

The Effect of Job Demands and a Lack of Job Resources on South African Educators' Mental and Physical Resources

Deon Van Tonder¹ and Elsa Fourie²

*School of Educational Sciences, North-West University: Vaal Triangle Campus,
100 Hendrik van Eck Blvd, Vanderbijlpark, 1911, South Africa
E-mail: ¹<10482105@nwu.ac.za>; ²<elsa.fourie@nwu.ac.za>*

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ABSTRACT In this paper, the authors report on the perceptions of educators in the Further Education and Training (FET) band in the Sedibeng West District (D8) of the Gauteng Province regarding the effect of job demands (workload) and a lack of job resources on their mental and physical resources. Educational policy changes make it difficult for educators to cope. Many educators feel that their workload affects their health and personal lives. The contribution of the paper lies in an exploration of the Job Demands-Resource (JD-R) model at FET school level in South Africa and the recommendations made to assist educators to cope better with their increased workload.