

# Analysis on the Lack of Vocational Sense of Well-being of College Teachers and Research on Interest Appeal Mechanism

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**Abstract.** College teachers are executives and practitioners who develop education, train talents and promote social progress. The lack of sense of well-being and strong interest appeal not only affects teachers' work and life, but also influences educational development of and social progress. This paper takes college teachers as the research object, focuses on the analysis of the reasons for lack of vocational sense of well-being, how to make teachers have vocational sense of well-being, and actively seeks to establish sound and effective interest appeal mechanism, and it becomes a bottleneck that cannot be ignored in the current construction of college teachers.

**Keywords:** vocational sense of well-being; interest appeal; mechanism construction.

## 1. Introduction

Education is a significant symbol to measure social progress; teachers are an important carrier to impart knowledge and educate people and serve society. If our education is a stepwise education, then the higher education as the top of the step, which will be more and more concerned by the society, and the degree of education received by college teachers, the awareness of education and the deep understanding of the "people-oriented" idea, they make them pay close attention to their vocational sense of well-being and own interests while join in education and serve the society. However, there is a certain contradiction between the two. First of all, the attention of higher education inevitably bring greater work pressure to teachers, this kind of pressure will inversely proportional to the vocational sense of well-being and interest appeal of teachers, Secondly, the teachers' vocational sense of well-being is not met, and interest appeal cannot draw attention, and it will also affect the quality of higher education to a certain extent. It can be said that teachers' vocational sense of well-being and interest appeals have become a bottleneck restricting the educational development to a certain extent [1]. Then, how to make teachers have vocational sense of well-being, how to meet the interest appeal of teachers, and thus promoting the development of higher education is an important reality that we cannot avoid at present.

## 2. Causes of Lack of Vocational Sense of Well-being

Vocational sense of well-being is the subjective feeling that workers acquire when engage in a particular occupation, it is a happy and emotional experience that workers obtain from his work with own labor and wisdom and personal strength, this subjective feeling is originally a kind of sense of well-being enough to meet self. College teachers are a group with high demand for professional efficacy, and there are many factors that affect the overall vocational sense of well-being of college teachers.

First of all, teachers' material living treatment is not proportional to the contribution of work, the gap between teacher salary and social development is a common factor of lack of college teachers' vocational sense of well-being. The job appointment, professional titles evaluation, job promotion, income distribution, teaching and scientific research, and resource adjustment and other realistic problems exist in colleges and universities; the strong competition mechanism makes college teachers to pay more effort and energy in their work, on the one hand, it is for personal development, on the other hand, it is to better establish in the changing education. All these hard works had originally thought that corresponding rewards and treatments could be obtained; there are very few returns due to various reasons. The "Blue Book of Education: Annual Report On China's Education(2018)" issued

by the Chinese Academy of Social Sciences surveyed 7,622 domestic teachers, the investigation results showed that 54.06% of the teachers "were not satisfied with their income level and welfare benefits"; 51.27% of the respondents said, "if can choose again, don't want to be a teacher." It is not difficult to see that the vast majority of teachers are dissatisfied with the status quo. When the teachers don't get the corresponding rewards, they will turn this reality into negative emotions that the individual efforts are not recognized, so that they can't feel sense of well-being in their work, and they lack the vocational sense of well-being as professionals. The Xunzi said the country will be prosperous, and attach importance to teachers. Likewise, education will flourish, and teachers should be respected for their labor and appropriate rewards. Only in this way will teachers be given vocational sense of well-being.

Secondly, a large number of studies have shown that teachers as a high-risk group of job burnout phenomenon, teachers' vocational sense of well-being is deeply affected by burnout; this kind of strong collision make teachers more tired of vocation and lack cognition of sense of well-being. Burnout is a common social phenomenon; teachers will be numb to work because of burnout, thus lacking the working enthusiasm, finally, cause unhealthy psychology. Russian classical educator Wushenski once said that teachers' personality is everything for educators, only healthy minds can have healthy behaviors. The unhealthy psychology caused by burnout will bring the teacher's behavior in the process of work, this kind of behavior will make the teacher lose self-recognition, working commitment, the maintenance of the surrounding interpersonal relationship, and the improvement of personal ability, and ultimately do not feel happy in this vocation.

In order to fully meet the teachers' vocational sense of well-being, the whole society should carry forward the "respect teachers and value education" good atmosphere; the schools should give teachers a higher and better platform and development space, and constantly strengthen the publicity and education of teacher's morality, in life, the teacher's family and physical and mental health should be taken care of, so that they can perceive the attention and concern of the school, moreover, the teachers should be make self-positioning clear and responsibility consciousness should be strengthened. But the most direct way is that teachers must understand appealing their interests reasonably and legally, so seek greater attention and recognition. Interest appeal refers to the mechanism which individuals or groups express their needs and opinions through legal and proper ways and means to realize and maintain their own interests. At present, there are some problems in the interest appeal mechanism of college teachers at different levels, so that teachers' interests are not met. For example, teachers do not have reasonable and effective appeal channels. At present, there are three kinds of channels for interest appeals of college teachers: the first is the school unions and other "permanent organization"; the second is the institutional framework, such as teacher and worker congress, etc., which concentrates on the appeals in the conference; the third is department letterbox and leadership letterbox, and other "display type" appeal channels. These channels are too single, no reasonable staff, and lack the effectiveness of solving teachers' appeals, as time passes, these organizations will be existing in name only. In addition, some colleges or functional organizations do not have a clear understanding for teachers' interest appeals, and cannot truly achieve "people-oriented", they often instill teachers some old-fashioned "the minority subordinate the majority", "follow the rules and regulations", "emphasize the interests of the school overall situation" idea, less listen to the teachers' appeals and lack the determination to solve problems, when teachers' interests are not met for a long time, there is no sense of well-being.

### **3. Construct a Reasonable and Effective Interest Appeal Mechanism**

All kinds of problems and reality show that the lack of vocational sense of well-being makes teachers instinctively generate personal interest appeals, but when personal appeals cannot be met, vocational sense of well-being will disappear with it. In order to timely and effectively obtain and meet the interest appeals of young teachers, make teachers regain vocational sense of well-being, colleges and universities should build a perfect interest appeal mechanism to ensure expression channels of interest appeal [2].

### **3.1 Deeply Fulfill the "People-Oriented" Thought**

The Party's "19th CPC National Congress" report put forward a series of new ideas, new thinking and new strategies, and issued a series of major strategic decisions, operate from a strategically advantageous position and inspire people. Throughout the report of the 19th CPC National Congress report, two words appeared frequently, "development" occurred 213 times and "people" arose 158 times, which fully reflected the development idea of our party "adhere to the people as the center." In order to thoroughly implement the party's policies and better meet the growing better life needs of people, colleges and universities should profoundly practice the "people-oriented" thinking. One of the connotations of "people-oriented" in colleges and universities is to adhere to the teacher-centered, and integrate teacher's personal dignity, personal freedom, happy life, ultimate value and education. This not only puts higher demands for colleges and universities to create a comfortable and good working environment for teachers, and often understands the material and spiritual needs of teachers, moreover, makes colleges pay more attention to the interest appeals of teachers [3]. The teachers are both an individual and a social person, have unique identity and shoulder the important task of inheriting the national culture and developing education. However, the society has long been labeling teachers with "selfless dedication" and "gardener", which makes teachers hover in the contradiction between personal interest appeals and public opinion. We should understand that teachers are ordinary people who need to meet all aspects of interests, only meeting the "foundation" of teachers' personal interests; teachers can maximally devote their own light and enthusiasm to educational cause and whole society. Therefore, colleges and universities profoundly practice the "people-oriented" concept, which can better meet the interest appeals of teachers.

### **3.2 Comprehensively Broaden the Teacher Appeal Platform**

The traditional appeal channels have not completely solved the actual problems, and even broadened contradictions and problems. In order to effectively and reasonably solve teachers' interests, colleges and universities should follow the development change of the times and society, change strategies and broaden the platform of interest appeals according to circumstances. First of all, colleges and universities should find and solve the problems that are common in the existing appeal platform in time, and constantly improve the areas where there are loopholes in the channels of colleges and universities, teacher unions, and academic committees and so on; secondly, although there are many disadvantages and shortcomings in the network platform, the universally and transitivity of the online media enable the teachers' interest appeals to get a faster and wider response. Therefore, we should establish and improve the network appeal platform, use the network platform to timely and effectively obtain the teachers' interests appeal, and provide timely feedback on the problems which teachers deeply concern and related appeals, such as establishing a funny teacher interesting Wechat Official Account.

### **3.3 Establish a Fair and Just Incentive Mechanism**

College teachers are freer in behaviors and thinking, and more actively pursue fairness and justice. At the root, the reason why teachers have interest appeals is because they are treated unfairly to some extent [4]. Therefore, the establishment of fair and just incentive mechanism can fundamentally resolve the teacher's interest appeals, so that teachers can put more energy into the education cause, thus gaining vocational sense of well-being. The fair and just incentive mechanism can effectively give play to teachers' enthusiasm and initiative, stimulate the teachers' inherent innovation and willpower, make the teachers feel the joy which self-worth is affirmed in the reward and reasonable return, it also makes them realize that personal happiness cannot be achieved without their own efforts, this good cycle mechanism is an important magic weapon to stimulate teachers' growth. Moreover, when colleges and universities carry out scientific evaluation for teachers' work performance, should also make full use of different forms of incentive ways, especially attach equal importance to the mechanism of material and spiritual incentives, it is necessary to establish and improve "give priority to efficiency with due consideration to fairness" salary distribution mechanism and the competitive incentive mechanism, should also be based on the scientific spirit and guided by the humanistic spirit,

so that the teachers' personal needs, interests, values, dignity and legal rights and interests obtain respect, and the sense of mission and responsibility of teachers is stimulated. Therefore, the establishment of a fair incentive mechanism is conducive to reduce the emergence of interest appeals to a certain extent, contribute to improving the working enthusiasm of young teachers, enhancing the cohesiveness and centripetal force of colleges and universities, and it is conducive to create a good working environment and academic atmosphere [5].

#### **4. Conclusion**

Teachers are the executives and promoters of education, in order to make our education develop better, teachers must obtain enough vocational sense of well-being, this kind of happiness will make teachers more wholeheartedly and willingly devote themselves to cause of education. The reasonable interest appeal mechanism is an effective way to meet teachers' vocational sense of well-being; the two are dialectical and indivisible whole. Therefore, it is hoped that the teacher's interest appeal mechanism can be effectively and effectively improved, so that teachers can obtain full vocational sense of well-being.

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