



A Research on Resignation Anxiety in the Teaching Journey: Study on Maharashtra's Education Sector

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Abstract:

This study explores resignation anxiety among teachers in Maharashtra, particularly those transitioning from corporate or government roles. The research integrates survey findings, analyzing major factors such as low salaries, lack of career growth, and emotional exhaustion. By combining literature review insights with real-world data, this paper provides actionable recommendations to improve teacher retention and well-being.

Introduction:

Maharashtra's education sector has seen an increasing number of professionals moving from corporate roles into teaching. However, the transition is often fraught with challenges, leading to resignation anxiety. This study aims to explore the root causes of this anxiety and provide solutions to mitigate its effects.

Research Objectives:

The key objectives of this study are:

1. To analyze the psychological and professional effects of resignation anxiety.
2. To explore key reasons behind resignation anxiety among teachers in Maharashtra.
3. To provide recommendations for reducing resignation rates and improving teacher satisfaction.

Research Methodology:

Research Design:

This study follows a mixed-method approach using both qualitative and quantitative methods. A descriptive and exploratory design is used to understand the psychological and professional challenges faced by teachers experiencing resignation anxiety.

Data Collection Methods:

Primary Data:

Survey: Structured questionnaires will be distributed to teachers across Maharashtra to collect first-hand data on their resignation anxiety experiences.

Interviews: In-depth interviews with teachers who have either resigned or are contemplating resignation to understand their personal experiences, emotional impact, and reasons.

Focus Group Discussions: A small group of teachers will be brought together to discuss their concerns, coping mechanisms, and institutional support systems.

Secondary Data:

Literature review of previous studies on teacher burnout, job dissatisfaction, and resignation anxiety. Reports, educational policies, and institutional guidelines related to teacher retention and resignation.

Case studies of teachers who successfully managed or struggled with resignation anxiety.

Sampling Method:

Target Population: Teachers from different levels of education (school, college, and university) across Maharashtra.

Sampling Technique:

- For Quantitative Data: Simple random sampling will be used to select teachers for surveys.
- For Qualitative Data: Purposive sampling will be used for interviews and case studies to ensure rich, in-depth insights.

Sample Size:

- Survey: 50–100 teachers from various institutions.
- Interviews: 10–15 teachers from diverse backgrounds (urban and rural, private and government schools/colleges).
- Case Studies: 5–7 detailed case studies of teachers who faced resignation anxiety.

Data Analysis Techniques:

Quantitative Analysis: The survey responses will be analyzed using descriptive statistics (percentages, means, and standard deviation).

Inferential statistics (correlation, regression analysis) may be applied to identify patterns and relationships between variables (e.g., workload vs. resignation anxiety).

Software: SPSS or Excel for statistical analysis.

Qualitative Analysis:

- Thematic analysis will be used to analyze interviews and case studies.
- Coding techniques will help identify common themes, patterns, and emotions associated with resignation anxiety.

Ethical Considerations:

- Informed consent will be obtained from all participants.
- Confidentiality and anonymity of respondents will be maintained.
- The study will adhere to ethical research guidelines as per academic and institutional standards.

Limitations of the Study:

- The study is limited to Maharashtra, and findings may not be generalizable to other regions.
- Self-reported data may have biases due to personal perceptions and emotions.
- Limited sample size for qualitative data may restrict generalizability.

Literature Review:

Existing research highlights several factors contributing to teacher resignation anxiety. Challenges such as overcrowded classrooms, lack of administrative support, and financial stress

have been consistently identified. However, quantitative data from Maharashtra's teachers has been limited until now.

Challenges Faced by Maharashtra's Teachers:

- Overcrowded Classrooms: Increased workload and stress.
- Limited Support Systems: Administrative inefficiencies and lack of recognition.
- Corporate Transition Syndrome: Professionals from other sectors struggle with adjusting to lower salaries and rigid academic structures.

Hypothesis for the Study:

1. H_0 (Null Hypothesis): There is no significant relationship between resignation anxiety and factors such as workload, job satisfaction, financial stability, and institutional support among teachers in Maharashtra.
2. H_1 (Alternative Hypothesis): Resignation anxiety among teachers in Maharashtra is significantly influenced by factors such as workload, job dissatisfaction, financial insecurity, emotional attachment to students, and lack of institutional support.

This study aims to test these hypotheses by analyzing real-life cases, survey responses, and statistical data.

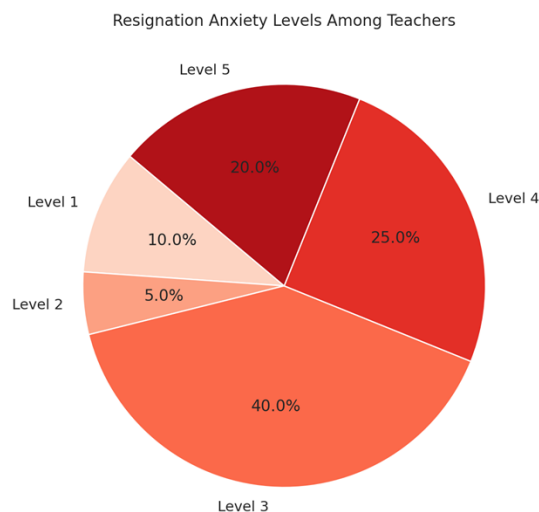
Findings and Discussion:

Key Causes of Resignation Anxiety:

Based on survey responses, the primary causes of resignation anxiety include financial insecurity, lack of career growth, and the psychological toll of teaching in under-resourced environments.

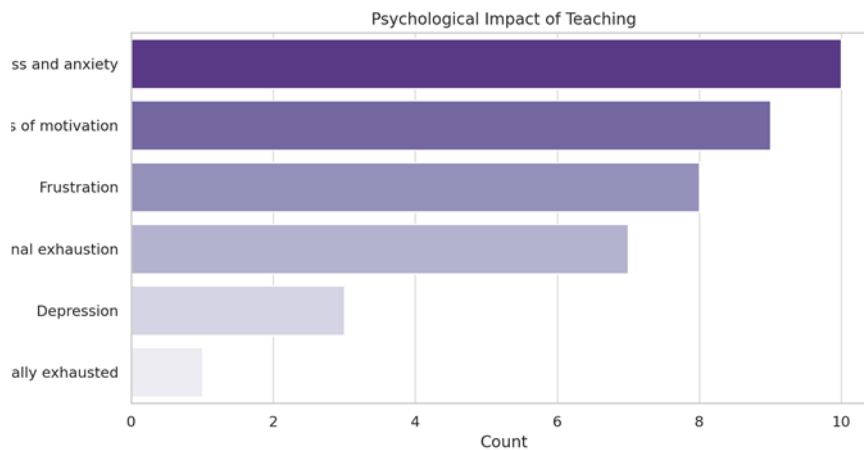
Resignation Anxiety Levels Among Teachers:

Survey responses indicate that a significant number of teachers experience moderate to high levels of resignation anxiety. The chart below illustrates the distribution of anxiety levels among respondents.



Psychological Impact of Teaching:

Teachers reported experiencing stress, frustration, and loss of motivation. The following bar chart represents the common psychological effects of teaching.



Expanded Analysis of Questionnaire Responses:

From the survey data, the following additional trends emerged:

- Job Satisfaction: Mixed levels of satisfaction, with some teachers feeling undervalued.
- Turnover Trends: High resignation rates reported in certain districts.
- Impact on Students: Many teachers feel that frequent resignations affect student learning quality.

Recommendations:

To address resignation anxiety, schools and policymakers should consider the following strategies:

- Increase Teacher Salaries: Align compensation with industry standards.
- Professional Development Programs: Provide career growth opportunities.
- Mental Health Support: Introduce counseling services and stress management training.

Conclusion:

This research highlights the urgent need for systemic reforms to address teacher resignation anxiety. By implementing financial, professional, and psychological support mechanisms, Maharashtra's education sector can improve teacher retention and enhance the overall learning environment for students.

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