Formulate Qualitative and Quantitative Research Questions

Research Questions

*First Research Topic. Future studies are needed to examine how to improve job satisfaction for special education teachers and how this affects the level of burnout experienced by those teachers.*

**Qualitative research Questions**

1. What is the current level of job satisfaction of special education teachers?

The research explores the current level of job satisfaction among special education teachers. The understanding helps to know whether there is need for improvement or not. The literature review, interviews, or focus group discussion can help in identifying the current level of job satisfaction among these employees

1. What is the present level of burnout among teachers in special education sector?

Understanding the level of burnout is critical in determining whether there is need for improvements.

1. How does job satisfaction influence the level of employees burnout among special education teachers?

Lack of job satisfaction can lead to employee demotivation and subsequently burnout (Robinson et al., 2019). It is vital to assess through interviews and focus group discussion on how satisfaction with job can influence their burnout level

**Quantitative Research Questions**

1. Is there a significant correlation between better pay and job satisfaction of special education teachers?

Better pay in terms of salaries increases motivation and commitment, which potentially improves job satisfaction and reduce employee burnout. It is, therefore, vital to examine if this assertion applies to special education employees.

1. Is there a significant relationship between team collaboration and job satisfaction among special education teachers?

Studies across different industries have found a strong correlation between team collaboration and employee job satisfaction (Karim (2017). However, there seems to be a gap for the special education sector, hence the need to assess whether collaboration between employees themselves and employees and the management can improve job satisfaction.

1. Is there a correlation between staff shortage and job satisfaction of special education teachers?

The question seeks to determine whether the shortage of staff in special education can adversely affect job satisfaction and lead to burnout among special education teachers due to workload. The special education profession differs significantly from other professions because it deals with students with varied mental health problems, which increases the chances of overwork and burnout (Nagamine, 2018). Therefore, addressing burnout through adequate staffing can improve job satisfaction and promote education for students.

*Topic 2: Further research can be carried out to find the correlation and regression of job*

*satisfaction among different variables.*

**Qualitative Research Questions**

1. What are different demographic and social factor influencing job satisfaction among special education teachers?

Demographic factors such as age, gender, working years, and income level can impact employee satisfaction. However, no specific studies have examined the effects of these factors on job satisfaction of special education employees.

1. Can management support influence the job satisfaction level of special education teachers?

Support from the management is an essential factor in any working environment. The question was necessary to assess whether it really contributes to the job satisfaction of special education teachers.

1. How can colleagues influence the level of job satisfaction among special education teachers?

Peer support particularly the colleagues at the place of works is one way of creating employee motivation and commitment to improve performance/productivity. The questions thus evaluate whether this can improve the job satisfaction of employees in the special education sector.

**Quantitative Research Questions**

1. Is there a significant relationship between job satisfaction of special education teachers and salary?

Salary is a reward for the job done, and better pay can elicit motivation and commitment, thus increasing employee job satisfaction. The question is designed to examine whether salary paid can improve job satisfaction of special education teachers.

1. Is there a significant correlation between job satisfaction of special education teachers and gender?

Racial/ethnicity is a key factor likely to influence the level of employee job satisfaction due to factors such as prejudice and discrimination at places of work (Yavuz, 2018). Therefore, assessing how ethnicity/race of an employee impacts job satisfaction of employees in special education units is paramount for policymakers.

1. Is there a significant relationship between job satisfaction of special education teachers and the number of years worked?

Employees with many years of working experience can cope with the situation and attain a high level of job satisfaction than their counterparts with a few years of working experience. The question is designed to assess whether this applies to teachers in the special education sector.

**References**

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