

***The Relationship Between Teachers' Burnout, School Culture
and Motivation in Hong Kong***

Abstract

The pressure of teachers is gradually exacerbated recently, the mounting evidence suggested that many teachers in Hong Kong are suffering from burnout and lead to troublesome ramifications in Hong Kong education. Therefore, the present study aimed at discovering the relationship between school climate, motivation and teacher burnout in Hong Kong to raise the attention in Hong Kong society about the severe problem of teacher burnout. Another purpose of this study is to figure out the most predictive variables in the teachers' working environment and motivation. The findings confirmed hypotheses and revealed that the teacher burnout situation in Hong Kong and discovered the predictors among organizational and motivational factors to burnout. In particular, morale, goal congruence, excessive work demands, amotivation, and identified motivation are the significant predictors of teacher burnout. Further studies should be conducted to investigate the interaction between organizational and motivational factors and burnout to have a better understanding and recognition of teacher burnout in Hong Kong.