Problem and Purpose

Topic 1: There is need in future to study improvement of job contentment among teachers for special education and its effects on the exhaustion levels felt by these teachers

The problem in this research is job contentment and how it impacts exhaustion levels among teachers in special schools. These teachers are required to strike equilibrium between teaching, conflict resolution, and provision of personalized instructions which over time lead to fatigue and mental exhaustion that can negatively impact the teachers’ health and general well-being (Robinson et al, 2019). Earlier studies using the Maslach Burnout Inventory: Educator Survey ( MBI-ES) established that tutors who feel high levels of mental fatigue and low levels of personal fulfillment are more likely to feel burnout and consequently quit teaching. This in turn leads to decreased motivation, poor job output and poor performance among students.

According to Robinson et al. (2019), mental exhaustion can negatively impact the teachers’ social lives and even cause disconnection with the learners. Furthermore, studies conducted using the MBI- ES technique revealed that the inability of teachers to cope with mental strain and job -related demands cause teachers to feel emotional exhaustion which may result in physical collapse, reduced levels of energy, and physical and mental exhaustion However, teachers who receive support from the school administration tend to have low levels of mental exhaustion, show more work commitment, and exhibit higher levels of job contentment (Nagamine, 2018).

This paper aims at identifying and analyzing the different factors that cause low levels of job contentment among teachers of special education and its impacts on the levels of exhaustion among these teachers. Data from special education teachers from specific public schools across all levels will be used in this study. An adequate population sample size will be obtained by carrying out an on-line survey as a method of data collection (Zhang et al. 2017). The survey will target a population sample of 100 participants. The study will utilize quantitative method of data analysis. According to Queirós et al. (2017) the quantitative method of data analysis is the most ideal method used in analyzing large population samples.

Topic 2: Additional studies on the relationship between reduction in job contentment and various parameters need to be carried out in future.

The problem that this study seeks to address is the relationship between different variables and the relapse of job satisfaction. Job contentment varies from one job to another and it is achieved when employees feel happy and fulfilled at their workplaces. Research by Yavuz (2018) found out that by developing a positive attitude towards what they do, individuals begin to like what they do hence experience job contentment. For instance, among teachers, job contentment can be exhibited by the negative or positive attitude they have towards the learners or the institution. In a research on employee satisfaction Karim (2017) identified different workplace variables that impact the final level of job satisfaction that employees experience which in turn influences employee productivity. Increase in job satisfaction means more happiness among employees which translates into higher productivity. The level of job satisfaction is influenced by intrinsic and extrinsic variables at the workplace.

This paper aims at examining the relationship between the regression of job satisfaction and the different variables. Individuals’ job satisfaction is affected by different variables that are found in their workplaces. Additionally, this paper will give an in-depth analysis of how different variables cause a reduction in the levels of job contentment. Job contentment is influenced by both intrinsic and extrinsic factors (Yavuz 2018). Intrinsic factors include living standards, level of education, gender, and number of working hours (Conley & You 2017). On the other hand, according to Allen et al. (2017), the extrinsic variables that may affect job satisfaction are remuneration, job standards, career growth, workplace conditions, and management styles. This study will employ the descriptive survey model because data will be gathered from a large population sample (Aquino et al. 2018). The variables under study will include gender, salary, level of education, working environment, career growth, and management styles. The study will target 100 participants who are employees. Data from respondents will be collected on-line through Facebook accounts and e-mails.

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