

Study of Influencing Factors of Teacher Brain Drain in Sichuan Private Vocational Colleges

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Abstract: ‘Brain drains’ is a phenomenon in people with high skills, qualifications, and competence. One prominent case of the brain drain happens when teachers decide not to return to work for different reasons. The support factors that influenced this inclination as teachers’ perceptions of their attitude toward professional development, remunerations, and promotional opportunities of job satisfaction, working background, self-developed pressure, organizational pressure, and inter-relationship of work pressure relating to work resignation. The three research objectives are; to analyze the reasons for the brain drain of teachers in a private college in Sichuan, to explore the concept of turnover intention, job satisfaction, and job stress through influencing factors, and to suggest preventive measures for reducing teacher turnover intentions.

Keywords: Influencing Factors; Teacher Brain Drain; Sichuan Private Vocational College

1. Introduction

In an environment where government investment is the primary source of increased vocational education funding, to speed up the construction of the vocational education system and alleviate the strong demand for skilled application talents in the society and the labor market, developed in line with the objective requirements of the market economy, with the characteristics of "self-raised funds, self-employed teachers, and self-recruited students." With the continuous development of private higher vocational education in our country, its managers have also deepened their understanding of the school's positioning, training mode, and development goals. However, various contradictions and problems still exist, restricting the progress of private colleges and universities. In many schools, to varying degrees, unreasonable flows affect regular teaching, mainly manifested by the loss of teachers. The loss of teachers is the resignation behavior, which will impact society, the school, colleagues, and even the teachers themselves. The results may be positive or negative. Maintaining a reasonable teacher turnover ratio can eliminate incompetent teachers, recruit fresh blood for the school, and ensure school teaching quality. Therefore, it is not a bad thing for the school. Excellent new teachers replace the original teachers, which can improve the teaching quality among teachers. The sense of competition ensures that teachers are not affected by unhealthy practices and promotes the school's teaching innovation and the teachers' teaching enthusiasm. However, too frequent resignation is often detrimental to the school. It not only directly affects the typical implementation of teaching work, disturbs people's hearts, affects team cohesion, but also increases the school's cost of recruiting and training new teachers, seriously affecting and restricting the deepening of private higher vocational education.

2. Theoretical Basis

2.1 Theoretical Significance and Value

By reviewing the existing literature, we found that most of the research results are about the management methods of college teachers. There is little about the reasons for the resignation of teachers in private colleges and countermeasures. Therefore, this paper is based on making up for the lack of research on teachers in private colleges and universities and examinations of the particular group of teachers in private colleges and universities. The conclusions can enrich the existing teacher management theories and have excellent reference value.

2.2 Practical meaning and value

Currently, employment marketization enables teachers to obtain more sources of information, and the social concept is constantly changing. Teachers will have more autonomy and opportunities to choose jobs that suit them or they like. That is to say, the voluntary resignation of teachers becomes more accessible, and the problem of resignation will become more and more prominent. In this context, the relationship between teachers and schools is more flexible and sensitive. However, based on the independence and initiative of people, turnover is unavoidable, and any organization can only try to reduce the turnover rate. Therefore, private colleges and universities should actively pay attention to the resignation of teachers. Only by actively facing and paying attention to the existing problems can we reduce the employee turnover rate and ensure the regular operation of school teaching and management.

On the other hand, if the turnover problem is ignored or not paid enough attention to when the turnover rate of employees gradually increases, it will be when school teaching and management cannot be carried out usually. We even believe that the turnover rate is an indicator of the school's internal management. If the turnover rate is high, there are more problems in the school's internal control, and if the turnover rate is low, there are relatively few problems.

3. Understanding the Influencing Factors of Teacher Brain Drain in

Sichuan Private Vocational Colleges

3.1 Social Bonding

Cao. (2008)^[1] referred to an employee's relationship with the rest of the community in their social class. Employees have many friends and relatives outside of work and form a non-work group. When employees are more connected to their communities, the more they are tied to their jobs and their organizations. Therefore, when employees leave, they will not only consider work factors but also social factors such as family or friends. Having a stable social connection will help employees better fulfill their work roles. So the more profound the social connection, the deeper the embedding will be, and the corresponding turnover intention will decrease.

3.2 Social Fit

Brunner: et al. (2012)^[2] interpreted that employees feel compatible in their community living environment and feel comfortable and satisfied with the living environment. Social matching includes two aspects: 1. The matching between oneself and the live environment. 2. Match itself with the environment around the community. When resignation has an impact on social matching, employees will consider their current social matching degree. If the matching degree is high, employees will try to avoid resignation. Therefore, the higher the social fit, the deeper the embedding and the corresponding reduction in turnover intention.

3.3 Social Sacrifice

Conley, S. and You, S. (2017)^[3] referred to the material, and psychological expected benefits employees can feel in the current community when they leave the community where they live. Specifically, when employees leave the existing community, they will lose the established community relationships and community support. Even if the employee community remains unchanged, the previous traffic habits, live time, etc., will also change. Therefore, leaving a community that has adapted and gained a sense of security is challenging.

4. The Conceptual Framework for the Research Study

4.1 Teacher Brain Drain

Good teachers are not necessarily local and are apt to leave to other places, creating a brain drain situation. Brain drain

is generally defined as the departure of well-educated people and highly skilled workers from their workplaces.

5. The Influencing Factors of Teacher Brain Drain in Sichuan Private

Vocational Colleges

Feng; & Sass. (2017) ^[4] explained that employee turnover has always been a hot research topic in organizational behavior. If you review its research context, you will find that most of the research is summarized by one framework and two types of motivations; creatively think that it is not only the turnover caused by job dissatisfaction but also multiple paths to quitting. Individuals may be hampered by various factors from organizations and communities that make them “embedded” in their jobs, and the concept of “job embeddedness” is proposed. Job embeddedness is defined as the forces preventing individuals from leaving work. He analyzes the reasons for employee turnover from the factors inside and outside of work and analyzes and studies employee turnover from the perspective of employee retention. While staying in the organization” opens up new perspectives for answering “why do employees leave.” Traditional turnover research mainly examines the impact of job-related factors on turnover, using employee subjective attitude variables such as job satisfaction and organizational commitment as intermediary variables, and is dedicated to explaining why employees leave.

6. Conclusion

At present, job marketization enables teachers to obtain more sources of information, and the social concept is constantly changing. Teachers will have more autonomy and opportunities to choose jobs that suit them or they like. That is to say, the voluntary resignation of teachers becomes easier, and the problem of resignation will become more and more prominent. In this context, the relationship between teachers and schools is more flexible and sensitive. However, based on the independence and initiative of people, turnover is unavoidable, and any organization can only try to reduce the turnover rate. Therefore, private colleges and universities should actively pay attention to the resignation of teachers. Only by actively facing and paying attention to the existing problems can we reduce the employee turnover rate and ensure the normal operation of school teaching and management.

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