

# *Study on the Relationship between Career Happiness and Turnover Intention of Teachers in Private Universities*

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**Abstract:** This paper aims to explore effective countermeasures to reduce the turnover tendency of teachers in private colleges and universities, and analyze the role of mental health support and career development planning in improving teacher satisfaction and stabilizing the team. By improving the working environment, providing mental health services, and establishing clear career paths and training programs, schools can effectively reduce teachers' work stress and enhance their professional identity. In addition, paying attention to teachers' mental health status and providing personalized support can help prevent and solve potential psychological problems. Through the countermeasures proposed in this paper, we are expected to provide substantial guidance for improving the job stability and happiness of teachers in private universities.

## **1. Introduction**

The career happiness and turnover tendency of teachers in private colleges and universities are very important to the quality of education and the stability of schools. With the development of the society, the competition in the education industry is increasingly fierce, and the teacher's career satisfaction has become a concern. The following is an in-depth discussion of the relationship between teachers' career happiness and turnover intention in private colleges and universities to provide theoretical and practical basis for formulating relevant policies and improving the working environment.

## **2. Influencing factors of teachers' career happiness in private universities**

### **2.1 Work environment and interpersonal relationship**

Among the factors affecting the professional happiness of teachers in private colleges and universities, the work environment and interpersonal relationship play a key role, which has a profound impact on teachers' work attitude and psychological state. On the one hand, the quality of teaching places and office Spaces directly affects the work efficiency of teachers. A quiet, clean and comfortable environment not only helps to improve teachers' concentration, but also creates a more pleasant working atmosphere for them. This favorable working environment makes it easier for teachers to devote themselves to teaching and research work, thus improving overall job satisfaction.

On the other hand, interpersonal relationships play a crucial role in building a good working environment. The harmonious cooperation and effective communication between colleagues is directly related to the experience of teachers in the work. Facing challenges in work together, forming an atmosphere of mutual assistance and cooperation, can enhance team cohesion. By establishing good interpersonal relationships, teachers can better share experiences and support each other, thus improving the efficiency of the whole team. On the contrary, if the interpersonal relationship is not good, it may lead to tension in the working atmosphere, affect the teachers' mood and work enthusiasm, and thus reduce the professional happiness. Working environment and interpersonal relationship, as important factors affecting the professional happiness of teachers in private colleges and universities, need to be paid full attention <sup>[1]</sup>.By improving the working environment and fostering collaboration among colleagues, schools can effectively enhance the overall work experience of teachers and create a more positive and enjoyable professional life for them.

## **2.2 Salary and career development opportunities**

Salary level and career development opportunity are the two key factors directly related to the career happiness of teachers in private colleges and universities. As a kind of material return, salary has a direct impact on teachers' life quality and work motivation. Salary level is not only one of the evaluation criteria for teachers' work returns, but also directly related to their degree of devotion to work. Too low salary may cause teachers to feel that the work effort is not proportional to the return, reduce their career satisfaction, and then affect the overall career happiness. On the other hand, career development opportunities are crucial to teachers' career happiness. Teachers desire a clear pathway to advancement and development opportunities in their careers to achieve personal value and professional growth. The lack of career development opportunities may make teachers feel uncertain about their career prospects, leading to doubts and insecurity about their work. Therefore, private colleges and universities need to provide clear and feasible career promotion channels and training and development opportunities for teachers, so that they have more possibilities and choices in their career <sup>[2]</sup>.In the current environment of fierce education competition, private colleges and universities may face the problem of teacher loss and talent attraction if they cannot properly deal with the salary issue and provide good career development opportunities. Therefore, school management needs to recognize the urgency of these two issues and take effective measures to improve salary levels and expand career development opportunities, so as to promote teachers' career happiness and overall job stability.

## **3. The performance and causes of turnover intention**

### **3.1 Job stress and job burnout**

Job pressure is one of the main manifestations of the turnover tendency of teachers in private colleges and universities. In the field of university education, teachers are often under enormous work pressure, mainly due to the heavy teaching tasks, the improvement of scientific research requirements and the complicated relationship with students and colleagues. This kind of continuous work pressure may lead to physical and mental exhaustion of teachers, facing anxiety, depression and other negative emotions, which directly affect their work input and satisfaction. Job burnout is the inevitable result of long-term accumulation of work pressure. In the long-term high-intensity work state, teachers gradually lose their enthusiasm and motivation for work. This burnout manifests itself in boredom with teaching content, alienation from students, and a negative attitude toward academic research. In the state of job burnout, teachers often feel boring in their

work and find it difficult to find fun in their work, which makes them more likely to be dissatisfied with their current career, and thus have the dimission tendency to seek new job opportunities <sup>[3]</sup>.The relationship between the two is complex and close. The long-term accumulation of work pressure is easy to cause job burnout, and job burnout further intensifies the turnover tendency of teachers. This phenomenon not only affects the career of individual teachers, but also has a negative impact on the stability and quality of education of the entire school. Therefore, solving the problem of teachers' work pressure and job burnout has become an important topic to improve the happiness and retention rate of teachers in private colleges and universities.

### **3.2 Lack of professional identity and self-achievement**

The particularity of the teaching profession requires teachers to find their own value and identity in the education cause. However, lack of professional identity is one of the important reasons for teachers' turnover tendency. During the teaching process, teachers may become frustrated because they do not receive due recognition or feel that their efforts are not sufficiently rewarded. The lack of professional identity may lead to the gradual loss of teachers' love for their own profession and their dissatisfaction with their current work, which will affect their investment in education. A lack of self-fulfillment is also a factor in the tendency to quit. When teachers feel that their work is not achieving results to their satisfaction, they may feel frustrated and lost. The inability to see substantial progress in their own educational career and the lack of experiences that have a positive impact on students will reduce teachers' perception of their own value <sup>[4]</sup>.This lack of self-achievement may not only weaken the teacher's enthusiasm for the profession, but also lead to dissatisfaction with the current work, and ultimately affect the teacher's persistence and commitment to the profession. Therefore, the lack of professional identity and self-achievement is not only the problem of individual teachers, but also the key problem affecting the entire education system.

## **4. Measures to improve the professional happiness of teachers in private universities**

### **4.1 Improve the working environment**

The working environment is the key factor affecting teachers' professional happiness.In order to improve job satisfaction and create a better educational atmosphere, private colleges and universities can improve the working environment through a series of measures.On the one hand, school administrators should invest in upgrading teaching and office facilities to ensure that teachers have enough resources to do their jobs.Spacious, quiet and comfortable office and classroom environments increase teachers' productivity and focus, providing a better work experience.The good facilities and equipment of the teaching place will directly affect the quality of teaching and lay the foundation for the school to build a favorable educational atmosphere.On the other hand, by organizing team building activities, regular group dinners or symposiums, schools can promote communication and cooperation between teachers and students and strengthen team cooperation.Establishing a good working atmosphere and making teachers feel valued and supported will help improve their job satisfaction and career happiness.Team building activities can not only improve interpersonal relationships, but also enhance mutual understanding and face work challenges together.While improving the working environment, it is also important to pay attention to the updating and upgrading of teaching resources.Providing teachers with the latest educational technology and subject developments can not only improve teaching quality, but also enhance teachers' teaching confidence <sup>[5]</sup>.In addition, regular training and academic exchange activities can continuously improve the professional level of teachers, so that they can feel the development and

progress of their career, and thus improve their commitment to work and satisfaction. By improving the working environment, including upgrading facilities, strengthening team cooperation, updating teaching resources and other aspects of efforts, private colleges and universities can effectively improve teachers' job satisfaction and lay a solid foundation for building a positive educational atmosphere.

## **4.2 Establish a good salary incentive system**

The salary level is directly related to the material quality of teachers' life and the degree of devotion to work. Therefore, it is very important to establish a good salary incentive system to improve the professional happiness of teachers. First, school administrators should conduct a fair and reasonable assessment of teachers' pay levels to ensure that they are in line with job contributions and market rates. Transparent pay policies can increase teachers' trust in the treatment and reduce the dissatisfaction caused by unfair pay. In addition, in addition to basic salaries, schools can encourage teachers to achieve better results in teaching, scientific research and subject construction by setting up performance bonuses, year-end bonuses, and providing additional benefits. The performance reward system is directly linked with the performance of teachers to stimulate their work enthusiasm and improve their work engagement. The year-end bonus is the summary and affirmation of the year's work performance, which is not only a kind of incentive, but also a kind of feedback to the teachers' efforts. In addition, the provision of housing, medical and other benefits can not only increase the overall salary and welfare of teachers, but also improve their quality of life and happiness. In order to ensure the effective implementation of salary incentive system, school administrators need to establish a perfect salary management system. The formulation of a clear salary policy, the establishment of a fair performance evaluation system and the transparency of salary information can enhance teachers' sense of identification with salary incentives and better mobilize their work enthusiasm<sup>[6]</sup>. By improving the working environment and establishing a good salary incentive system, the career happiness of teachers in private colleges and universities can be effectively enhanced. This will not only help attract talented people, but also increase teachers' commitment and loyalty to their work, thus promoting the sustainable development of education. School administrators should recognize the importance of these factors and take practical measures to continuously optimize the working environment of education, create better conditions for career development, provide more salary incentives for teachers, and jointly promote the prosperity and development of education in private colleges and universities.

## **5. Measures to reduce turnover tendency**

### **5.1 Mental health support**

Mental health is a key factor affecting teachers' job satisfaction and reducing their turnover tendency. In a high-pressure educational environment, teachers may face a variety of psychological pressures, including the stress of teaching tasks, the expectations of students and parents, and the relationship between colleagues. To reduce turnover, schools should provide comprehensive mental health support. Establishing professional mental health counseling teams to provide individual counseling and psychological support to teachers is the first step. This helps teachers to solve psychological problems in work and life in time and enhance their ability to cope with difficulties. The mental health counseling team can provide personalized psychological support for teachers through face-to-face counseling, telephone counseling and other forms, so that they can better cope with various challenges in work and life<sup>[7]</sup>. In addition, schools can develop mental health training that provides skills to cope with work stress and manage emotions. The training

content can cover pressure management, emotional regulation, self-care and other aspects to help teachers improve their psychological ability to resist pressure. These trainings not only help teachers better adapt to the work environment, but also improve their awareness of mental health issues and actively seek psychological support. On the other hand, communication and support among teachers are promoted through the organization of team building activities and regular seminars. Schools should create an atmosphere of mutual help, so that teachers feel that they are not alone, with the support of colleagues and teams, so as to reduce the psychological burden of teachers. Team building activities can include team development, group discussion, mental health lectures and other forms to enhance the emotional connection between teachers and students and improve the overall mental health level. School administrators should also pay attention to the psychological state of teachers, establish a regular mental health inspection mechanism, timely detect and help solve potential psychological problems, and prevent the occurrence of turnover tendency. Through comprehensive mental health support, schools can better care for teachers' mental health, improve their psychological adaptability in high-intensity work environment, and reduce their turnover tendency.

## 5.2 Career development planning

In order to reduce the turnover tendency of teachers, schools should formulate and implement effective career development plans to enhance teachers' sense of identity for their current work, stimulate their expectations for future careers, and enhance their investment in education. First, schools can establish clear promotion channels and evaluation mechanisms. The school sets clear career goals for teachers, so that they have a clear career direction and improve their work enthusiasm. Fair and transparent evaluation criteria are the key to ensure that teachers' efforts and contributions can be fairly evaluated to increase their confidence in career development <sup>[8]</sup>. This clear career path helps teachers to plan their personal career and thus reduce the turnover tendency. Providing professional training and development opportunities is also a key aspect of career development planning. Schools should also provide teachers with training courses and academic seminars related to their professional fields to help teachers constantly improve their professional level. This not only helps to enhance teachers' professional identity, but also stimulates their enthusiasm for education. Training opportunities not only include professional knowledge, but also can cover teaching methods, scientific research skills and other aspects to comprehensively improve the comprehensive quality of teachers. In addition, schools can also cooperate with enterprises and other educational institutions to provide teachers with more development opportunities and career expansion space. External cooperation can provide teachers with broader career development horizons and broaden their career development channels. This kind of cooperation is not only conducive to the professional development of teachers, but also can promote the interaction between schools and the outside world, and provide more career development opportunities for teachers. With these strategies of career development planning, schools can better guide and stimulate teachers' inner motivation and enhance their sense of professional identity. By providing mental health support and developing effective career development plans, schools can significantly reduce teacher turnover. This not only helps to maintain the stability of the education team, but also increases the teachers' engagement and satisfaction with their work. School administrators should recognize the importance of mental health and career development to reduce turnover tendency, and take positive and effective measures to provide teachers with better working environment and development opportunities, so as to jointly promote the sustainable development of education.

## 6. Conclusion

Through in-depth research on the relationship between teachers' career happiness and turnover intention in private colleges and universities, this paper summarizes various influencing factors and corresponding coping strategies. It is suggested that school administrators should take effective measures to improve the working environment and salary level, and pay attention to teachers' mental health and career development planning. These comprehensive measures will help improve the career satisfaction of teachers in private colleges and universities, reduce the turnover rate, and provide solid support for the sustainable development of education.

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