

Agata Chudzicka-Czupala, Małgorzata
Chrupala-Pniak, Damian Grabowski
Poland

Why May Teachers Become Cynical at Work? Predictors of Organizational Cynicism Among Polish Teachers – Research Report

Abstract

The manuscript presents an exploratory study on the possible sources of organizational cynicism among Polish teachers. A sample of 157 teachers participated in the study. The results show that important positive predictors of organizational cynicism among teachers are continuance commitment and work-family conflict, whereas affective commitment is a negative predictor.

Keywords: *organizational cynicism, work-family conflict, family-work conflict, organizational commitment*

Introduction

Satisfaction with working conditions and engagement in professional work are among essential factors for the well-being of contemporary man. Numerous studies on the quality of working life highlight the importance of work satisfaction. At the same time, psychologists and educationalists point at disturbing phenomena in the teaching profession that probably result from a long-term stress. Aggravating conditions, as well as negative, conflicting or competitive relationships with others are supposed to be the culprits. Consequently, unwillingness to fulfill duties, falling motivation, lower self-esteem or worsening health can be observed. Studies on teachers from a few dozen countries showed that the most important outcome of stress that they experienced was occupational burnout (Billehoj, 2007). Moreover, the study results indicate that rising cynicism may stem from occupational