

Influencing Factors and Improving Measures of Sub-health of Universities Teachers

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Abstract: Colleges and universities undertake the arduous task of training high-level professionals for the country. With the rapid development of higher education and the acceleration of social life rhythm and other reasons, on the one hand, university teachers are facing professional pressure such as teaching task, scientific research task, professional title promotion, on the other hand, university teachers are facing heavy pressure of family life. The sub-health status of university teachers is not optimistic. On the basis of analyzing the meaning of sub-health, the clinical symptoms of sub-health such as body, psychology and society are summarized. The factors that affect the sub-health of university teachers, such as the high expectation of the society for university teachers, the excessive autocracy of the administrative management system of the school, the great pressure of teaching and scientific research, etc., are summed up. Finally, from the aspects of society, school and teachers themselves, some measures to improve the sub-health of university teachers are put forward.

1. Introduction

Colleges and universities undertake the arduous task of training high-level professionals for the country. In particular, the first-line university teachers undertake the important responsibilities and missions of discipline construction, professional development, teaching and education, scientific research innovation, social services and so on. At present, with the deep reform of the national university system, the rapid development of higher education, higher and higher requirements for university teachers, and the acceleration of the pace of social life and other reasons, university teachers not only have to face the pressure of teaching tasks, scientific research tasks, professional title promotion and other professional pressures, but also the pressure of family life, the sub-health status of university teachers is not optimistic [1-2]. The sub-health problems of university teachers will not only hinder the teaching and research work of teachers, but also cause adverse effects on students, and even hinder the smooth progress of the teaching work. The sub-health status of university teachers directly affects the quality of higher education. Therefore, it is urgent to solve the sub-health problems of university teachers. Based on the analysis of the meaning of sub-health, the clinical symptoms of sub-health in body, psychology and society are summarized. From the perspective of social environment, school environment and teachers themselves, the factors that lead to the sub-health of university teachers are analyzed. Finally, from the aspects of society, school and teachers themselves, the measures to improve the sub-health of university teachers are put forward.

2. The Definition and Clinical Manifestations of Sub-health

Sub-health refers to the marginal state between health and disease, also known as "chronic fatigue syndrome", "gray state" and "third state". There are only some functional changes in sub-health, no organic lesions. The physiological function of sub-health people is in a low state, which

is reflected in physical, psychological, social adaptation and other aspects, showing decreased vitality, immunity, response ability and adaptability. Excessive fatigue, excessive stress, natural aging, working and living environment, early stage of disease, low tide period in human biological cycle, etc., all of these factors may make people in a sub-health state [1-3].

The clinical manifestations of sub-health are complex, involving many aspects such as body, psychology and society, which are summarized in Table 1.

Table 1. The clinical manifestations of sub-health symptoms.

Classification	Specific symptoms
Physical symptoms of sub-health.	Physical fatigue, dreaminess, insomnia, vision decline, memory decline, dizziness and headache, chest tightness and shortness of breath, obesity, numbness and rigidity of limbs, backache, palpitation, muscle ache, sore throat, oral ulcer, tinnitus, constipation, anorexia, fatigue, poor resistance, recurrent cold, etc.
Mental symptoms of sub-health.	Restlessness, depression, loneliness, emptiness, pessimism, low spirits, loss of interest, tension, upset, lax thinking, sensitive state, easily stimulated, inattention, irritability, slow response, etc.
Social symptoms of sub-health.	Indifference in communication, decrease in communication frequency, narrow communication circle, single communication object, aloofness, indifference, hostility, incoherence, distrust, uneasiness, unstable interpersonal relationship, superficial communication, low work efficiency, decline in social adaptability, etc.

In 1999, according to a World Health Organization global survey report, only 5% of the world's truly healthy people, 20% of them were diagnosed as having diseases through medical examination, and 75% of them were in sub-health state. In 2002, the China International Sub-health Academic Conference held in Beijing pointed out that at present, the sub-health population in China is about 70%. The symptoms reflected by sub-health state are various and not fixed, which can not be used as the absolute basis for the diagnosis of a certain disease, but can predict the potential risk of various serious diseases. Therefore, the understanding of the concept of sub-health, as well as the extensive and in-depth study of sub-health, is the embodiment of people's health needs and quality of life, and has important practical significance for maintaining people's health [4-6].

3. The Influencing Factors of Sub-health of University Teachers

There are many reasons for the sub-health of university teachers, which mainly come from three aspects: social environment, school environment and teachers themselves. The young university teachers is not only faced with the pressure of teaching and scientific research, but also the real life pressure of marriage and house purchase. The middle-aged university teachers are the backbone of the school, bearing heavy pressure of teaching and research; at the same time, there are old people and children to be cared for and brought up, they are exhausted physically and mentally. For the old teachers with high seniority, because most of the performance reform programs in colleges and universities break the original evaluation system, if the task of scientific research assessment is not completed, the old teachers will be hired at a lower level. The old teachers are also facing the pressure of assessment in terms of scientific research project approval, paper publication, etc. The influencing factors of sub-health of university teachers are summarized in Table 2 [3-4,6-7].

Table 2. The influencing factors of sub-health of university teachers.

Influence factors	Specific description
The society has high expectations for university teachers.	People have a high expectation of university teachers, they not only want university teachers to be knowledge teachers, intelligence developers and ability developers, but also want teachers to be psychological consultants, soul builders and life guides of students. In order to fulfill this multi role task, university teachers must constantly improve their comprehensive quality, make more efforts in their work and increase the work pressure.
The school's	Some colleges and universities are rigid in management, with too many constraints

administrative system is too autocratic.	and too detailed requirements; some colleges and universities require to take classes and sign in with fingerprints. Some colleges and universities are lack of democracy, seniority, leadership priority, and seriously hit the initiative and enthusiasm of first-line teachers.
Some teachers have low income and status.	In colleges and universities, income is directly related to professional titles and administrative positions. For some teachers with low professional titles and positions, their income is relatively low. The poor material life is very inconsistent with the heavy teaching and scientific research work, which is easy to cause teachers' psychological imbalance, feeling unfair and self abasement.
The pressure of teaching work.	University teachers undertake a lot of teaching tasks, and spend a lot of time on the heavy teaching workload, which will affect the health of teachers in the long run. Because of the short teaching age and lack of experience, some young teachers often encounter the pressure of poor teaching implementation, poor teaching effect, and low evaluation of students and schools in the teaching process such as curriculum design and classroom teaching.
The pressure of scientific research.	Colleges and universities implement competitive evaluation systems such as "teacher appointment system", "performance salary system" and "combination system of professional title evaluation and engagement". Some university teachers, limited by their professional titles and qualifications, are obviously at a disadvantage in the writing and publishing of scientific research papers and the application for completion of scientific research projects, and generally feel the pressure of scientific research.
The pressure of promotion.	The evaluation system of professional titles dominated by scientific research achievements in colleges and universities requires not only a certain number of teaching hours, but also a certain target of subjects, funds, papers, works and awards. Most of the young teachers have experienced systematic and professional training in science and technology classes. However, in terms of the completion of the project, due to the lack of contact resources, they often do not have an advantage. Middle aged teachers, most in the promotion of senior titles, the competition is more and more fierce.
The pressure of students' work.	In addition to completing the task of teaching and scientific research, many teachers work as a part-time class teacher and other student management work. Teachers need to spend a lot of time and energy on ideological work, poverty identification, students' daily learning guidance, class attendance, the establishment of the style of study, dormitory safety and health, etc.
The pressure of marriage.	Some young teachers in colleges and universities have master's degree and doctor's degree. When they are employed, they have reached the age of marriage and love. However, due to the heavy teaching and scientific research work, young teachers have no time to think about marriage and love. In addition, due to the narrow social circle of college teachers, some teachers are trapped in the situation of being unmarried. Teachers who enter into marriage are prone to get tired of marriage because of their higher requirements for marriage quality. The increase of unstable factors in marriage also causes pressure on some teachers.
Housing pressure.	Some teachers also face housing problems and need to buy housing. However, due to the weak economic foundation of some teachers, facing the soaring housing prices in today's cities, it seems unable to do so, and the teachers who have purchased commercial housing will also struggle to repay the loan.
The pressure to support parents and raise children.	Some teachers are faced with the practical problems of supporting their parents and raising their children. With the growth of parents' age, their dependence on their children's economy, life care and spirit is increasing day by day. Some teachers have high expectations for their children and hope that their children can receive good education, so they pay high education costs.
The pressure of interpersonal barriers.	Some teachers have shallow social experience and general social communication ability, which is easy to form a relatively narrow and closed communication circle. Some teachers are facing fierce competition such as title evaluation, promotion and performance appraisal, which leads to loneliness, indifference, autistic and suspicion in interpersonal communication, and leads to alienation, instability and incongruity

	in interpersonal relationship.
Bad habits.	Teachers long-term ambush work, standing and sitting, will increase the burden of spine and joints, leading to inflammation and strain. Some teachers have bad habits such as smoking and drinking, which cause serious damage to the body; some teachers often stay up late, work overload, fatigue, lack of sleep, irregular work and rest; some teachers do not eat breakfast, irregular meals, overeating, unreasonable diet structure, excessive intake of high fat and high calorie food, unbalanced nutrition.
Lack of physical exercise.	Some teachers are lack of health awareness and exercise awareness, lack of willingness to exercise, and lack of enthusiasm for independent physical exercise. Lack of long-term exercise is easy to cause symptoms such as slow response, poor coordination, brain function degradation, slow metabolism, reduced immune function, etc. At the same time, pressure can not be resolved in time, which is easy to cause depression, tension, irritability, depression, etc.
Psychological quality needs to be improved.	Teaching, scientific research and so on, not only require teachers to have high professional quality, a wide range of theoretical knowledge, but also require teachers to have high psychological quality. Overload teaching and scientific research work pressure, improper psychological adjustment, will produce mental health problems.

4. Measures to Improve the Sub-health of University Teachers

In view of the influencing factors of university teachers' sub-health, it is beneficial to improve university teachers' sub-health by taking targeted measures from the aspects of society, school and teachers themselves. The measures to improve the sub-health of university teachers are summarized in Table 3 [1-3,6-8].

Table 3. The measures to improve the sub-health of university teachers.

Improving measures	Specific description
Improve the social status of teachers and improve their income.	Through media publicity, can improve the public's awareness of higher education, enhance the social status of teachers, and enhance the professional satisfaction and pride of teachers. Through improving the level of teachers' salary and treatment, can promote teachers to devote themselves to education.
The school should establish a scientific management mechanism.	School management should adhere to the people-oriented management concept, establish and improve scientific and democratic management system, and play a leading, guiding and service role in the professional development of teachers. Before the formulation of policies and the implementation of reforms involving teachers' vital interests, should fully listen to the opinions and suggestions of teachers and staff, encourage and guide teachers to actively participate in school construction and management, and let teachers invest in education and teaching activities with a master's attitude and full enthusiasm.
The school should create a harmonious organizational atmosphere.	The school should create a democratic and equal working environment, with the help of cultural and sports activities, calligraphy and painting, photography, singing and dancing, recitation, fraternity, symposium, exchange meeting and other forms, it can promote the communication and cooperation between teachers, strengthen the emotional connection between teachers, form an organizational atmosphere of equality, democracy, openness, mutual trust and support, stimulate the enthusiasm and self-confidence of teachers, delight the body and mind, and release the pressure.
The school should pay attention to teachers' physical and mental health.	The school should attach great importance to teachers' physical and mental health, regularly organize teachers to carry out comprehensive health examination, establish teachers' personal health files, dynamically understand teachers' health status, and intervene in diseases as early as possible. The school should establish a scientific and perfect psychological consultation mechanism, and provide normal psychological consultation and guidance for teachers.
Teachers should	University teachers should cultivate healthy and scientific eating habits to ensure

improve their eating habits and living habits, and have a sense of health and health care.	balanced nutrition and reasonable structure. Work and life should be arranged reasonably, daily life should be regular, and sufficient rest and sleep should be ensured. University teachers should enhance health awareness and health care awareness, alternating movement and rest, combining work and rest, maintaining normal weight, and maintaining the normal body indicators.
Teachers should strengthen physical exercise and improve physical quality.	Scientific physical exercise can effectively alleviate and improve sub-health. Teachers can choose their own sports according to their physical conditions, interests, and objective conditions, and scientifically grasp the time, frequency and intensity of sports. Scientific physical exercise can effectively promote the functions of various organs of the body, relieve fatigue, release pressure, delight the mood, strengthen the physique and improve the immunity of the body.
Teachers should keep a positive attitude, improve the ability of psychological adjustment.	University teachers should set up correct outlook on life and values, and keep a healthy and positive attitude. In the face of heavy tasks, teachers should not only be devoted to their duties, but also learn to relax and decompress. University teachers should establish the consciousness of mental health care, improve the ability of mental adjustment, face the pressure with a positive attitude, and improve their self-confidence in the process of overcoming difficulties.
Teachers should expand the scope of social contact and establish a harmonious interpersonal relationship.	University teachers should learn the skills of communication with others, strive to expand the social circle, and build a harmonious interpersonal relationship with leaders, colleagues, students, relatives and friends. University teachers actively participate in social activities, gain the sense of belonging and identity of the group organization, and rely on the understanding, care, support and help of the group to resolve their own pressure.

5. Conclusion

The prosperity of the country, the rejuvenation of the nation and the development of education require a high-quality professional teacher team with noble morality, exquisite business, reasonable structure and full of vitality. Through the analysis of the sub-health symptoms of university teachers, the causes of the sub-health problems of university teachers are summarized, and the scientific and feasible measures to improve the sub-health of university teachers are put forward, which is of great significance to ensure the physical and mental health of university teachers, optimize the teaching staff, and realize the mission of university education.

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