Sociology of Education

Presenting a Model of Factors that Reduce Feachers' Cheerfulness: A Qualitative Study

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Research Paper	Abstract
    	Purpose: The aim of this study was to identify the factors that reduce the cheerfulness of teachers in Semnan province and to provide a model. **Methodology**: Research in terms of applied purpose; In terms of data type, it was qualitative and in terms of implementation method, it was thematic analysis. The statistical population included school teachers, senior education directors and university professors who were sampled by snowball method. The instrument used was a semi-structured interview which was analyzed by data analysis method. To determine the internal cheerfulness of the findings, the data were matched with theoretical and background bases and interviews with experts were used. To confirm the accuracy of the data, the study method was used by the research members to determine the external validity of the findings. **Findings**: Theoretical saturation and triangulation techniques were used. Data analysis resulted in identifying 91 basic themes, 15 organizing themes and 5 comprehensive themes that were divided into two main categories of main and secondary themes. Together, these themes formed a coherent model for reducing the cheerfulness of teachers in Semnan province. Finally, the reasons for the decrease in teachers' cheerfulness, including 5 categories of comprehensive themes, including individual factors, organizational factors, cultural factors, extra-organizational factors and job factors were obtained. **Conclusion**: Paying special attention to the factors that reduce the cheerfulness of teachers and addressing them in order to eliminate the factors that reduce the cheerfulness of teachers, can restore some cheerfulness to the teacher community.

Detailed abstract

Purpose: Natural, material and human resources are considered as the main resources in achieving sustainable development, among which, human resources play a more important role, because the most important element of success in providing a platform for development and achieving goals Development is efficient human resources. The role of education and training in the training of such expert human resources is very important, because education as the axis of development and the central core of training efficient and trained human resources can provide approaches, ideas New and creative thoughts and ideas, to provide various solutions in this field to different parts of the society. Therefore, in order to increase their effectiveness and as a result, their productivity, it is necessary to use certain strategies and on the other hand, to identify and target the most important influencing variables, so that by adopting multiple interventions, the ground can be laid to advance the goals. provided organization and manpower. Among these, one of the most important factors that has a significant impact on the productivity and efficiency of organizations as well as the job satisfaction of employees is vitality. cheerfulness is considered as an important and valuable tool to improve the personality and improve the job performance of employees. Energetic employees have less absenteeism, burnout, and emotional burnout and are less likely to leave their jobs; On the other hand, cheerfulness provides the basis for creating a positive attitude to life, a positive view of oneself, higher self-esteem and confidence, positive and increasing cooperation with others, appropriate social relations, better decision-making, and ultimately improved job performance. For this reason, cheerfulness can lead to greater productivity of the organization by changing the organizational atmosphere, increasing the capacity of employees to deal with psychological pressure, increasing job satisfaction and reducing job burnout. Happiness in the work environment is achieved when a person uses his abilities and talents to achieve his work goals. Since today people spend most of their time in organizations, if they have a cheerful work environment, they can benefit from the benefits that come from it, and this is in the educational systems that deal with education and Human resource development is very important. The results of research have shown that organizational vitality and happiness have an undeniable effect on the satisfaction of employees' work life, and its effects are not only limited to the environment and work space, but also affect the employees' families. In the educational environment, research has shown that teachers' cheerfulness makes students cheerful and improves their performance. What is true and the researcher's superficial investigations show that, for various reasons, the community of teachers and the country's education system in general lack cheerfulness. It is not necessary to have The rate of happiness and vitality in Iranian schools is very low and it does not have a special place in educational planning. The prevalence of laughter and the development of a fun atmosphere in schools have been neglected. One of the problems of every society is the neglect of happiness and cheerfulness and as a result the increase of various mental diseases such as anxiety and depression. The current research was conducted with the aim of identifying the factors of reducing the vitality of teachers in Semnan province and presenting a model.

Methodology: Research in terms of applied purpose; In terms of data type, it was qualitative and in terms of implementation method, it was thematic analysis. The statistical population included school teachers, senior education directors and university professors who were sampled by snowball method. The instrument used was a semi-structured interview which was analyzed by data analysis method. To determine the internal cheerfulness of the findings, the data were matched with theoretical and background bases and interviews with experts were used. To confirm the accuracy of the data, the study method was used by the research members to determine the external validity of the findings.

Findings: Theoretical saturation and triangulation techniques were used. Data analysis resulted in identifying 91 basic themes, 15 organizing themes and 5 comprehensive themes that were divided into two main categories of main and secondary themes. Together, these themes formed a coherent model for reducing the cheerfulness of

teachers in Semnan province. Finally, the reasons for the decrease in teachers' cheerfulness, including 5 categories of comprehensive themes, including individual factors, organizational factors, cultural factors, extra-organizational factors and job factors were obtained.

Conclusion: Based on the findings, paying special attention to the factors that reduce the vitality of teachers and addressing them in order to eliminate the factors that reduce the vitality of teachers, it is possible to partially return vitality to the community of teachers. In order to improve the vitality of teachers, some suggestions are offered: - improving the components of occupational and organizational commitment among teachers and increasing teachers' job satisfaction, increasing life expectancy and self-confidence among teachers; Strengthening and supporting creative and innovative ideas of teachers, creating suitable educational spaces such as library and laboratory in school; considering the appropriate space for teachers to rest, considering the meritocracy system in the educational system; Creating a reward and recognition system, removing cumbersome organizational rules that create obstacles to improving the quality of education; Taking authority from teachers in educational matters, cooperating with all teachers in the school in order to implement their ideas; Respecting justice and equality between teachers of all spectrums, races and ethnicities, restoring the credibility of the lost educational system and school to families; Strengthening teachers and improving the performance of schools and the educational system among the service providers in order to promote them and the dignity of teachers, pay attention to the health and treatment of teachers and provide appropriate health and treatment facilities, give the necessary authority to teachers to design lesson plans or Employing curriculum planning consultants for the educational system in order to formulate the plan of practical lessons in a centralized manner, holding extracurricular programs for students and involving teachers in them in order to bring teachers closer to students and strengthen relationships with Respect between them, improving the mental and emotional state of teachers in relation to the educational system in which they are working.