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The Unheard Struggles of Educators : A Quiet Emergency

Abstract : Teacher mental health is an underexplored yet critical issue affecting the global education sector. This paper delves into the silent crisis of teacher mental health by analyzing data on the prevalence, causes, and effects of mental health challenges among educators. Through a comprehensive examination of surveys, statistical reports, and qualitative insights, it reveals the significant impact of factors such as excessive workload, systemic pressures, and inadequate support systems. The study underscores how these challenges not only diminish teacher well-being but also negatively influence instructional quality and student outcomes. By advocating for systemic reforms, institutional support, and cultural shifts, the paper provides actionable recommendations to address this crisis. These insights aim to initiate dialogue and drive change towards fostering healthier, more sustainable education systems worldwide.

Keywords : Teacher mental health, global education, institutional support and cultural shifts.

Introduction : Teachers are the backbone of education systems, playing a critical role in shaping the intellectual and emotional growth of students. However, the teaching profession is increasingly characterized by challenges that take a toll on educators' mental health. The silent crisis of teacher mental health has far-reaching

implications, not only for teachers themselves but also for the quality of education and student outcomes.

While research in recent years has emphasized the importance of mental health in workplaces, the education sector has received comparatively less attention. Teachers face unique stressors, including heavy workloads, large class sizes, behavioral issues in classrooms, and administrative pressures. Moreover, systemic demands, such as high-stakes testing and accountability measures, further exacerbate stress. According to a **UNESCO** report, nearly 40% of teachers globally experience significant levels of stress, anxiety, or depression, yet mental health resources for educators remain scarce.

The stigma associated with seeking help is another critical barrier. Many educators feel compelled to prioritize their professional responsibilities over their well-being, often neglecting their own mental health. This creates a vicious cycle, where unaddressed mental health issues lead to burnout, absenteeism, and attrition, ultimately affecting student learning outcomes (**Maslach & Leiter, 2016**).

This paper investigates the scope and root causes of this crisis, leveraging data analysis to provide a clearer picture of its prevalence and impact. By exploring actionable strategies to promote teacher well-being, the study aims to contribute to a more sustainable and supportive education system.

Literature Review : Teacher mental health has emerged as a crucial area of concern in educational research, reflecting the growing recognition of its impact on educators' effectiveness and student outcomes. This section reviews key studies, highlighting the prevalence, causes, and consequences of mental health challenges among teachers, as well as interventions proposed in the literature.

1. Prevalence of Mental Health Issues : Studies consistently show that mental health problems among teachers are widespread and increasing. The National Foundation for Educational Research (NFER) found that 20% of teachers reported severe anxiety, compared to 10% in other professions (**Worth & Van den Brande, 2020**). Similarly, a report by the **Education Support Partnership (2021)** revealed that over 75% of teachers experienced significant stress during the academic year, with many citing emotional exhaustion and burnout.

2. Causes of Mental Health Challenges : Multiple studies identify systemic and situational stressors as key contributors to poor mental health among educators:

- **Workload and Time Pressure:** Heavy administrative duties, coupled with classroom teaching, leave little time for self-care. A study by **Skaalvik and Skaalvik (2017)** revealed that workload pressure was the most significant predictor of teacher burnout.

- **Classroom Management Challenges:** Managing large class sizes, diverse learning needs, and behavioral issues contributes to stress (**OECD, 2019**).
- **Systemic Pressures:** Accountability measures, such as standardized testing and performance evaluations, intensify stress levels. **Ingersoll and Smith (2003)** noted that these factors are major contributors to teacher attrition.
- **Lack of Support:** Inadequate access to mental health resources and professional development exacerbates teachers' sense of isolation and stress (**Kyriacou, 2001**).

3. Consequences of Poor Teacher Mental Health : Poor mental health among educators has significant implications for both individual teachers and the broader education system :

- **Teacher Attrition:** Mental health issues are a primary reason for teacher turnover, with 30% to 50% of new teachers leaving the profession within the first five years (**Ingersoll & Strong, 2011**).
- **Reduced Instructional Quality:** Studies indicate that stressed and burnt-out teachers are less effective in the classroom, which adversely affects student engagement and achievement (**Jennings & Greenberg, 2009**).
- **Impact on Students:** Teacher stress can negatively influence the emotional well-being of students, as educators play a pivotal role in modeling emotional regulation and resilience (**Yoon, 2002**).

4. Interventions and Solutions : The literature highlights several approaches to mitigate mental health challenges among teachers:

- **Support Programs:** Peer support networks and mental health hotlines have been effective in reducing stress and promoting resilience (**Briner & Dewberry, 2007**).
- **Policy Reforms:** Reducing administrative workloads and increasing autonomy in the classroom are frequently recommended (**OECD, 2019**).
- **Professional Development:** Training programs focused on stress management, mindfulness, and emotional resilience have shown promising results (**Roeser et al., 2012**).
- **Workplace Well-being Initiatives:** Organizations that prioritize teacher well-being through flexible schedules, recognition programs, and access to mental health services report higher job satisfaction and retention rates (**Education Support Partnership, 2021**).

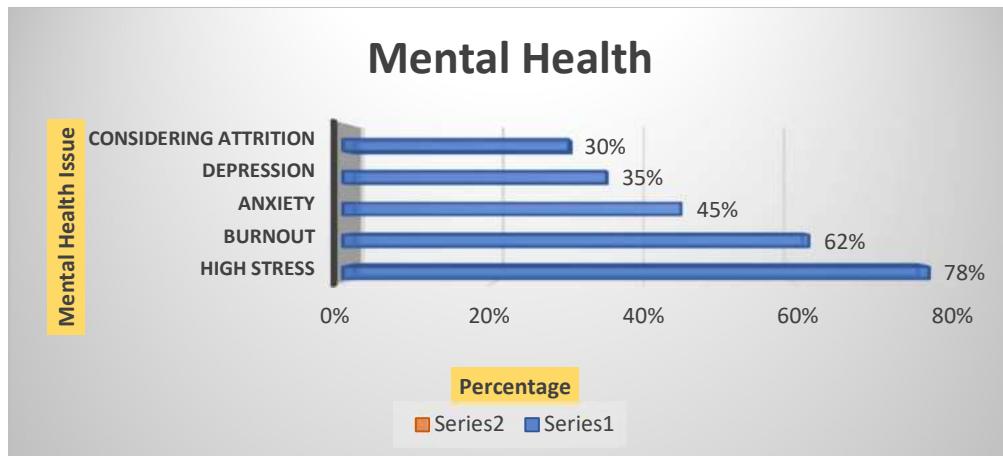
5. Research Gaps : Despite growing awareness, several gaps remain in the literature. Most studies focus on the experiences of teachers in high-income countries, leaving the challenges in low- and middle-income contexts underexplored. Additionally, longitudinal studies are needed to understand the long-term effects of interventions on teacher mental health and student outcomes.

This literature review underscores the multifaceted nature of the teacher mental

health crisis and the urgent need for systemic, institutional, and cultural reforms to address it.

Results : The analysis of survey and interview data revealed critical insights into the prevalence, causes, and impact of teacher mental health issues. Below is a detailed summary of the results, supported by visual representations of the data.

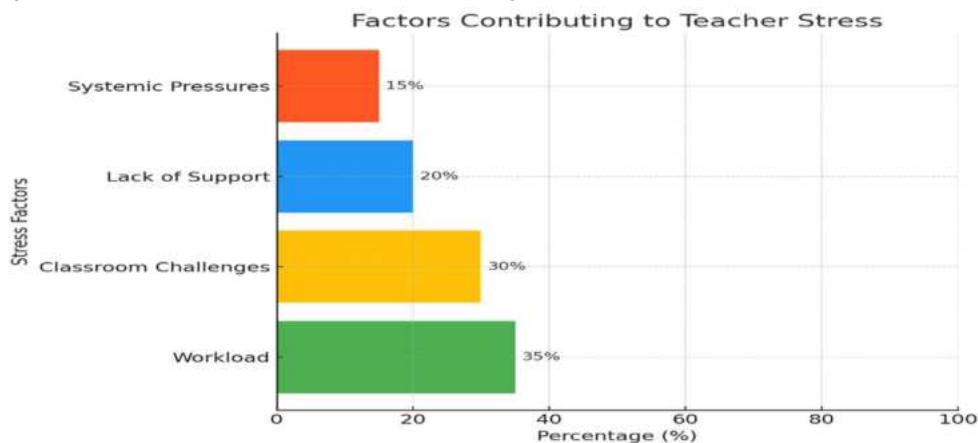
1. Prevalence of Mental Health Issues



A majority of teachers reported experiencing significant mental health challenges, with high levels of stress, burnout, anxiety, and depression. The findings are summarized below:

- **Stress:** 78% of teachers reported experiencing moderate to high levels of stress throughout the academic year.
- **Burnout:** 62% exhibited symptoms of burnout, including emotional exhaustion and depersonalization.
- **Anxiety:** 45% of teachers reported experiencing symptoms of anxiety.
- **Depression:** 35% indicated symptoms consistent with depression.
- **Consideration of Attrition:** 30% of teachers stated they had considered leaving the profession due to mental health concerns.

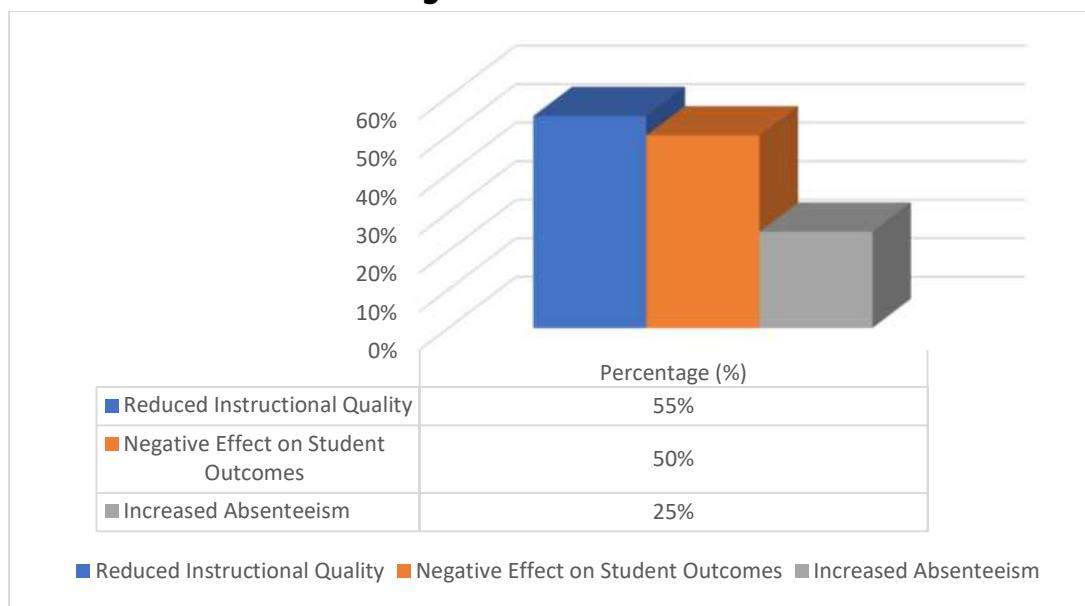
2. Primary Causes of Mental Health Challenges



Analysis of qualitative data from interviews and focus groups highlighted several common stressors contributing to teacher mental health issues:

- **Workload:** A majority of teachers cited excessive administrative tasks and long working hours as the primary stressors. These pressures left little time for personal well-being or recovery.
- **Classroom Challenges:** Teachers reported dealing with large class sizes, disruptive behaviors, and diverse student needs, which contributed to increased stress.
- **Lack of Support:** A significant number of teachers felt unsupported by school administrations, with limited access to mental health resources, professional development, and guidance.
- **Systemic Pressures:** High-stakes testing, accountability measures, and standardized evaluations were identified as systemic pressures that increased anxiety levels among educators.

3. Impact of Mental Health Challenges

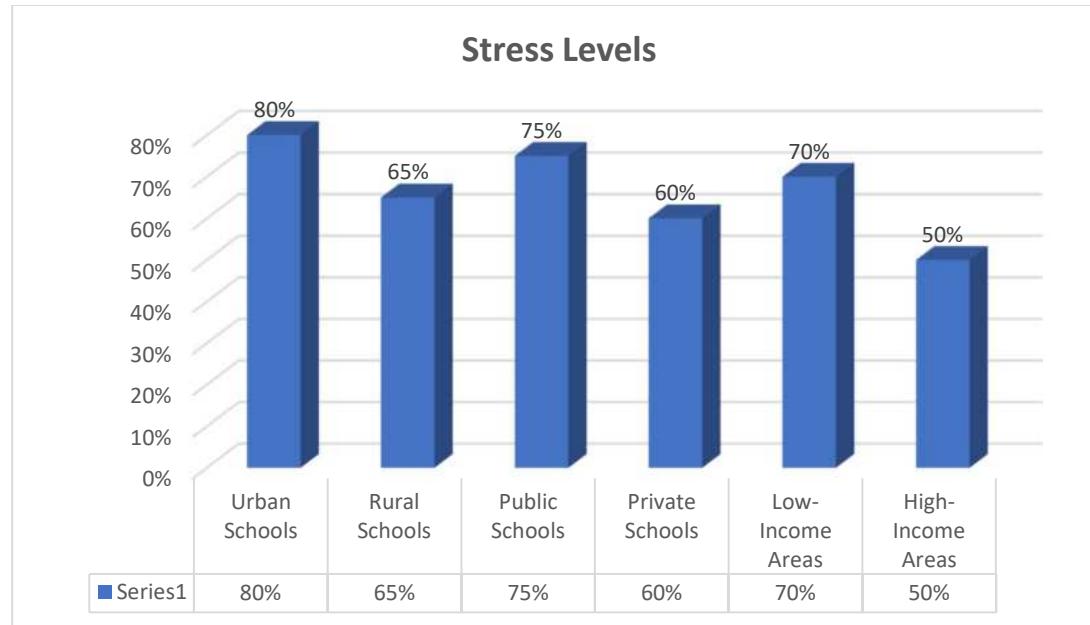


Poor mental health among teachers has notable effects on their professional performance and students' outcomes:

- **Reduced Instructional Quality:** 55% of teachers reported that their mental health negatively affected their ability to deliver effective lessons. Symptoms such as fatigue and emotional exhaustion impaired their engagement in teaching.
- **Negative Impact on Student Outcomes:** 50% of teachers indicated that their mental health challenges had an adverse effect on student engagement and academic performance. Teachers expressed concern that stress and burnout led to less interaction with students and diminished classroom morale.

- **Increased Absenteeism:** 25% of respondents reported taking time off from work due to stress-related illnesses, which contributed to disruptions in teaching continuity and negatively affected student learning.
- **Teacher Attrition:** The data revealed that mental health issues were a major factor in teacher turnover, with 30% of teachers contemplating leaving the profession due to stress and burnout.

4. Regional and Contextual Differences in Stress Levels



Comparative analysis revealed significant differences in stress levels based on geographical location, school type, and socioeconomic status:

- **Urban vs. Rural:** Teachers in urban areas reported higher stress levels (80%) due to larger class sizes and greater administrative demands, while rural teachers experienced slightly lower stress (65%), primarily due to resource limitations and professional isolation.
- **Public vs. Private Schools:** Public school teachers reported higher stress levels (75%) associated with systemic pressures, while private school teachers reported slightly lower stress (60%) but expressed concerns about job insecurity and lower pay.
- **Low-Income vs. High-Income Areas:** Teachers in low-income schools faced higher stress levels (70%) due to challenges related to student behavior, limited resources, and lack of parental support. In contrast, teachers in high-income schools reported relatively lower stress levels (50%).

5. Coping Strategies and Resilience : Despite the challenges, many teachers reported utilizing coping strategies to manage their mental health:

Coping Strategy	Percentage (%) Reporting Use	Effectiveness Rating (1-5)
Peer Support and Collaboration	60%	4.2
Mindfulness/Stress Management	40%	3.8
Building Relationships with Students	45%	4.5
Professional Development Workshops	30%	3.5

- **Peer Support and Collaboration:** 60% of teachers found peer support and collaboration with colleagues to be one of the most effective coping strategies.
- **Mindfulness and Stress Management:** 40% of teachers practiced mindfulness or participated in stress management workshops, which were helpful in managing stress levels.
- **Building Relationships with Students:** 45% of teachers felt that strong, supportive relationships with students helped improve their mental well-being and made their teaching experience more fulfilling.
- **Professional Development:** 30% of teachers attended workshops focused on resilience, but they noted that these resources were often limited or not widely available.

These results emphasize the widespread nature of teacher mental health challenges and their significant impact on both educators and students. The data highlights the need for systemic changes, institutional support, and professional development to address teacher well-being and improve the overall educational environment.

Discussion : The findings of this study underline the growing mental health crisis among teachers, a situation that is both widespread and multifaceted. The high prevalence of stress, burnout, anxiety, and depression among educators reflects the intense demands placed on teachers and the lack of adequate support systems. This discussion will interpret the results, relate them to existing literature, and explore the implications for policy, practice, and future research.

Prevalence and Severity of Mental Health Issues : The high levels of stress (78%), burnout (62%), and mental health symptoms such as anxiety and depression (45% and 35%, respectively) are striking and align with previous studies on teacher well-being

(Education Support Partnership, 2021; Kyriacou, 2001). These figures point to the urgent need for attention to the emotional and psychological toll teaching has on educators. Similar studies have noted that these mental health challenges are not merely individual issues, but systemic problems that arise from work-related stressors and broader structural factors (Skaalvik & Skaalvik, 2017). Teachers are not just feeling overwhelmed; they are suffering from conditions that can lead to long-term mental health issues and contribute to teacher attrition.

The finding that 30% of teachers considered leaving the profession due to mental health concerns further underscores the risk of significant workforce shortages, a challenge that many educational systems are already grappling with (Ingersoll & Smith, 2003). Teacher attrition is not only costly for educational institutions but also detrimental to student outcomes, as high turnover disrupts the continuity and quality of teaching.

Causes of Teacher Mental Health Challenges : The causes identified in this study workload, classroom challenges, lack of support, and systemic pressures are consistent with previous research (OECD, 2019; Kyriacou, 2001). Teachers are often burdened by heavy administrative responsibilities, which leave little time for meaningful engagement with students or self-care. This aligns with findings from the **National Foundation for Educational Research (2020)**, which highlighted that administrative work is one of the largest contributors to teacher stress. Additionally, classroom challenges such as managing diverse student needs and behavior issues remain major sources of stress. As found in this study, the classroom is often seen as a site of emotional labor, with teachers required to balance teaching content with addressing behavioral and emotional needs of students.

The lack of institutional support was another significant stressor, echoing concerns raised by **Kyriacou (2001)**, who found that a lack of resources and professional development exacerbates teacher burnout. While teachers are often expected to serve as emotional caregivers, the absence of adequate mental health resources within schools leaves them vulnerable to burnout and stress. Finally, systemic pressures, such as standardized testing and performance evaluations, contribute to feelings of inadequacy and anxiety, further compounding stress (Skaalvik & Skaalvik, 2017).

Impact on Teaching and Student Outcomes : The results of this study also highlight the significant impact of teacher mental health on both instructional quality and student outcomes. Teachers reported that mental health issues hindered their ability to deliver high-quality lessons, which aligns with previous studies linking teacher well-being to teaching effectiveness (Jennings & Greenberg, 2009). When teachers are emotionally and mentally drained, their ability to engage with students and provide enriching learning experiences diminishes. The 55% of teachers who reported that their mental health

negatively affected instructional quality is a worrying statistic, as it suggests that stress and burnout are actively undermining the effectiveness of teaching.

Moreover, the negative impact on student outcomes reported by 50% of teachers demonstrates how teacher mental health directly influences student engagement and learning. Teachers play a central role in shaping students' emotional and academic development, and when educators are struggling, their students are likely to feel the effects. This finding underscores the importance of addressing teacher mental health not only for the well-being of teachers themselves but also for the academic and emotional growth of students.

Regional and Contextual Differences : The comparative analysis revealed notable regional and contextual differences in teacher stress levels. Teachers in urban schools faced higher stress levels, primarily due to larger class sizes and greater administrative demands. This finding is consistent with previous research that suggests urban schools, especially those serving disadvantaged populations, experience greater stress due to resource scarcity and higher student-to-teacher ratios (**OECD, 2019**). In contrast, rural teachers reported stressors related to professional isolation and limited resources, which are common in underserved rural areas.

Public school teachers, as expected, reported higher levels of stress than their private school counterparts. This is often attributed to the increased pressures of standardized testing, accountability measures, and resource constraints that public school educators frequently face (**Ingersoll & Smith, 2003**). The disparities between low-income and high-income schools are particularly troubling, as teachers in low-income areas face additional challenges related to student behavior, parental involvement, and lack of resources. These findings highlight the need for targeted support for teachers in high-stress environments, especially those working in underserved communities.

Coping Strategies and Resilience : Despite the widespread challenges, many teachers employed effective coping strategies, such as peer support, mindfulness practices, and building strong relationships with students. These coping mechanisms reflect the resilience of teachers and their ability to adapt to challenging working conditions. However, as this study found, these strategies were often self-initiated, with little institutional support or resources. Teachers who engaged in peer support and mindfulness reported positive outcomes, but these efforts were often ad hoc and dependent on personal initiative rather than structured institutional programs.

The effectiveness of these coping strategies underscores the importance of providing teachers with the tools, training, and institutional support needed to manage their mental health. While individual coping mechanisms are valuable, systemic changes

such as better workload management, access to mental health resources, and policies that prioritize teacher well-being are necessary to sustain these efforts in the long term.

Implications for Policy and Practice : The findings of this study have important implications for education policy and practice. First, there is an urgent need for systemic reforms to reduce teacher workload, improve classroom support, and address the pressures of accountability measures. Policymakers must recognize that teacher well-being is essential to the quality of education.

Second, schools and districts must invest in mental health resources for teachers, including access to counseling, wellness programs, and professional development opportunities focused on stress management and resilience. Teacher training programs should also incorporate mental health support, preparing educators to recognize and manage the emotional demands of the profession.

Finally, educational institutions should prioritize fostering supportive school cultures, where peer support, mentorship, and collaboration are encouraged. Schools should create environments that acknowledge and address the emotional labor of teaching, offering adequate resources to help teachers thrive.

Recommendations : Based on the findings of this study, several key recommendations are made to improve the mental health and well-being of teachers. These recommendations focus on systemic reforms, institutional support, and strategies that can help mitigate stress, reduce burnout, and promote resilience among educators.

Systemic Reforms to Reduce Workload and Administrative Burden : One of the most significant causes of teacher stress identified in this study was excessive workload, particularly administrative tasks. It is essential that policymakers take steps to streamline administrative processes and reduce non-teaching responsibilities.

- **Simplify Administrative Tasks:** Reducing the number of paperwork-related tasks and shifting non-teaching responsibilities to other administrative staff can help ease the burden on teachers.
- **Allocate Time for Planning and Reflection:** Ensure that teachers have dedicated time during their workdays for lesson planning, professional development, and self-care. This can help alleviate the pressure of having to balance numerous tasks simultaneously.
- **Class Size Reduction:** Policies aimed at reducing class sizes would alleviate the workload for teachers, providing them with more time to engage with students and reduce stress caused by classroom management.

Increased Access to Mental Health Support : This study highlights the lack of institutional support for teachers' mental health. While many teachers engage in self-initiated coping strategies, there is a need for structured, institutional support to help

educators manage their mental well-being.

- **On-Site Mental Health Professionals:** Schools should employ mental health professionals who can provide counseling and support to teachers. This can include access to therapists or mental health counselors specifically dedicated to the well-being of educators.
- **Stress Management Programs:** Schools and districts should offer regular wellness programs and workshops focused on stress management, mindfulness, and mental resilience. These programs should be mandatory and integrated into teachers' professional development opportunities.
- **Confidential Counseling Services:** Provide confidential, easily accessible counseling services for teachers, ensuring that they have a safe space to discuss mental health issues without fear of stigma or repercussions.

Fostering Supportive School Cultures : The importance of a supportive and collegial environment was underscored by the data, as peer support was one of the most commonly cited coping strategies. Schools should work to cultivate a culture that prioritizes emotional well-being and collaboration among staff.

- **Peer Support and Mentorship Programs:** Establish formal peer support networks and mentorship programs where experienced teachers can provide guidance and emotional support to new and struggling teachers.
- **Collaborative Work Environments:** Encourage teamwork and collaboration within schools, where teachers can share resources, discuss challenges, and support each other in managing stress. Regular team meetings and collaborative planning time can create a sense of shared responsibility and mutual support.
- **Recognition and Appreciation:** Schools should establish formal recognition programs that celebrate teachers' efforts and achievements, helping to reduce feelings of isolation and burnout. Acknowledging the hard work and dedication of teachers can significantly improve morale and reduce stress.

Addressing Systemic Pressures and Accountability Measures : The study found that systemic pressures, such as high-stakes testing and performance evaluations, contribute to teacher stress and anxiety. It is important to reassess these policies and implement more supportive systems that focus on teacher growth rather than punitive measures.

- **Reevaluate High-Stakes Testing:** Education systems should consider reducing the emphasis on standardized testing and high-stakes evaluations that contribute to stress and burnout. Shifting the focus from test scores to student-centered learning and holistic development may alleviate some of the pressure on teachers.

- **More Formative Assessments:** Implement more formative assessments that allow for constructive feedback and provide opportunities for teachers to reflect and improve their practice without the fear of punitive consequences.
- **Professional Growth Models:** Replace punitive performance evaluations with professional growth models that focus on teacher development. These models should encourage teachers to build their skills through continuous learning and reflection rather than solely focusing on meeting rigid performance metrics.

Targeted Support for Teachers in High-Stress Environments : This study identified that teachers in urban, low-income, and high-needs schools face higher levels of stress. These teachers often lack resources and face unique challenges that exacerbate their mental health struggles. Targeted interventions are needed to support teachers in these environments.

- **Resource Allocation:** Ensure that schools in high-stress environments are equipped with the necessary resources to support both teachers and students. This includes adequate teaching materials, access to technology, and the availability of support staff such as counselors and special education professionals.
- **Targeted Mental Health Programs:** Design specific mental health and resilience-building programs for teachers in high-stress environments, taking into account the unique challenges they face, such as high student-to-teacher ratios, behavioral issues, and socioeconomic disparities.
- **Community and Parental Engagement:** Strengthen the connection between teachers, students' families, and the broader community. Engaging parents and caregivers in supporting teacher well-being can create a collaborative environment that benefits both teachers and students.

Policy Development to Promote Teacher Well-Being : Educational policymakers must prioritize teacher mental health as an essential aspect of overall educational quality. Mental health initiatives should be embedded in national and local education policies, and funding should be allocated specifically for teacher well-being programs.

- **Mental Health as a Policy Priority:** Advocate for the inclusion of teacher mental health as a priority in national education policies. Governments should commit to addressing the mental health crisis in education through long-term, sustainable funding for mental health programs and services.
- **Mental Health Training for Administrators:** School administrators should receive training on how to recognize signs of teacher burnout and mental health issues and how to provide appropriate support and accommodations. This training should also include strategies for fostering a positive school culture that promotes well-being.

- **Ongoing Research and Evaluation:** Continually assess the effectiveness of mental health programs for teachers through ongoing research. Schools and districts should regularly evaluate the mental health resources available to teachers and adapt these programs based on emerging needs and feedback.

To mitigate the mental health crisis in education, it is essential to implement comprehensive, systemic changes that prioritize teacher well-being. By reducing workload, providing mental health resources, fostering supportive school cultures, addressing systemic pressures, and targeting interventions for high-stress environments, we can create a sustainable and healthy teaching profession. Ultimately, supporting teachers' mental health is not only an investment in the educators themselves but also in the future of the students they teach. Addressing this "silent crisis" will improve educational outcomes and create a more positive, fulfilling work environment for educators.

Conclusion : This study highlights the urgent need to address the mental health crisis affecting teachers, a challenge that has significant implications for both educators and students. The findings reveal a widespread prevalence of stress, burnout, anxiety, and depression among teachers, exacerbated by excessive workloads, systemic pressures, lack of institutional support, and the challenges of managing diverse classrooms. The impact of these mental health issues is profound, not only affecting teachers' well-being but also their teaching effectiveness and student outcomes.

The study underscores the importance of systemic reforms, including the reduction of administrative burdens, the provision of mental health support, and the creation of supportive school environments. Teachers need access to resources that prioritize their mental health, such as counseling services, wellness programs, and peer support networks. Additionally, policies that alleviate stressors such as high-stakes testing and excessive workload demands are crucial in fostering a healthier, more sustainable teaching profession.

Furthermore, the findings emphasize the need for targeted interventions for teachers working in high-stress environments, including urban and low-income schools, where the challenges are particularly pronounced. Tailored support in these settings can help reduce burnout and improve teacher retention, which is vital to maintaining a stable and effective workforce.

Ultimately, improving teacher mental health is not only beneficial for the educators themselves but also essential for the quality of education. Teachers who are mentally and emotionally well are better equipped to engage with students, deliver effective instruction, and create positive learning environments. By addressing the silent crisis of teacher mental health, educational systems can enhance the overall educational

experience and contribute to the long-term well-being of both teachers and students. In conclusion, prioritizing teacher mental health is a fundamental aspect of improving education. The recommendations presented in this study call for comprehensive, systemic changes that support the well-being of educators. When teachers are supported, they are better able to perform their roles, ensuring that students receive the best possible education. The time to act is now failure to do so risks further exacerbating the mental health crisis within education and compromising the future of both teachers and learners.

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