Job Characteristics, Emotion Regulation and University Teachers' Well-Being: A Job Demands-Resources Analysis

Authors : Jiying Han

Abstract : Teaching is widely known to be an emotional endeavor, and teachers' ability to regulate their emotions is important for their well-being and the effectiveness of their classroom management. Considering that teachers' emotion regulation is an underexplored issue in the field of educational research, some studies have attempted to explore the role of emotion regulation in teachers' work and to explore the links between teachers' emotion regulation, job characteristics, and well-being, based on the Job Demands-Resources (JD-R) model. However, those studies targeted primary or secondary teachers. So far, very little is known about the relationships between university teachers' emotion regulation and its antecedents and effects on teacher well-being. Based on the job demands-resources model and emotion regulation theory, this study examined the relationships between job characteristics of university teaching (i.e., emotional job demands and teaching support), emotion regulation strategies (i.e., reappraisal and suppression), and university teachers' well-being. Data collected from a questionnaire survey of 643 university teachers in China were analysed. The results indicated that (1) both emotional job demands and teaching support had desirable effects on university teachers' well-being; (2) both emotional job demands and teaching support facilitated university teachers' use of reappraisal strategies; and (3) reappraisal was beneficial to university teachers' well-being, whereas suppression was harmful. These findings support the applicability of the job demands-resources model to the contexts of higher education and highlight the mediating role of emotion regulation.
Keywords : emotional job demands, teaching support, emotion regulation strategies, the job demands-resources model
Conference Title : ICREP 2020 : International Conference on Research in Education and Psychology
Conference Location : Copenhagen, Denmark
Conference Dates : July 15-16, 2020