Teaching as a career and the influencing factors to novice teachers’ job satisfaction: Findings from seven 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 investigate what motivates novice teacher to choose teaching as a career and measuring the factors 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. The findings of the variables associated with job satisfaction found that novice teachers strongly satisfy with …… while least satisfy with ….

*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 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 about teaching career and job satisfaction of the Vietnamese novice teachers. In particular, the study was concerned with understanding why this particular group chooses 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 commitment of and the support for novice teachers.

* 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).

Mainstream of researches, 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 most substantial for entering 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 context, majority of the pre-service teachers choose the factor "enjoying teaching" and "enjoying working with children" higher than the others. Yet, Sinclair (2008) finds that primary pre-service teachers assert that work with children are their fundamental motivations 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).

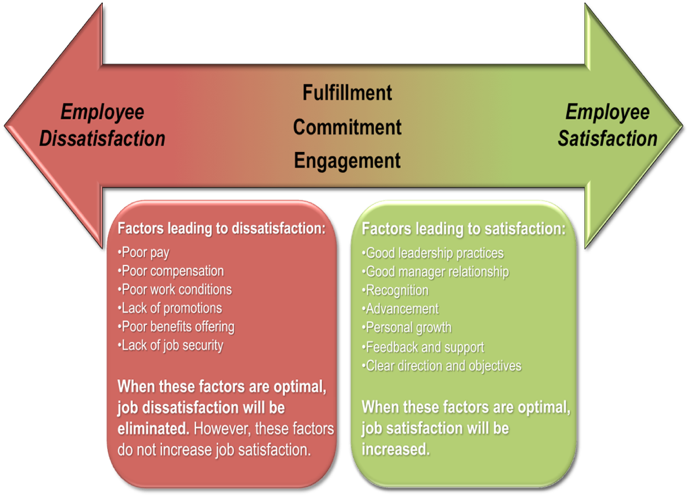
* 1. *Job satisfaction in teaching*

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) claim that different job motivators affect and directly link to job satisfaction. Certainly, job satisfaction has been attempted to explain as a dependent variable described by numerous factors. Kantas (2008) identify job satisfaction that constructed 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. The theory is common used in comprehending human behavior. While Herzberg (1959) theory classify two set of job variables affect people's attitudes toward their work: satisfiers include recognition, responsibility for one's work, personal growth, achievement and advancement; and dissatisfiers (hygiene factors) 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. Although Herzberg's two-factor theory has been widely applied, it has also been criticized for being too reliant on a specific methodology and the limitation in the category of satisfiers and dissatisfiers. Vroom (1964) proposes that seven aspects should be considered as the key components of job satisfaction, including: administration, promotion, job nature, superiors, salary remuneration, working conditions, and colleagues (Vroom, 1964).

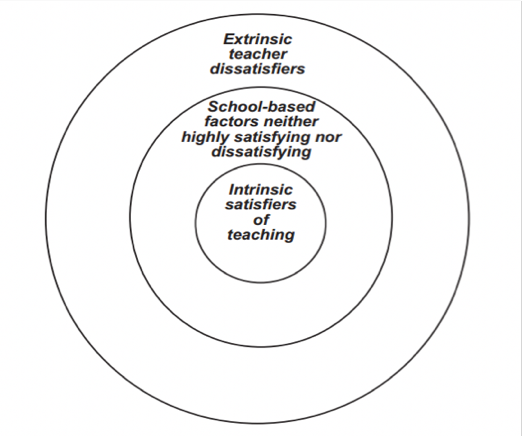
Findings on job satisfaction of teachers show the positively effect to individuals and schools in several studies (Corbell et al., 2010; Høigaard et al., 2012; Malinen and Savolainen, 2016). Fantilli and McDougall (2009) remark that a large amount of teachers exiting the profession before making the impact on student achievement. Especially, the first year is generally considered the most difficult in a teachers’ career, novice teachers have to involve all the same duty as experienced teachers (Fantilli and McDougall, 2009). Tait (2008) emphasize that despite job demand, novice teachers who have high levels of job satisfaction are more motivated, committed and determined to remain in the profession. Consequence the main attention and energy of novice teachers are paid mainly to 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 among co-workers and collaborate better with supervisors. On the hand, the factors, such as dissatisfaction with teaching environment, hindrance in communicating with others, disappointment with mentoring support, are often find in the novice teachers at threat of quitting their job (Chaaban and Du, 2017).

Because of increasing concern 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 (Dinham and Scott, 1997) show that most significant aspects in determining teacher satisfaction derived from intrinsic factors of Sergiovanni (1967) and Herzberg et al. (1959). Although a slightly difference from Sergiovanni’s findings, Dinham and Scott see altruism and personal growth to be the most influential intrinsic factors. Other studies has discovered that teachers generally derive job satisfaction from factors integral to the teaching, namely helping children growth, 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, and low salaries (Lam and Yan, 2011) as well as 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 to the 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. The study of novice teachers show that they have to handle more demanding tasks than their experienced colleagues (Clotfelter et al., 2005; Johnson, 2004). In the survey of 486 first- and second-year teachers, Kardos and Moore Johnson (2007) reveal that 36% reported that they have heavy workload, and 52% do not have enough time for planning and preparation. Lam and Yan (2011) affirmed 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 the basis for planning and policy decision and enhancing teacher commitment in teaching career, this study investigated 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 falls short to equip its population with necessary skills in a more competitive economy (Bodewig et al., 2014). 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.[[4]](#footnote-4)

In 2013, the Fundamental and Comprehensive Education Reform (FCER)[[5]](#footnote-5) 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[[6]](#footnote-6).

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.[[7]](#footnote-7) It is expected to facilitate necessary changes to meet training objectives in consideration of teachers' needs. [[8]](#footnote-8)

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 applied 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 teachers, 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. An informed consent was also included foremost in each questionnaire. Participants were informed and aware about the confidentiality and disclosure of harm. The questionnaire 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 version 22.0. 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. Although only small samples selected not to remain in teaching career, yet with regards to the reason for enjoying working with children choosing teaching, this research however was limited to understand in depth the fact why 52 teachers chose to other jobs than teaching.

**Table 3:** Data collected on question if to choose the teaching profession again

|  |  |  |
| --- | --- | --- |
|  | Frequency | Percent |
| Yes | 267 | 83.44 |
| No | 52 | 16.25 |
| Missing | 1 | 0.31 |
|  | 320 | 100.00 |

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

The application of factor analysis resulted in the extraction of several variables from the existing literature: namely recognition, responsibility, pay, administration, superiors, promotion, work conditions, colleagues, school leadership, school reputation and school infrastructure. Collected data in our research exhibited the significance of each factors influence to job satisfaction from novice teachers (Table 4).

Researched on the **recognition** 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. Teaching is highly regarded in the community accounts high mean (3.37). The results exhibited the bright future for teaching in the teachers’ community in which the threat of recognition from surrounding community to the novice teachers showed very minimal. 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. Considering to **personal growth**, in-service training showed least affect to teachers. This signaled that teacher training opportunities currently have improved and given to novice teachers. However, the prospective for securing a leave among teachers was still limited since the elementary school teachers in Vietnam have more works with the rate of 1.2 to 1.5 teachers/class (according to the Vietnam Educational Law). Our data showed that novice teachers were experiencing high level of **responsibility** with work overload and oversized classes Zeytinoglu et al. (2007) affirms that low job satisfaction, abilities, and heavy work are connected. This may result from the change made by the Ministry of Education and Training from half-day to full-day school program in all elementary schools, teachers have to take care of all subjects (except for physical education and special subjects). A low mean (2.4) was demonstrated on the **pay**, novice teachers of course will have the lower rate of payroll than experienced teachers which might threat to their commitment to work. As Smith (1992) believes that job satisfaction and salary can lead to cost reduction by reducing absences, task errors, and turnover. Okpara (2004) also suggests that increasing payments and benefits can lead to increased job quality. Supporting to the importance of salary to teachers, the study in the U.S. (Liu et al., 2000) asserted 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. For the **administration**, novice teachers did not have serious obstacles since Vietnam government has actively improved its administrative procedures. Regarding to **superiors**, novice teachers experienced least support and satisfaction however they classified their head of department is competent, this might result from the hesitation or communication between novice teachers and their supervisor/mentors since they were new in the career. Indeed, Maghradi (1999) notes that employees with greater satisfaction with supervision have greater working experience. The **promotion** opportunities were likely low due to the samples were all working in Vietnam public schools with an established bureaucratic assessment for promotion and require years of teaching experience. Undeniably, many studies pinpoint that the possibility of promotion is a factor that contributes to teachers’ job satisfaction or dissatisfaction (Nias, 1996; Shan, 1998; Dinham and Scott, 1998). Novice teachers showed less satisfied on **working conditions** for teaching and learning which reflect the poor working condition since majority of surveyed schools were from rural areas. Lack of communication was showed when studying the data on **colleagues**. Novice teachers might hesitate in communication with other experience teachers, therefore they faced more difficulties while in few first years of the career. Elementary school teachers in Vietnam have professional team work only once per month and few opportunities for class observation, therefore chance for interacting with other colleagues was limited. For the school-based factors, leadership, reputation and infrastructure were also investigated. The samples satified with their principal, show no or very mininal negative results when being asked. This showed that novice teachers were quite satisfied with **school leadership** overall. Although majority of surveyed schools are in rural areas, however the results showed a high mean of satisfaction on **school reputation**. There was not much concern of this factor. **School infrastructure** were also significant to studies since it is proposed that increasing investment in technology likely enhance employee job satisfaction regarding intrinsic and general perspectives (Attar and Sweiss, 2010). Data from our research revealed that the infrastructure in surveyed schools generally does not cause major stress and obstacles to novice teachers.

**Table 4:** Factors evaluated by novice teachers

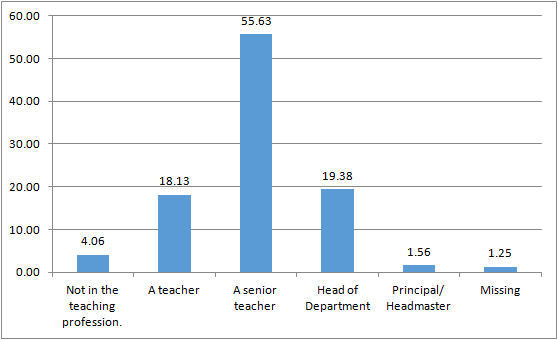
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | 1 | 2 | 3 | 4 | Missing | Mean | SD |
| **Recognition** |  |  |  |  |  |  |  |
| My community will always see teaching as a low status job | 46.88 | 46.88 | 2.81 | 0.94 | 2.5 | 1.57 | 0.602 |
| It is changing. (My community is starting to see the value of teacher.) | 1.25 | 14.69 | 68.44 | 11.88 | 3.75 | 2.94 | 0.571 |
| Teaching is a threat to the culture of my community. | 73.13 | 21.25 | 0.94 | 0.94 | 3.75 | 1.27 | 0.525 |
| My community holds teaching in high regard. | 0.31 | 2.5 | 55.94 | 39.38 | 1.88 | 3.37 | 0.551 |
| Parents value me as a teacher. | 0.94 | 18.44 | 34.06 | 45.94 | 0.63 | 3.26 | 0.781 |
| Society has a high regard for teachers. | 1.25 | 18.44 | 33.44 | 45.94 | 0.94 | 3.26 | 0.767 |
|  |  |  |  |  |  |  |  |
| **Personal growth** |  |  |  |  |  |  |  |
| Insufficient number of in-service training opportunities | 14.38 | 32.19 | 31.56 | 20 | 1.88 | 2.42 | 0.97 |
| Low prospects of securing study leave to pursue further studies/training | 27.5 | 40.63 | 21.88 | 7.81 | 2.19 | 2.9 | 0.9 |
|  |  |  |  |  |  |  |  |
| **Responsibility** |  |  |  |  |  |  |  |
| Too much work | 15.31 | 53.75 | 24.38 | 5 | 1.56 | 2.81 | 0.76 |
| The classes at my school are overcrowded | 0.63 | 40.31 | 45.31 | 12.19 | 1.56 | 2.69 | 0.690 |
| **Pay** |  |  |  |  |  |  |  |
| Insufficient salary | 11.56 | 34.38 | 35.63 | 17.5 | 0.94 | 2.4 | 0.91 |
|  |  |  |  |  |  |  |  |
| **Administration** |  |  |  |  |  |  |  |
| Administration staffs at the school are competent. | 1.25 | 6.56 | 68.13 | 23.13 | 0.94 | 3.14 | 0.573 |
|  |  |  |  |  |  |  |  |
| **Superiors** |  |  |  |  |  |  |  |
| Conflict with educational authorities | 31.88 | 22.81 | 23.75 | 20 | 1.56 | 2.68 | 1.13 |
| Conflict with school management | 27.5 | 26.56 | 26.25 | 18.13 | 1.56 | 2.64 | 1.08 |
| Management at my school is not supportive. | 27.19 | 63.75 | 5.94 | 0.63 | 2.5 | 3.53 | 0.526 |
| I believe that my head of department is competent. |  | 0.31 | 46.25 | 52.81 | 0.63 | 3.52 | 0.507 |
| **Promotion** |  |  |  |  |  |  |  |
| Low prospects for promotion | 37.5 | 36.25 | 20.63 | 2.5 | 3.13 | 3.12 | 0.83 |
|  |  |  |  |  |  |  |  |
| **Work conditions** |  |  |  |  |  |  |  |
| My classroom is sufficient for teaching and learning. | 3.44 | 10.31 | 63.13 | 22.5 | 0.63 | 3.05 | 0.684 |
| There are sufficient resources (e.g. books) at my school to assist me in teaching. | 0.31 | 14.06 | 60.94 | 23.75 | 0.94 | 3.09 | 0.628 |
| My school provides an effective environment for teaching and learning that contributes to my professional status. |  | 0.94 | 64.38 | 33.44 | 1.25 | 3.33 | 0.490 |
|  |  |  |  |  |  |  |  |
| **Colleagues** |  |  |  |  |  |  |  |
| Lack of communication with other teachers | 25 | 34.69 | 25.31 | 13.75 | 1.25 | 2.72 | 1 |
| Conflict with colleague(s) | 29.69 | 25.63 | 23.13 | 20.31 | 1.25 | 2.66 | 1.12 |
|  |  |  |  |  |  |  |  |
| **School leadership** |  |  |  |  |  |  |  |
| I respect my principal. |  | 1.25 | 26.69 | 68.13 | 0.94 | 3.68 | 0.495 |
| My principal values and supports my professional development | 0.63 | 1.56 | 53.44 | 43.75 | 0.63 | 3.41 | 0.561 |
| Principals are often appointed because they know the right people and not because of their competence. | 20.63 | 67.50 | 10 | 0.94 | 0.94 | 1.91 | 0.586 |
|  |  |  |  |  |  |  |  |
| **School reputation** |  |  |  |  |  |  |  |
| I feel proud to be a teacher at my school. |  | 0.94 | 53.75 | 44.69 | 0.63 | 3.43 | 0.516 |
|  |  |  |  |  |  |  |  |
| **School infrastructure** |  |  |  |  |  |  |  |
| Poor quality of general social infrastructure (classroom, lighting, tools, etc. | 15.31 | 38.13 | 27.5 | 16.56 | 2.5 | 2.54 | 0.95 |
| There is enough space for learners to play during break time. | 0.63 | 8.13 | 62.81 | 26.88 | 1.56 | 3.17 | 0.598 |
| Poor quality of Information and Communication Technology (ICT) | 10.94 | 48.75 | 29.38 | 8.44 | 2.5 | 2.64 | 0.79 |

With regarding to different school setting, the below figure (Figure 4) revealed the factors affect novice teachers’ job satisfaction in inner city, rural and township areas. The results indicated that novice teachers paid much concern on the salary, especially in the inner city (mean~2.48) and rural areas (mean~2.51), the stress on salary in township areas were lowest (mean~2.18). Regarding to prospective for promotion, the difference showed only in township areas (2.90), data of novice teachers in inner-city (mean~3.15) and rural areas (mean~3.23) were observed to have the the same level of concern. For the rural areas and township areas, the highest concern was the promotion, while inner city areas, colleague’s relationship and the opportunities to pursue further studies were more important.



**Figure 4:** Comparison of different school-located areas

Overall, considering the present of job satisfaction factors in novice teachers, the samples were also asked to have vision of their career prospective in the next 10 years (Figure 5). Result exposed that majority would stay in the teaching profession with higher position, there was only a small amount of 4.06% choose to leave the career.



**Figure 5:** Question on seeing yourself in ten years’ time

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.

Vietnam is a developing country and its government and educational authorities always strive to implement the educational reform. To internationalize education for global integration, one of the key solution is to enhance the teacher’s competency. More focuses have been paid to teachers through reform programs (such as: ETEP, NTEP…). To have an efficient and effective outcome, understanding of why teachers choose to be in teaching career and stress and challenge that they encounter during their early years of teaching which affect to the satisfaction is vital. Hence, this research was essential for providing an experimental basis to inform policymakers, curriculum developers of problem areas in which intervention measures might bring about real improvement in teacher work commitment and reducing turnover and for researchers, school management to improve the working environment and commitment of and the support for novice teachers.

Research findings showed that among many other reasons for choosing teaching as a career, the most dominant reason of novice teachers in seven provinces were enjoying working with children and opportunity for further studies. Comparing to other professions in Vietnam, teaching is not a well-paid career, the findings showed that salary is not a crucial reason for teachers to choose this profession, which is very similar to the findings of Alexander et al. (1994); Joseph & Green (1986); Kyriacou & Coulthard, (2000); Moran et al., (2001); Richardson & Watt (2006); Tudhope (1944); Valentine (1934). Interestingly, the study showed that even if novice teachers have given a chance in selecting profession again, they still choose to be in teaching profession.

Evaluate the contents on the satisfaction of teacher to their job, the results exhibited all factors found in the existing literature. Novice teachers have experienced low opportunities in (i) promotion, (ii) work conditions, (iii) lack of communication with colleagues, (iv) lack of ………. However, high level of satisfaction among studied samples showed in (i), (ii), (iii)…… Indeed, 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)), leading to enhanced teacher productivity and improved educational outcomes ([Moè et al., 2010](https://www.sciencedirect.com/science/article/pii/S0742051X17307552#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#bib7)). In fact, majority of novice teachers felt proud to be teachers at their school.

Kết quả nghiên cứu cho thấy giáo viên mới vào nghề đánh giá cao về nghề nghiệp; nhận thức được việc lương giáo viên không cao nhưng đây không phải và tiêu chí quan trọng khi chọn nghề giáo. Giáo viên mới vào nghề cũng gặp một số trở ngại như chưa được cán bộ quản lý giáo dục các cấp hỗ trợ trực tiếp trong chuyên môn, ít có cơ hội thăng tiến trong sự nghiệp, các điều kiện làm việc chưa tốt, thiếu các cơ hội giao tiếp với đồng nghiệp,. Mặc dù vậy, giáo viên mới vào nghề cảm thấy tự hào đối với trường tiểu học nơi đang công tác.

However, the level was stressed varied according to the location settings (rural, township and innercity). Novice teachers paid much concern on the salary, especially in the inner city and rural areas than township areas. For the rural areas and township areas, the highest concern was exhibited to promotion, while inner city areas, colleague’s relationship and the opportunities to pursue further studies were more important.

Although our study was limited only on quantitative data. The finding of this paper is expected to provide the reference for planning and policy decisions aimed at enhancing teacher work commitment and reducing turnover and guidance for school management, and basis for researchers to further study and improve the working environment and support for novice teachers generally, and particularly in Vietnam.

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**Conflict of Interest**

The author declare that they have no conflict of interest

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2. [↑](#footnote-ref-2)
3. \*\* These authors contribute equally [↑](#footnote-ref-3)
4. Vietnamese Government. 2010. Socio-Economic Development Strategy for 2011-2015 [↑](#footnote-ref-4)
5. Resolution No 29/NQ-TW issued on 4th November 2013 of the 8th Conference of the 11th Session of the Central Executive Committee on Fundamental and Comprehensive Education Reform (FCER). [↑](#footnote-ref-5)
6. The MOET develops a complementary program to reorganize and rationalize the network of TTIs. Decision no. 956/QD-TTg approved on May 30, 2016 for Enhancing Teacher Education Program (ETEP) to all educational institutions to improve the competency of teachers and educational managers [↑](#footnote-ref-6)
7. Decision no.732/QD-TTg of Vietnamese government issued on April 29, 2016 for the approval of National Teacher Education Program (NTEP) to teachers and educational managers of all general educational schools in the period of 2016-2020. [↑](#footnote-ref-7)
8. Ibid (3) [↑](#footnote-ref-8)