

Qualitative Study on Workplace Challenges, Mental Health and Well-Being of Indian School Teachers

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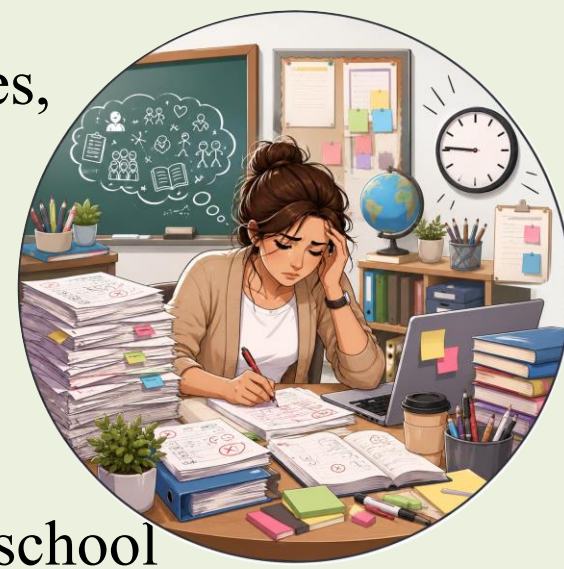
INTRODUCTION & AIM

School teachers play a crucial role in shaping young minds. They spark curiosity and influence life and career choices while also supporting emotional and moral development (Akram et al., 2021; Thummler et al., 2022).

Teachers experience significant professional stress, with high levels of anxiety, depression, and burnout (Agyapong et al., 2022). Even in well-funded private schools, where infrastructure is better, teachers get lower pay and high work pressure. Public schools provide teachers with better pay and job security, although they are less well-maintained and understaffed.

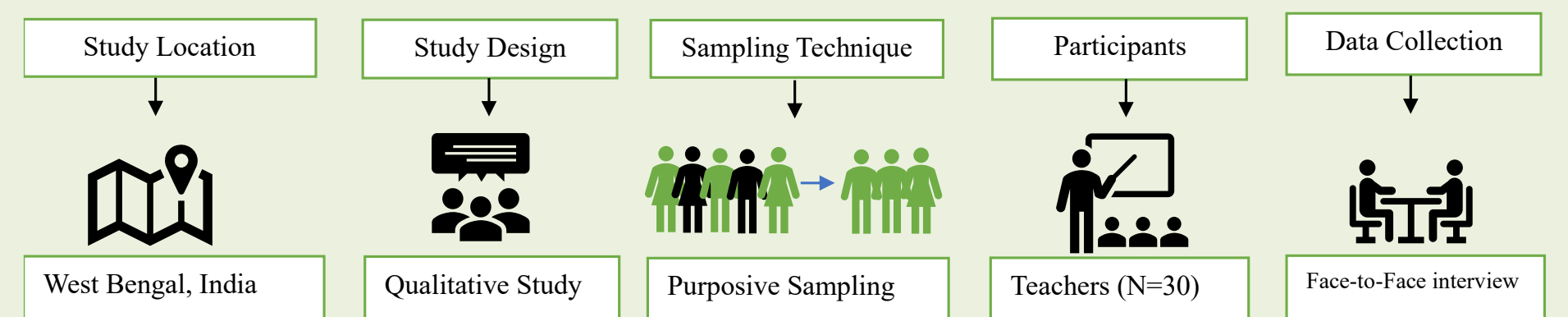
Teachers often suffer silently from mental health issues, compromising their well-being (Kreuzfeld, 2022). When teachers are professionally satisfied, they can better contribute to student development.

Aim: The study aims to find out the professional and personal challenges of the public sector and private sector school teachers that affect their mental health and overall well-being.



METHOD

An in-depth face-to-face interview was conducted with school teachers (n= 30) from both the public and private sectors, using purposive sampling technique participants were selected from various locations in West Bengal, India. Data was collected using a semi-structured questionnaire. Thematic analysis was employed to identify the key themes of the study.



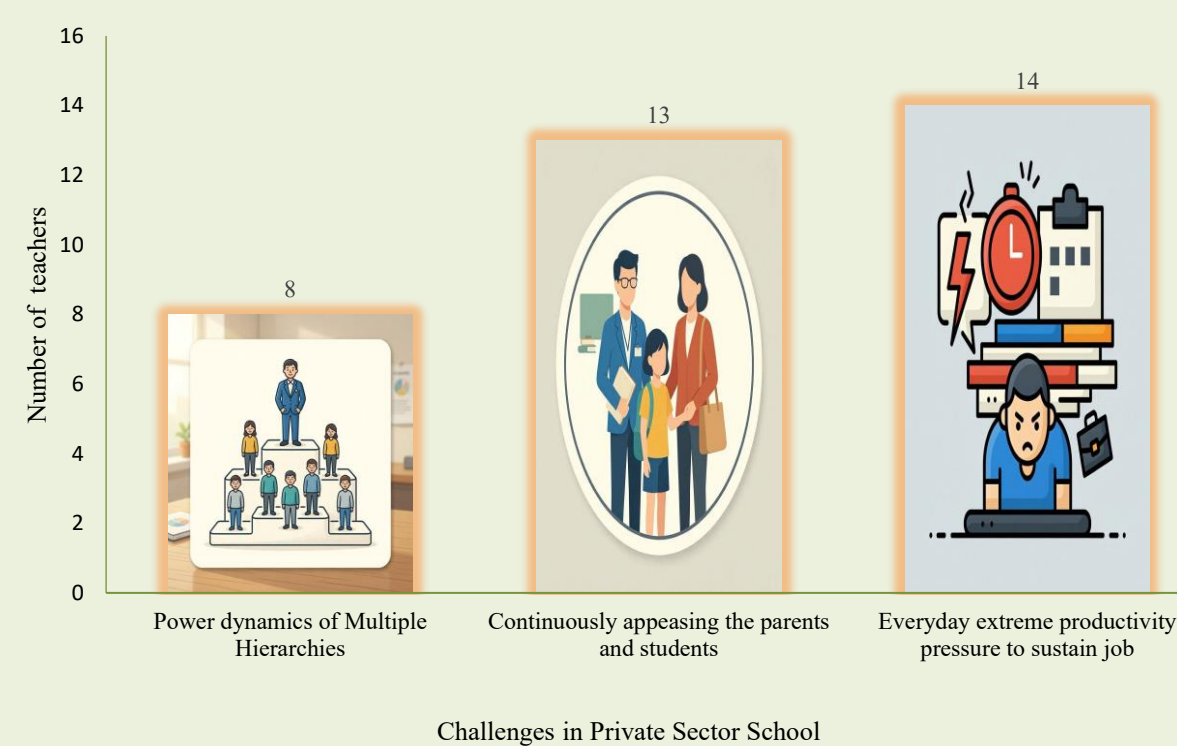
RESULTS & DISCUSSION

Theme-1: Challenges in Private Sector Schools

i) **Power dynamics of multiple hierarchies** - Multi-level leaders (principal, HoD, Class head) excessive dictation and limited flexibility.

ii) **Continuously appeasing the parents and students**- High parental scrutiny constraints teachers from disciplining students.

iii) **Everyday extreme productivity pressure to sustain job** - Answer script evaluation, holiday duties (school functions, remedial classes), and job insecurity.

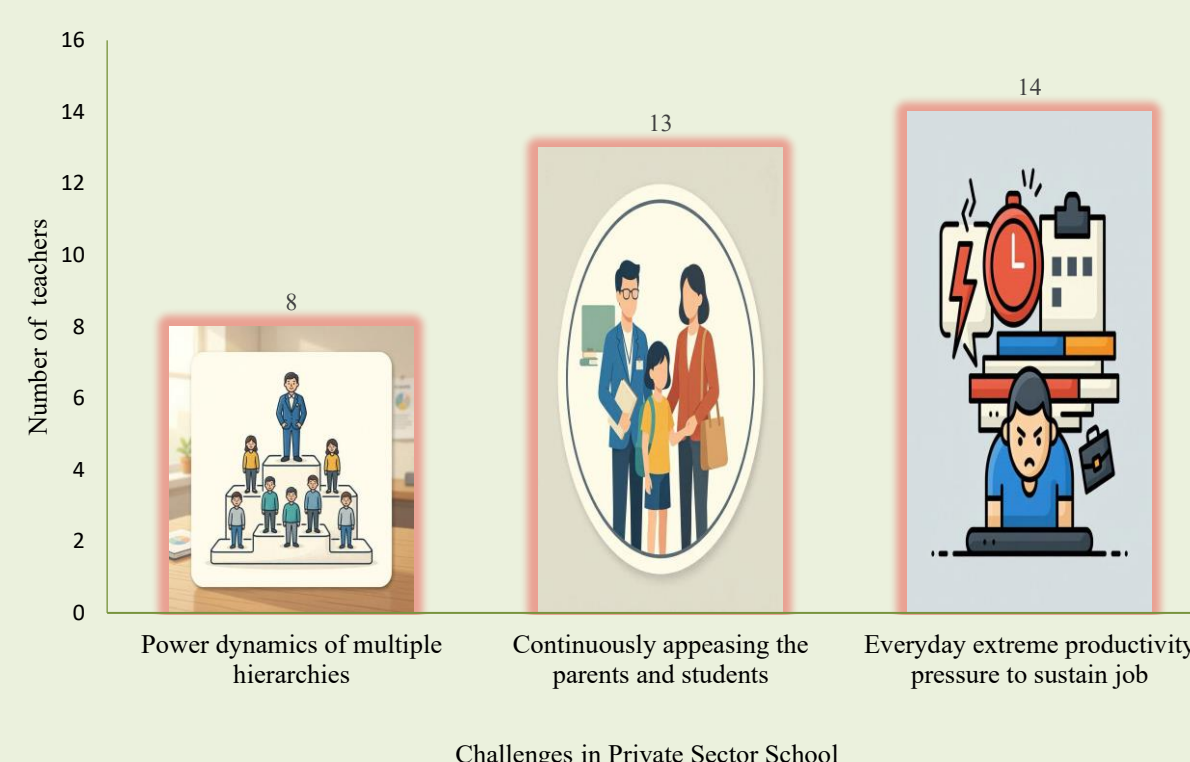


Theme-2: Challenges in Public Sector Schools

i) **Impact of poor infrastructure, weak collegial relationships, and regular extensive travel**- Infrastructural deficits, staffroom politics and costly, extensive commutes creates negative impact.

ii) **Lifestyle disorder creating health issues** - Fatigue, skipped meals, sleep deprivation, lack of exercise and more strenuous for senior teachers.

iii) **Complaints about non-academic workload and salary**- Staff shortages, additional administrative workload, and inadequate salary compared to expenses.

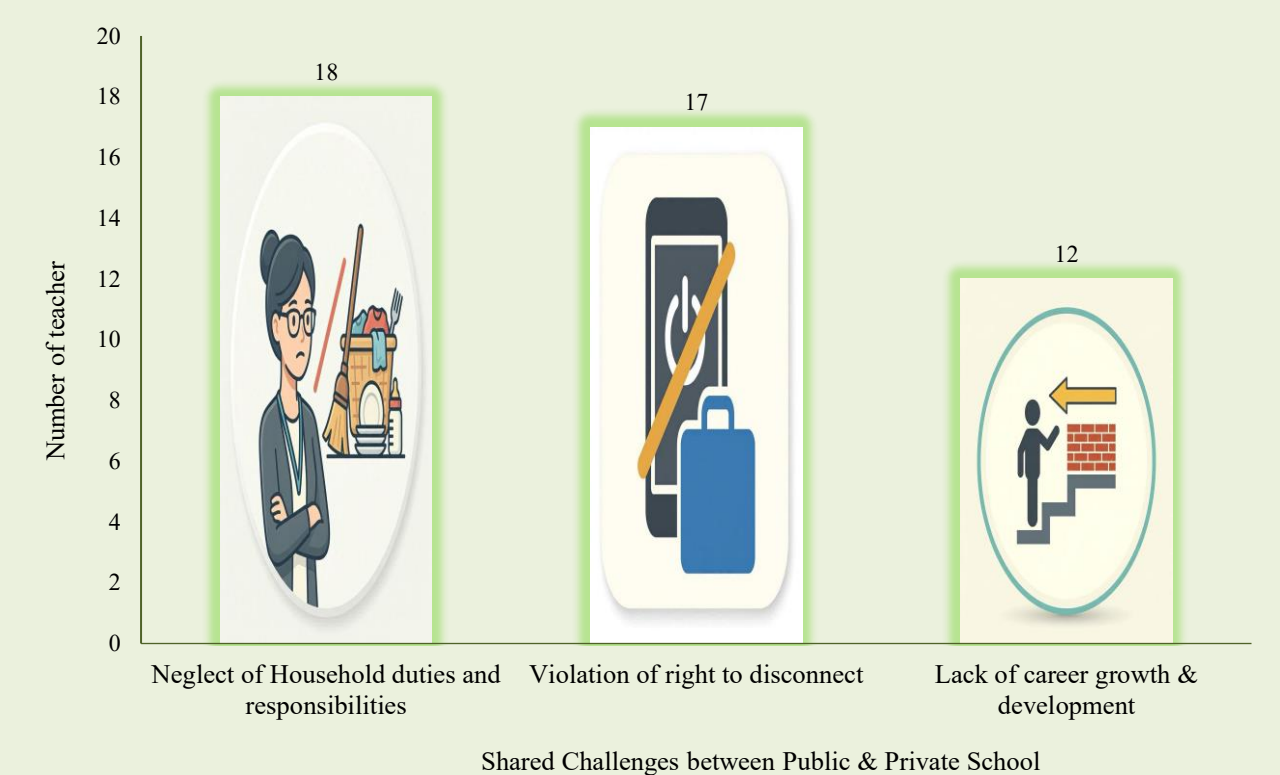


Theme-3: Shared Challenges between Public and Private Schools

i) **Neglect of household duties and responsibilities**- Fatigue and extra work reduced family and childcare time, increasing irritability and relationship issues.

ii) **Violation of right to disconnect**- Parental and seniors' messages and calls continues beyond working hours and even during holidays.

iii) **Lack of career growth & development**- Limited promotion opportunities within school and lack of professional development avenues reduced job satisfaction.



REFERENCES/ DECLARATION

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CONCLUSION

