Teaching as a career and examine the influencing factors to novice teachers’ job satisfaction: Findings from 7 provinces in Vietnam

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Highlights

* **Novice teachers choose teaching as a career mainly because of enjoying working with children**
* **B**
* **C**
* **D**

Abstract

The purpose of the study was to understanding what motivates novice teacher to choose teaching as a career and measuring the factor affect novice teachers’ job satisfaction. Quantitative surveys were conducted in 7 provinces in Vietnam, of 320 novice teachers participated. Result showed that novice teachers chose teaching mainly because of enjoying working with children and further study opportunity. Novice teachers hold high regards to the career in Vietnam. The investigation of the variables associated with job satisfaction is expected to provide the reference for planning and policy decisions aimed at enhancing teacher work commitment and reducing turnover.

*Keywords:* novice teachers; job satisfaction; teaching career; work performance; work motivation

1. **Introduction**

A strong education system is widely viewed as being vital for developing countries. Such a system needs competent teachers at its core. The McKinsey's report titled "How the world's best-performing school systems come out on top" provides ample evidence to suggest that the quality of teachers is fundamental to the performance of students (Barber and Mourshed, 2007). Increasingly many educators and researchers agree. For example, student performance has been shown to be strongly influenced by the professionalism of teachers (Desimone, 2009; Yoon et al., 2007), as well as their international competitiveness (Wei et al., 2009). But perhaps most importantly, a school's accomplishments and the performance of its students are largely determined by how satisfied the teachers are with their job (Pepe et al., 2017).

When it comes to job satisfaction, teaching as a profession comes with great challenges (Mansfield et al., 2016). Many factors, including working conditions, status, and accomplishments, affect a teacher's actions and his or her teaching performance (Grion and Varisco, 2007). Teachers also are among professions that report the highest level of stress and dissatisfaction (Lomas et al., 2017). At a time when other careers offer higher salaries, clearer pathways for development, greater social prestige, and better working conditions (OECD, 2005; Ramsay, 2000), teaching seems to be less attractive than it was 30 years ago. With an increasing shortage of teachers, there has been global interest in understanding what motivates people to choose teaching as a career, and what motivates them to persist in it, especially since the job has become more complex and demanding (OECD, 2005). Entering teaching career, novice teachers have to spend few years to reach to the level of expertise, however ironically before attaining that level approximately 40-50% of teachers quit the profession in the first five years (Fantilli and McDougall, 2009). Several investigates point out the challenges that novice teachers encounter in the transition to be as professionals, including become sole responsibility and independence, deal with praxis shock, reality shock or transfer shock (Chaaban and Du, 2017).

While a large body of research has been conducted in developed countries, little has been done in developing countries (Liu and Onwuegbuzie, 2014). In Vietnam, studies on teachers' job satisfaction are quite limited in scope. For example, Tran and Le (2015) concern only high school level, while Duong (2013) addresses university level. This study, in addressing this gap in research, attempted to build a body of knowledge on teaching as a career and job satisfaction of Vietnamese novice teachers. In particular, the study was concerned with understanding why this particular group choose to become teachers, and factors that affect their job satisfaction. The investigation was carried out through a quantitative research of 320 novice teachers in primary schools across seven Vietnamese provinces, from the North to the South. It is hoped that the findings in this study will contribute to the existing literature, and provide guidance for school management, policy makers, and curriculum developers to improve the working environment and the commitment of novice teachers, as well as the support for them.

* 1. *Teaching as a career*

The motives of teachers who select teaching as a career fall into three main categories: extrinsic (e.g., salary or lengthy holidays), intrinsic (e.g., interest, personal experience, or intellectual fulfillment), and altruistic (e.g., the desire to contribute to the growth of others) (Moran et al., 2001; Brookhart and Freeman, 1992). Indeed, the OECD report highlighted the motivations in working with children and adolescents, making a social contribution, making a difference, job security, job benefits, enjoyment of teaching, compatibility with other interests and activities, compatibility with family life, and self-education, are the most important reasons shaping the decision of teachers on career selection (OECD, 2005).

Since 1950s, several theories of career choice have been developed. According to one of the earliest theories is Super’s self-concept theory, the question "Who am I?" is a determinative factor in an individual' choice of profession (Super, 1953). Yet Gottfredson claims two variables that form the occupation choice: sex-type rating and prestige level, in which individual select a career through considering its appropriate to gender and its level of prestige (Gottfredson, 1981).

The majority of research, both qualitative and quantitative, finds that the motives behind choosing teaching as a career derive from intrinsic, extrinsic and altruistic attractors. For example, the study of a group of American prospective teachers suggest the altruistic reasons of making a positive change in children's lives are the most essential to entering the profession (Hayes, 1990). Similarly, in Canada, Stiegelbauer (1992) suggests that the key motives for students becoming teachers are the desire to create a difference in students' lives and in society, as well as to be mentor to students. On the other hand, Kyriacou et al. (1999) place more emphasis on intrinsic reasons. In their study of Norwegian and British pre-service teachers, the majority of participants rate "enjoying teaching" and "enjoying working with children" higher than the others. Yet, Sinclair (2008) notes that primary pre-service teachers find working with children to be their fundamental motivation besides the work being intellectually encouraging.

It is seemingly difficult to pinpoint the reasons teaching as a career choice. Kyriacou et al. (1999) suggest that the differences in cultural, social, and economic settings, as well as in subjects being taught by the teachers cause the variation in response across the studies. Certainly, motivations for career choice often stem from personal values and expectations, experienced in particular sociocultural settings within the context of different demand and reward structures (Watt et al., 2012).

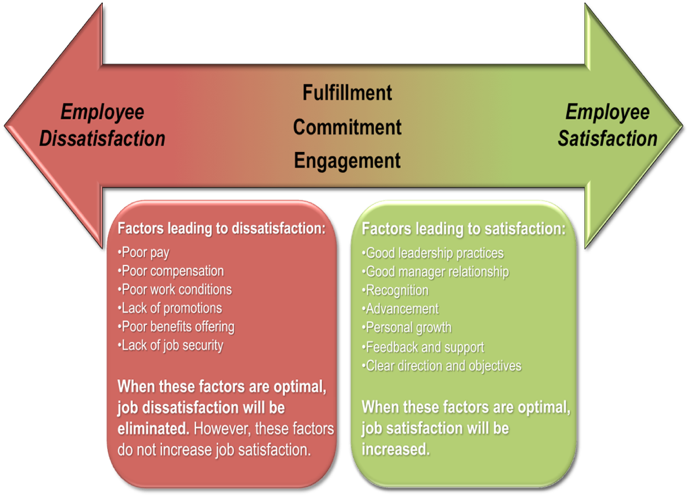
* 1. *Job satisfaction in teaching*

Job satisfaction is considered a motivating factor, and refers to how teachers generally feel about their jobs (Skaalvik and Skaalvik, 2015; Locke, 1976). Job satisfaction stimulates teachers' enthusiasm, teacher-student relationships, and teacher retention (Skaalvik and Skaalvik, 2010). When teachers are motivated and have a high degree of job satisfaction, their students perform better and become more motivated, resulting in the teachers themselves being motivated by their students' success. This positive cycle often continues (Czubaj, 1996).

One of the most well-known theories of job satisfaction in educational settings is that of Herzberg, Mausner and Snyderman's (Dinham and Scott, 2000). Dinham and Scott (1997), among many researchers, claim that different job motivators directly affect job satisfaction. Kantas (2008) bases job satisfaction on the theory of human motivation by Maslow (1943) and Herzberg (1959). According Maslow's hierarchy of needs (1943), people have five categories of needs, following a specific order. On the other hand, Herzberg (1959) defines two set of job variables that affect people's attitudes toward their work: satisfiers which include recognition, responsibility for one's work, personal growth, achievement and advancement; and dissatisfiers (hygiene factors) which include relationships with colleagues and supervisors, pay, work conditions and security. The absence of hygiene factors can create job dissatisfaction, but their presence does not motivate or create satisfaction. Satisfiers are associated with long-term positive effects in job performance, while hygiene factors consistently produce only short-term changes in job attitudes and performance, which quickly fall back to its previous level. Despite its wide application, Herzberg's two-factor theory has been criticized for being too dependent on a particular methodology and too restricted in its categorization of satisfiers and dissatisfiers. Vroom (1964) names seven aspects that should be considered as the key components of job satisfaction: administration, promotion, job nature, superiors, salary remuneration, working conditions, and colleagues (Vroom, 1964).

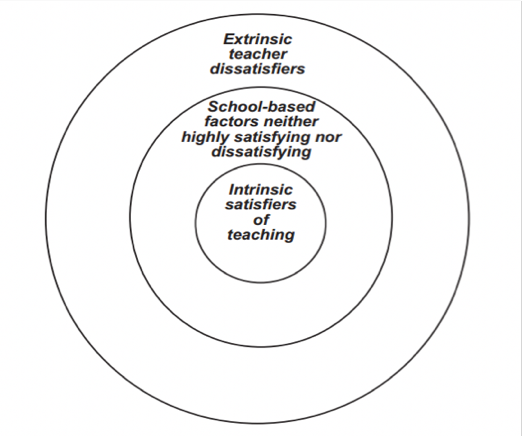
Several studies conclude that job satisfaction positively affects individuals and schools (Corbell et al., 2010; Høigaard et al., 2012; Malinen and Savolainen, 2016). Fantilli and McDougall (2009) remark that many teachers exit the profession before making measurable impact on their students. The first year in particular is generally considered the most difficult year in a teacher’s career, as novice teachers have to assume the same duty as experienced teachers (Fantilli and McDougall, 2009). Tait (2008) emphasizes that despite high job demands, novice teachers having high levels of job satisfaction are more motivated, committed and determined to remain in the profession. Novice teachers spend most of their attention and energy on the growth of students and their own personal growth (Lam and Yan, 2011), leading to increased efficiency and improved educational outcomes (Moè et al., 2010). Chaaban and Du (2017) affirm that with job satisfactions, novice teachers form healthier connections with co-workers and collaborate better with supervisors. On the other hand, negative factors such as dissatisfaction with teaching environment, hindrance in communicating with others, disappointment with mentoring support, are often found in the novice teachers at the verge of quitting their job (Chaaban and Du, 2017).

Because of increasing concerns about teacher satisfaction, Dinham and Scott (2000) lead the Teacher 2000 Project to measure teacher motivation, satisfaction, and health (Dinham and Scott, 1997). The findings show that the most significant aspects in determining teacher satisfaction derived from intrinsic factors of Sergiovanni (1967) and Herzberg et al. (1959). Although slightly differently from Sergiovanni, Dinham and Scott also see altruism and personal growth as the most influential intrinsic factors. Other studies have discovered that teachers generally derive job satisfaction from factors integral to teaching, namely helping children grow, developing good relationships with students, and experiencing self-growth (Lam and Yan, 2011). These studies, similarly to Dinham and Scott (1997), also show slight changes over time in the specific intrinsic factors that influence teachers. Some studies show that hygiene factors, including increasing workloads, the low status in their society, low salaries (Lam and Yan, 2011), and reduced teacher autonomy (Moore, 2012; Shann, 1998) contribute to teacher dissatisfaction. In general, the findings unanimously suggest that intrinsic factors shape teacher job satisfaction.



**Figure 1:** Job Satisfaction Model (Field, 2008)

While the similarities in these findings are significant, there is one major difference. Dinham and Scott (1997, 2000) also identify so-called school-based factors, which fall between the intrinsic rewards and extrinsic hindrances, and which is where there is most variation among schools. School-based factors include school leadership, climate and decision making, and school reputation and infrastructure (Dinham and Scott, 1997). These school-based factors differ from satisfiers because they are not intrinsic to the teacher and they differ from hygiene factors because they have the capacity to increase job satisfaction (Dinham and Scott, 1998). Skaalvik and Skaalvik (2011) find that teachers’ sense of belonging, often associated with job satisfaction, can be connected to supervisory support (Figure 2).



**Figure 2.**A three-domain model of teacher satisfaction.

Reprinted from Dinham & Scott (2000, p. 393).

School working conditions in fact can negatively affect job satisfaction of novice teachers (Dinham and Scott, 1997; Lam and Yan, 2011; Rhodes et al., 2004). Novice teachers often report that they teach classes in multiple rooms and have inadequate supplies or equipment (Johnson, 2004). Collie et al., (2012) underline an association between accessibility of resource and job satisfaction. Novice teachers often have to handle more demanding tasks than their more experienced colleagues (Clotfelter et al., 2005; Johnson, 2004). In a survey of 486 first- and second-year teachers, Kardos and Moore Johnson (2007) reveal that 36% report that they have heavy workload, and 52% do not have enough time for planning and preparation. Lam and Yan (2011) affirm that *"when the school environment allows for teachers to focus on the core business of teaching and allows a reasonable work-life balance, teachers are more likely to become engaged in teaching"* (p. 345). To provide a basis for policy planning and for improving teacher commitment to the profession, this study investigate specific variables commonly associated with job satisfaction and dissatisfaction.

* 1. *The Vietnamese educational context*

In Vietnam, education has always been a cornerstone of national development, as the Vietnamese government reserves nearly 20 percent of public expenditures for education (OECD, 2011). However, in the era of globalization, there are concerns that the Vietnamese education system is falling short to equip its population with necessary skills in a more competitive economy (World Bank, 2013). In the Socio-Economic Development Plan (SEDP) for 2011-2015, the government emphasizes that rapid development of a skilled workforce is essential for modernization and development of a knowledge-based economy.[[2]](#footnote-2)

In 2013, the Fundamental and Comprehensive Education Reform (FCER) was adopted, which aimed for national education to meet "the requirements of industrialization, modernization, and international integration in a socialist-oriented market economy." At its core, the FCER advocates for learning that focuses more on competency of learners, rather than contents, in general education (grades K-12). It aims to improve students' cognitive and behavioral skills, critical and creative thinking, abilities to apply knowledge from multiple areas in problem solving, teamwork, and communication skills (Resolution no.29, 2013). However, the realization of such a reform depends almost exclusively on the preparedness of teachers to adopt the new pedagogical model. Indeed, one of the principles of the FCER stresses that teachers should be more professional and be ready to adapt to different, constantly changing contexts. Hence, teachers are considered the core of the reform process. Teacher training and support activities focus on greater interaction between professionals, reciprocity, hands-on mentorships, and coaching and on-time advice to teachers.

Despite positive results in Vietnamese teacher education, there is a lack of high quality, responsive, and continuous onsite professional development for teachers. One of the biggest challenges is better coordination among all involving actors in teacher education to meet new demands. To address these challenges, the National Teacher Education Program (NTEP), conceived by the Ministry of Education and Training (MOET), contains a comprehensive strategy for teacher education reform..[[3]](#footnote-3) It is expected to facilitate necessary changes to meet training objectives in consideration of teachers' needs. [[4]](#footnote-4)

1. **Methodology and Method**

A survey research design is used to investigate job satisfaction of primary school novice teachers in Vietnam as the survey samples in the academic year 2016. The content of the survey focused on two main issues: (i) the reason for chosen teaching as career; (ii) the main factors that affect to the job satisfaction. From the findings, some suitable adjustments for novice teachers are expected to be discussed.

* 1. *Samples and settings*

The population for this study was all novice teacher in primary public school in Vietnam (2016-2017 academic year), with the teaching experience from 1-3 years.

The schools were selected using random sampling technique*.* The samples are novice teachers in primary public schools across the country, in seven provinces from north to south Vietnam, namely (1) northern midlands and mountainous area (Ha Giang province), (2) northern Central area (Nghe An province), (3) Red river delta area (Hai Phong province), (4) coastal province in south central region (Quang Nam province), (5) central highlands region (Gia Lai province), (6) south east region (Tay Ninh province) and (7) Mekong delta region (Can Tho province).

Yamane Taro’s (1967) simplified formula for proportion was used to determine the sample size, n = N/(1+N\*e2), whereas the population size (N) = 874 and the acceptable sampling error (e) = 0.05 (confidence level = 95% and p = 0.5), the minimum sample should be 274. Therefore, the sample accounted for 36,61% of total number of 874 novice teachers in 7 provinces during the period of the study. The table 1 showed the number of novice teacher, data collected from Department of Education and Training (2016).

**Table 1:** Samples data in 7 province

|  |  |  |  |
| --- | --- | --- | --- |
| Location | Number of school | Number of teachers | Number of novice teachers  *(2% of teachers)* |
| Ha Giang | 228 | 6,485 | 130 |
| Nghe An | 465 | 11,440 | 229 |
| Hai Phong | 172 | 5,286 | 106 |
| Quang Nam | 230 | 5,663 | 113 |
| Gia Lai | 300 | 7,591 | 152 |
| Tay Ninh | 221 | 3,950 | 79 |
| Can Tho | 134 | 3,273 | 65 |
| **Total** | **1,750** | **43,688** | **874** |

*\*Source: Data collected from Department of Education and Training in 7 provinces of sampling*

The researchers distributed questionnaires to 320 participants, using random sampling technique. From the total population in seven provinces, 74.02% of novice teachers worked at schools that locates in rural areas, majority of the questionnaires were distributed to rural areas to ensure the representativeness of sampling that generalize the population as a whole.

A total of 320 anonymous questionnaires were distributed, and all of them were returned, giving a response rate 100%. The participated samples of 320 novice teachers, in which consisted of 17.19% male and 78.13% female. The fact that there were more women in the sample reflects the real situation in Vietnam, whereby there are more female teachers than male teachers in Vietnam primary schools. 60,31% of the novice teachers participated in the survey were from rural areas. Participants mostly were formally educated and fully trained, 30.94% with degree in teaching, 28.95% with teaching certificate, 20% with both degree and diploma/certificate, and 3.13% with postgraduate qualification.

* 1. *Instruments and procedure*

The questionnaire of the present study included general questions related to the respondents’ demographic and personal factors such as: place of birth, ethnic, teaching experience, highest teaching qualification, school location. The questionnaire also included questions on teachers’ views on career, external environment issues such as: reason for choosing teaching, self-evaluation on teaching career in the country, personal and community perception on the career, view of position in next 10 years. Furthermore, there were questions on factors which affect teachers’ satisfaction and performance and their work and career expectations. Finally, open questions were included regarding suggestion of how to improve teaching in the country. The level of novice teachers’ job satisfaction was measured according to a score (ranging from 1 to 4) acquired on the basis of Likert scale questions: strongly agree (4), agree (3), disagree (2), strongly disagree (1)

* 1. *Statistical methods*

This is a descriptive study based on the survey method through questionnaires. Data collected were analyzed using the statistical package for the social sciences (SPSS). Descriptive statistics such as mean, standard deviation, percentages and frequency were used to determine the reason for choosing teaching profession and examine novice teachers’ job satisfaction.

1. **Result and Discussion**
   1. *The reason to choose teaching as career*

Reason to choose teaching as career, majority of teachers think that (1) *“teaching provides a good opportunity to further my studies”* (Mean ~ 3.45), (2) *“enjoying working with children”* (Mean = 3.42), (3) *“People (relatives/friends) recommended teaching as a field of study”* (Mean = 3.03) **(Figure 3)**. On other hand, reasons that least selected by our samples were *“As a teacher I only work half-day, with three/four holidays a year” “Teaching provides a good salary”*, with mean of 1.92 and 2.07 respectively **(Table 2)**. It is suggested that the reason that a large number of teachers decide to enter into teaching profession, mainly because of passion and mission. Other factors, such as salary and payroll are not considered significant.

**Table 2: Data collected on novice teachers’ reason for choosing teaching**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly agree | Agree | Disagree | Strongly disagree | Missing | Mean | SD |
| With a teaching qualification I am assured of a job. | 8.75 | 57.19 | 26.25 | 2.81 | 5.00 | 2.76 | 0.655 |
| As a teacher I only work half-day, with three/four holidays a year. | 1.56 | 15.94 | 52.50 | 26.56 | 3.44 | 1.92 | 0.707 |
| I view teaching as a calling. | 10.00 | 29.38 | 37.81 | 16.88 | 5.94 | 2.35 | 0.895 |
| People (relatives/friends) recommended teaching as a field of study. | 20.31 | 62.19 | 10.94 | 3.13 | 3.44 | 3.03 | 0.673 |
| I have always enjoyed working with children. | 43.44 | 53.44 | 2.19 | 0.00 | 0.94 | 3.42 | 0.537 |
| Teaching provides a good opportunity to further my studies. | 47.50 | 45.63 | 3.75 | 0.00 | 3.13 | 3.45 | 0.571 |
| Teaching gives me the opportunity to do a second job additional to my teaching. | 3.44 | 23.75 | 55.94 | 14.06 | 2.81 | 2.17 | 0.709 |
| Teaching provides a good salary. | 1.56 | 18.13 | 62.19 | 14.38 | 3.75 | 2.07 | 0.631 |

**Figure 3:** data collected on novice teachers’ reason for choosing teaching

Similar to our findings, a number of studies report that a desire to work with children and adolescents is dominant reason in drawing individuals into a teaching career (Alexander et al., 1994; Joseph & Green, 1986; Kyriacou & Coulthard, 2000; Moran et al., 2001; Richardson & Watt, 2006; Tudhope, 1944; Valentine, 1934). Equally, according to an OECD report (OECD, 2005), studies in France, Australia, Belgium (French Community), Canada (Québec), the Netherlands, the Slovak Republic, and the U.K. highlight the common selected reasons for choosing teaching as a career are a desire to work with children and adolescents, the opportunities for intellectual fulfilment, and contribute to society. In contrast, some research findings in varied sociocultural settings such as in Brunei (Yong, 1995), Zimbabwe (Chivore, 1988), Cameroon (Abangma, 1981), and Jamaica (Bastick, 1999), have showed that the extrinsic motives to be ultimate, in the form of salary, job security, and career status. It seems evident that diverse sociocultural settings possibly form and shape motivations for career choice, satisfaction and persistence.

The collected data of teachers’ answer on whether they would choose again their career **(Table 3)** shows that there are many different perspectives, however 16.25% (52 teachers) of the sample wants to change career. In which, previously 48 teachers were keens to choose teaching as career because of enjoying working with children, and 42 teachers who highly regarded teaching provides opportunity to further studies, however these samples chose not select teaching as their career. The difference between two answers of choosing teaching profession again and the reason for being a teacher (P = 0.027 < 0.05) shows that after a period of working, they have changed mind in considering teaching as a career. Although only small samples selected not to remain in teaching career, yet with regards to the reason for choosing teaching, it’s essential to have adjustment in teacher policy.

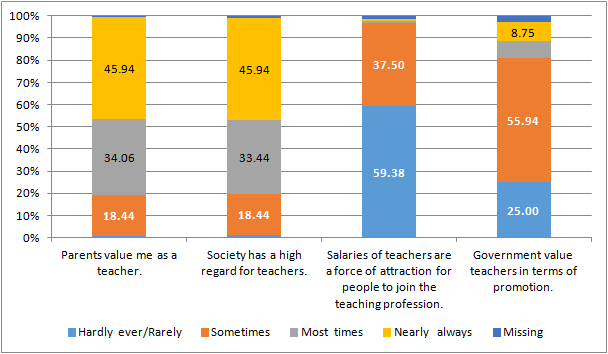
* 1. *Factors affect novice teachers’ job satisfaction*

The researchers studied the factors by examining the external environment that influence the samples’ (novice teachers) job satisfaction. Researched on the perception on teaching career in the community where the samples work and live showed that *“teaching is a threat to the culture of my community” “my community will always see teaching as a low status job” “it is changing (my community is starting to see the value of teacher)”* have low mean of 1.27, 1.57 and 2.94 correspondingly. Whereas, teaching is highly regarded in the community accounts high mean (3.37). The result exhibited the bright future and repute of teaching in the teachers’ community. The data can be analyzed that the threat from surrounding community to the job is very minimal.

**Table 4:**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Strongly agree | Agree | Disagree | Strongly disagree | Missing | Mean | SD |
| My community will always see teaching as a low status job | 0.94 | 2.81 | 46.88 | 46.88 | 2.50 | 1.57 | 0.602 |
| It is changing. (My community is starting to see the value of teacher.) | 11.88 | 68.44 | 14.69 | 1.25 | 3.75 | 2.94 | 0.571 |
| Teaching is a threat to the culture of my community. | 0.94 | 0.94 | 21.25 | 73.13 | 3.75 | 1.27 | 0.525 |
| My community holds teaching in high regard. | 39.38 | 55.94 | 2.50 | 0.31 | 1.88 | 3.37 | 0.551 |

Few researches notice that the rewards of salary and career prestige are not a high priority for people decide later on a career change into teaching (Crow et al., 1990; Mayotte, 2003; Priyadharshini & Robinson-Pant, 2003; Richardson & Watt, 2005). Study the U.S. (Liu et al., 2000) suggests that the increasing salary gap between teaching and other professions, poor working conditions in schools, combined with the disappointments and hardships from teaching are influential in why new teachers leave the profession. In societies in which career success is measured by salary, career prestige, and social status, the decision to switch to a job that provides for personal satisfaction, the rewards of making a social contribution, and a desire to keep learning, is often seen as an ‘‘implausible choice’’ (Crow et al., 1990, p. 197). Weiss (1999) studied 1st- year teachers with data from the National Center for Education Statistics (NCES) Schools and Staffing Survey (SASS) for 1987–88 and 1993–94. She found that positive perceptions of workplace conditions predicted a stronger commitment to teaching.



Novice teachers who experience high levels of job satisfaction are more motivated, committed and determined to remain in the profession despite job demands ([Tait, 2008](https://www.sciencedirect.com/science/article/pii/S0742051X17307552#bib35)). They are able to focus their attention and energy on the growth of students and their own personal growth ([Lam & Yan, 2011](https://www.sciencedirect.com/science/article/pii/S0742051X17307552#bib24)), leading to enhanced teacher productivity and improved educational outcomes ([Moè et al., 2010](https://www.sciencedirect.com/science/article/pii/S0742051X17307552" \l "bib30)). Several studies have concluded that job satisfaction has positive consequences for the individual and the school ([Corbell et al., 2010; Høigaard, Giske, & Sundsli, 2012; Malinen & Savolainen, 2016](https://www.sciencedirect.com/science/article/pii/S0742051X17307552" \l "bib7)). The data below (table..) indicates the factor most influence to the novice teachers’ job satisfaction is *“low prospects for promotion”* (mean ~ 3.12) and *“low prospects of securing study leave to pursue further studies/training”* (mean ~2.90). These issue are considered most affect since the characteristics of teaching involves to children and schools, hence days for leave of absence and promotion are limited.

**Table 5:**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | No obstacle at all | Minor obstacle | Medium obstacle | Serious obstacle | Missing | Mean | SD |
| Too much work | 15.31 | 53.75 | 24.38 | 5.00 | 1.56 | 2.81 | 0.76 |
| Classes too big |  |  |  |  |  |  |  |
| Poor quality of Information and Communication Technology (ICT) | 10.94 | 48.75 | 29.38 | 8.44 | 2.50 | 2.64 | 0.79 |
| Poor quality of general social infrastructure (classroom, lighting, tools, etc. |  |  |  |  |  |  |  |
| Insufficient salary | 11.56 | 34.38 | 35.63 | 17.50 | 0.94 | 2.40 | 0.91 |
| Low prospects for promotion | 37.50 | 36.25 | 20.63 | 2.50 | 3.13 | 3.12 | 0.83 |
| Lack of communication with other teachers | 25.00 | 34.69 | 25.31 | 13.75 | 1.25 | 2.72 | 1.00 |
| Conflict with colleague(s) | 29.69 | 25.63 | 23.13 | 20.31 | 1.25 | 2.66 | 1.12 |
| Conflict with school management | 27.50 | 26.56 | 26.25 | 18.13 | 1.56 | 2.64 | 1.08 |
| Conflict with educational authorities | 31.88 | 22.81 | 23.75 | 20.00 | 1.56 | 2.68 | 1.13 |
| Insufficient number of in-service training opportunities | 14.38 | 32.19 | 31.56 | 20.00 | 1.88 | 2.42 | 0.97 |
| Low prospects of securing study leave to pursue further studies/training | 27.50 | 40.63 | 21.88 | 7.81 | 2.19 | 2.90 | 0.90 |
| Great disparities between my practical problems and the issues addressed at training activities |  |  |  |  |  |  |  |

Nevertheless *“Insufficient salary”* and *“insufficient number of in-service training opportunities”* least affect to teachers. This signaled that the teacher training currently improved, and majority of teachers love their job.

With regarding to different school setting, the below table reveals the factors affect teachers’ job satisfaction in inner city, rural and township areas.

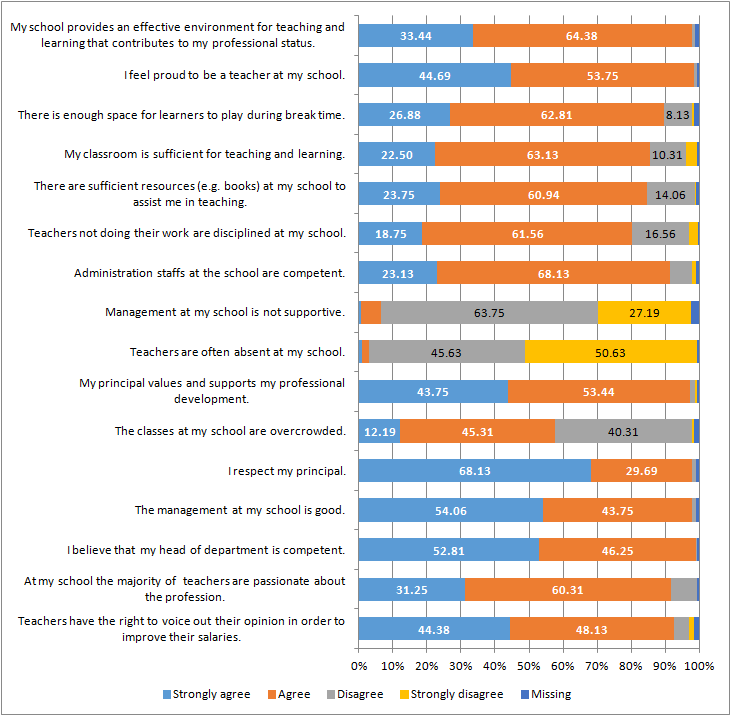
Novice teachers were evaluated the influencing factors differently according to their school location. With the scale from 1 to 4 (no obstacle at all, minor obstacle, medium obstacle, serious obstacle), the results showed huge difference in workload among samples, whereas 14.29% for inner city areas and 50% for rural areas. Similarly, difference was also found in poor quality of ICT (7.41% and 77.7%); insufficient salary (7.41% and 50%). Regarding to promotion, the difference showed only in rural areas and township areas (25% and 75%), whereas novice teachers in inner-city areas gave no evaluation.

* **Vấn đề lương mà cả 3 miền đều quan ngại, nhưng ở township là thấp nhất (với mean 2.18)**
* **Low prospect for promotion, giáo viên ở rural và inner city có nhận thức khác nhau, trong khi đó giáo viên ở township thì thấp hơn**
* **Low prospect of securing study leave to pursue further studies + conflict with school management + conflict with colleagues, 3 miền khác biệt về ý kiến (mean của inner, rural, town)**



**Figure 4:**

The figure illustrates the affected factors to teachers’ job satisfaction, in which conflict with colleagues, school management, low prospects of securing study leave and lack of communication with other teachers were less worried in inner city area. In contrast, in rural area the issue of promotion and work overload are mainly considered disturbing and in township area the low prospect of promotion is also very concerned among teachers.



**Figure 5: School-based factors**

**Feel proud -> school reputation**

**My classroom is sufficient for teaching + enough space to play => school infrastructure**

**My principal value and support my professional development + I respect my principal + the management in my school is good + management at my school is not supportive-> school leadership**

1. **Conclusion**

The early years of teaching is considered the most vital not only in shaping teachers’ professional competency, but also to the educational system. Consequently, the national educational system may also experience unexpected impact when novice teachers face the issues and challenges in their early stage of profession development.

The literature suggests that examining teachers’ perceptions about their job conditions holds promise for understanding the reasons for teacher turnover. Teachers’ perceptions can inform policymakers of problem areas in which intervention measures might bring about real improvement in their professional commitment

Teachers’ perceptions can inform policymakers of problem areas in which intervention measures might bring about real improvement in their professional commitment

**Limitation of the Study**

**Acknowledgment**

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**Conflict of Interest**

The author declare that they have no conflict of interest

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2. Vietnamese Government. 2010. Socio-Economic Development Strategy for 2011-2015 [↑](#footnote-ref-2)
3. The MOET has recently submitted the National Teacher Education Program to the government for approval and authorization. These endorsements are expected before Negotiations. [↑](#footnote-ref-3)
4. The MOET is currently developing a complementary program to reorganize and rationalize the network of TTIs. Once MOET finalizes and approves this program, it will take the lead in ensuring that it is closely coordinated with ETEP and NTEP, and that it effectively partners with the LTTUs. LTTUs can already collaborate with other TTIs and include this action in their Performance Agreement as appropriate. [↑](#footnote-ref-4)