

# Teachers' Well-Being and its Impact on Educational outcome

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## ABSTRACT

Teachers' well-being, encompassing mental, emotional, physical health, as well as job satisfaction, is critical for effective education delivery and student outcomes in India. This paper is purely based on secondary data and is exploratory in nature. This study explores the concept of teachers' well-being and its impact on teaching quality, student mental health, academic performance, and for system stability, it also analyses the impact on the National Education Policy (NEP) 2020. This paper also attempts to explore various challenges imposed by high workloads, low pay, inadequate mental health support, and resource constraints leading to teacher stress. The Paper also overview opportunities offered by NEP 2020 through professional development and technology integration. The research also suggested various strategies to enhance well-being through implementing mental health programs, reducing administrative burdens, improved working conditions, and enhanced community support. By addressing these issues will help in aligns with NEP 2020's vision for a holistic education system and thus fostering better educational outcomes.

**Keywords:** Teachers' well-being, NEP 2020, mental health, educational outcomes, burnout, professional development, India, teaching quality, student mental health, resource constraints.

## INTRODUCTION

Teachers' well-being is the blend of their mental health, emotional resilience, physical health, and job satisfaction. It reflects their ability to manage professional demands while maintaining personal health and classroom environments. Well-being is crucial because teachers are pivotal in shaping students' academic life, social skills, mental health, and a catalyst for the successful life of a student. Poor teacher well-being can lead to burnout, reduced teaching effectiveness, and put negative impacts on students. In the **Global Context**, a study took place in 2022 held by the National Education Association (USA), found that 55% of teachers considered leaving the profession due to burnout, highlighting the global relevance of this issue. In India, teachers face high workloads, multiple roles, high societal expectations, and resource constraints, thus this critical issue need to be addressed.

### Objectives of the study

1. To know the concept of Teacher's wellbeing and its impact on Education.
2. To study the impact of NEP 2020 on teacher's wellbeing.
3. Strategies to improve Teacher's wellbeing.

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## Teachers' well-being directly influences educational outcomes in several ways

### 1. Teaching Quality and Classroom Environment:

A 2023 study in *Frontiers in Psychology* found that teachers' emotional well-being correlates with higher student engagement and academic achievement, while stress reduces teaching efficacy. Teachers with high well-being are more likely to create supportive, engaging, and inclusive classrooms. They use innovative teaching methods, foster positive relationships, and promote student motivation. Burnout or poor mental health can lead to disengagement, reduced patience, and ineffective classroom management, lowering student participation and learning outcomes.

### 2. Student Mental Health:

*Education Sciences*, 2025, highlights that teachers' well-being influences their ability to implement socio-emotional learning (SEL), a key NEP 2020 goal. Teachers in good mental health are better equipped to identify and support students' mental health issues, fostering resilience and emotional well-being. Stressed or burnt-out teachers may overlook students' emotional needs or inadvertently create stressful classroom environments.

### 3. Academic Performance:

A 2021 study in *Journal of Educational Psychology* showed that teacher stress negatively impacts student test scores, mediated by reduced instructional quality. Well-supported teachers are more likely to deliver consistent, high-quality instruction, leading to better student performance in assessments. Burnout can result in absenteeism, reduced lesson preparation, and lower academic rigor, negatively affecting student grades.

### 4. Teacher Retention and System Stability:

In India, a 2020 report by the National Council of Educational Research and Training (NCERT) noted that teacher attrition due to stress affects rural schools disproportionately. High well-being reduces turnover, ensuring continuity in teaching and stable school environments, which benefits student learning. High burnout rates lead to teacher shortages, disrupting education delivery, particularly in under-resourced schools.

## Challenges to Teachers' Well-Being in India

### 1. High Workload and Administrative Burden:

Teachers in India often handle large class sizes (sometimes 120+ students in colleges), extensive administrative tasks, and extracurricular duties, leading to burnout. "Transforming School Environments: Exploring the Recommendations of NEP 2020" (*International Journal of Trend in Scientific Research and Development*, 2021) highlighted high workload as a key stressor.

### 2. Source: Low Pay and Job Insecurity:

Many teachers, especially in private and in rural, face low salaries and contractual employment, contributing to financial stress and low job satisfaction (UNESCO, 2022 report on India's education system).

### 3. Lack of Mental Health Support:

Schools and colleges rarely provide mental health resources or counselling for teachers, and cultural stigma discourages seeking help. "National Education Policy 2020 and Mental Health Care" (Society for Integrated Education, 2020) found that there is absence of systemic support for teacher well-being.

#### **4. Resource Constraints:**

Inadequate infrastructure, lack of teaching aids, and limited professional development increase stress, particularly in rural areas. “Inclusive Education Practices with Special Reference to NEP 2020” (*International Journal of Creative Research Thoughts*, 2021) highlights resource disparities.

#### **5. Career Development:**

Lack of support by higher authority in career development of Teachers may leads to low morale and Job insecurity , as authority are using “use and throw” approach. Teachers in higher education can progress from Assistant Professor to Associate Professor and Professor based on years of service, publications, and contributions to institutional development.

#### **6. Societal Expectations:**

Teachers are often expected to uphold cultural and academic standards, facing pressure from parents and communities, which adds to emotional strain. Recent X posts (2023–2025) from Indian educators emphasize societal pressure as a barrier to well-being.

#### **7. Post-Pandemic Stress:**

A 2021 UNICEF report notes a rise in teacher stress post-COVID due to disrupted routines and increased responsibilities.

#### **NEP 2020 and Teachers’ Well-Being**

Government of India introduced NEP 2020, aims to transform the higher education system by emphasizing multidisciplinary learning, technology integration, and teacher professional development. While it has opportunities for reform, it also poses significant challenges for higher education teachers which include Inadequate Teacher Training, Resistance to Change, Digital Divide, Implementation of Multiple Entry and Exit Options, Resource Constraints and Funding Issues, Increased Workload and many more.

#### **Strategies to Enhance Teachers’ Well-Being and Educational Outcomes**

##### **Mental Health Programs:**

Provide counselling and wellness programs for teachers, such as mindfulness workshops and confidential help lines. Pilot programs, such as “Teacher Wellness Initiatives” in Australia, is the best model and could be adapted for India.

##### **Reduce Administrative Burden:**

In addition to their routine job, Teachers are made to do census work, Election duty, and government surveys. Internal Administrative work is also expected from teachers. Thus Techers landup having multiple work. “Catalytic Effect of NEP 2020 towards Emotional Well-Being” (*YMER Digital*, 2021) suggests reducing in administrative duties.

##### **Professional Development:**

Timely Progression, like Career advancement schemes, increases morale thus act as a motivational factor. Professional development is the joint responsibility of the employer.

### **Improve Working Conditions:**

UNESCO's 2022 report on India's education system suggested to Increase salaries, ensure job security, and providing better infrastructure, especially in rural schools and colleges will facilitate better mental health.

### **Community and Policy Support:**

Mental Health Care" (2020) report by NEP suggest engage communities to reduce societal pressure on teachers and advocating for increased education budgets to fund well-being initiatives.

### **Technology Integration:**

"IJSHWB Sept-Dec 2019" (Expressions India) suggests using digital platforms for teacher support, such as online peer support groups or mental health apps tailored for educators for mental health support.

## **CONCLUSION**

Teachers' well-being is a cornerstone of educational success, influencing teaching quality, student mental health, academic performance, and system stability. In India, challenges like high workloads, low pay, and lack of mental health support exacerbate teacher stress, negatively impacting outcomes. NEP 2020 offers a framework to address these issues through training and improved conditions, but implementation gaps remain. By prioritizing teacher well-being through targeted programs, reduced burdens, and policy support, India can enhance educational outcomes, aligning with NEP 2020's vision of a holistic, student-centered education system.

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