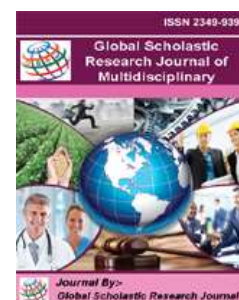




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CAUSE OF TEACHER BURNOUT TOWARD SCHOOL BOARD MANAGEMENT AT DEMONSTRATION SCHOOLS IN LAOS

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Abstract

Teaching is a challenging profession and burnout syndrome, both never separately each other. School itself can leading the teacher burnout, particular cynicism among leaders and teachers, culture, rules and policies. This study is aims to investigate the main cause of teacher burnout, to compare the stressor among teachers, to gather the teacher's opinion on the preventing the burnout toward the school board administration. A self-constructed questionnaire was designed tightly the research aims and twice examination the validity and reliability as conducted before sent it to 104 teacher employees. The result shown that unclear expectations, salary each month quite too long delayed, cynicism among leaders and teachers, mismatched among skill needs, training contents and subject taught, imbalance in allocating teaching hours a week, more than two subjects taught in each semester, these most the stressors and led the teacher burnout. Comparison analyzes found there is no gender and age difference in teacher burnout, while qualification and teaching experiences was statistically significant that teacher employees holder a period of teaching experiences < 10 years were stressor than other categories, the majority of teachers' suggestions deals with the school board that they should be self-awareness on the functioning responsibility and self-esteem in ethics profession.

Key word: teacher burnout, teaching load, compensation, professional development.

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