

## **Towards Occupational Well-Being Framework of Teachers at a Higher Education Institution**

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### **Abstract**

Teaching is considered as the noblest career because it gave rise to all other professions. Knowledge cannot be conveyed or passed on without teachers. To maintain a positive school environment and continually enhance the educational system, happy teachers are essential. Substantial evidence shows that teachers in private schools are having an exodus to public schools. The pervasiveness of this trend will have a negative impact on private schools. In order to examine the teachers' occupational well-being dimensions and workplace happiness as evaluated by the teachers themselves, this study was done. Universal sampling was utilized with an 89.58% retrieval rating. Data were statistically analyzed using Regression Analysis to determine if occupational well-being, happiness in the workplace, job security, and resilience among employees predict each other. The results show all variables of occupational well-being dimensions are found to be significantly correlated with workplace happiness. While physical and mental dimensions are found to be correlated with job security and resiliency. Occupational well-being in the profession will be regressed to each indicator of the teachers' happiness, job security, and resiliency at the workplace. Examining the coefficient of these relationships will shed light on which aspects of teachers' occupational well-being are more strongly associated with the independent variables of the teaching profession. This study concluded that various dimensions of occupational well-being can lead to a more engaged, satisfied, and resilient workforce, ultimately contributing to the overall success and performance of an organization.

*Keywords: Discipline of the study: education and teaching, teachers' occupational well-being and workplace happiness, Quantitative research design, Philippines*