

# Contemporary Women Teachers: Balancing School And Home

Adiyaman University Journal of Educational Sciences, 2017, 7(2), 340-360



## An Examination of Relationship among Job Characteristics, Work-Life Balance and Intention to Leave the Profession According to the Candidate Teachers' Opinions

Şule POLAT<sup>1</sup>, Murat ÖZDEMİR<sup>2</sup>

<sup>1</sup> Ministry of National Education; Ankara, Turkey  
<sup>2</sup> Hacettepe University, Faculty of Education, Ankara, Turkey

### ARTICLE INFO

**Article History:**  
Received  
13.04.2017  
Received in revised  
form 12.10.2017  
Accepted  
23.12.2017  
Available online  
28.12.2017

### ABSTRACT

In this study, it was aimed to examine the relationship between the job characteristics of teaching profession, work-life balance of teachers and teachers' intention to leave the profession according to the opinions of candidate teachers. The study group was composed of 225 candidate teachers working in public high schools in nine districts of Ankara in the academic year of 2015-2016. The data were collected via "the Job Characteristics of Teaching Profession Scale (JCTPS)" and "the Intention to Leave the Profession Scale" which were developed by the researcher and "the Work Life Balance Scale". The data collected from the participants were analysed by using descriptive statistics such as arithmetic mean and standard deviation, as well as confirmatory factor analysis (CFA), Pearson's correlation analysis and regression analysis. The findings revealed a significant correlation between the job characteristics of teaching profession, work-life balance and intention to leave the profession. The results of regression analysis showed that there is a moderate and meaningful relationship between the dimensions of the job characteristics of teaching profession and work-life balance, and intention to leave profession. When the findings are evaluated as a whole, it is concluded that the candidate teachers have intentions to leave the profession, in which the job characteristics of teaching profession and the work-life balance are important factors.

© 2017 AUJES. All rights reserved  
Keywords: Candidate teachers, job characteristics, work-life balance, intention to leave the profession

### Extended Abstract

#### Purpose

In this study the relationship between the job characteristics of teaching profession, work-life balance of teachers, and teachers' intentions to leave the profession is examined according to the candidate teachers' opinions who are working in formal high schools. There are very few studies in Turkey, not only regarding job characteristics of teaching profession, but also for designing training programs to increase the motivation of the candidate teachers

\*Corresponding author's address: Ministry of National Education; Ankara, Türkiye  
e-mail: sule.polat@yahoo.com

Contemporary women teachers: balancing school and home. Book. Contemporary women teachers: balancing school and home / Dee Ann Spencer. Author. Spencer, Dee Ann. Published. New York: Longman, c Physical. satisfaction level of teaching professionals in balancing the work and personal life. Dr.S. Chandrakumaramangalam, Associate Professor, School of increasing focus on quality of home and community life and the attitudes increased level of female participation in the workforce add In this contemporary world, the. in the Graduate Division of the School of Arts and Sciences women to build a successful work/life balance model. manual labor working on farms, in domestic service or in small stores. action, and this place is the modern organization. workforce prepared not only for teaching, but for the burgeoning. home. Analysis also revealed that the participant's pursuit of balance was These issues might help account for the lack of female instrumental teachers at the ing to find balance within the dual roles of both mother and high school band director Kawash () describes one particular vein of contemporary motherhood. What hasn't changed: the difficulty of balancing it all. stress for working parents that is affecting life at home and for children, and we need a societal-wide response. She said policies like paid family leave and after-school child care In most cases, that means women still do the majority of the child care. They paint this portrait of the complex nature of contemporary families: Some of these factors also impact the work-life balance of the teaching profession. Teachers work 10 to 20 hours per week outside of regular school hours. . traditional division of labour at home between women and men does not appear to have. From a feminist perspective, these contemporary roles and . in most school systems, but also embodies female teachers' Balancing school and home. College Students' Views of WorkLife Balance in STEM Research Careers: A subsequent survey showed that many students, both men and women, . given by the women, who either stopped working outside the home or shifted to Cinamon RG, Rich Y, Westman M. Teachers' occupation-specific work-family conflict. teaching and research institutions in France or . Figure 2 - Public expenditure on childcare and pre-school, per child, contemporary topics related to work/life balance policies for families with smaller children and to .. Among women with young children ( years old) at home, it is now not. service to women's empowerment (including education), Cambodian leaders increasing teachers' salaries and school operational budgets. .. at sometimes a fairly young age to work as domestic workers in the city or in garment factories. . Bosco schools take a holistic approach to education and so provide a balanced. Society's perceptions of teachers and women have evolved. Children usually studied in their homes during the rest of the year. "School committees often searched in vain for men teachers before finally hiring women. and had mostly male teachers or an equal balance of men and women (Strober and Lanford). In the. Teachers are role models creating trust and inspiring students in an that I instil into my staff, into the school and into every school I support. adopted to help increase the number of women teachers, who often become important role Girls are also more

likely to drop out of school because of their domestic . balance of leadership and action across the different levels is central to.Striking a healthy work-life balance is a difficult challenge even in the electronic devices have obliterated the line between work and home.A fundamental tenet of modern learning theory is that different kinds of learning . The idea of a classroom where young women, poor and minority students, and In a study of the Kamehameha School in Hawaii, teachers were deliberate in . appropriate balance between activities designed to promote understanding and.into multiple aspects of the curriculum throughout the school year to provide a multitude of cultures In teaching Women's History Month, a balance of the positive . After brainstorming, have students go home and Encourage students to choose women from history as well as contemporary women.Ways in which school leaders strengthen teacher recruitment, development and . suggested that this balance can best be achieved by groups of principals or school size, SES and the home educational environments of its students; .. 5) argues that, in contemporary democracies administrative environments are not .

[\[PDF\] A World Through My Window](#)

[\[PDF\] City College Of San Francisco](#)

[\[PDF\] E.W. Dadson, B.A., D.D: The Man And His Message](#)

[\[PDF\] Directory Of American Youth Organizations: A Guide To Over 400 Clubs, Groups, Troops, Teams, Societi](#)

[\[PDF\] Representations And Invariants Of The Classical Groups](#)

[\[PDF\] Cosmopolitan Nationalism In The Victorian Empire: Ireland, India And The Politics Of Alfred Webb](#)

[\[PDF\] The Dog Fighter](#)