Assignment #1: Summary of Articles

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 There are many steps that a researcher needs to take before starting out on the journey of carrying out research such as a dissertation for a doctoral degree. A doctoral researcher needs to be able to look at previous research and understand some important information for the research that is being analyzed. A researcher needs to be able to understand the purpose, research method, research design, sample, data collection instrument, and results of prior research before starting his or her research. Analyzing prior research can allow a researcher to identify a possible research gap that can be looked at and analyzed to help add literature to the field of study. Looking at prior research can also provide a doctoral researcher with ideas for how to carry out their research and collect data. Looking at the ten articles that have been used in the literature review resources and the 10 Strategic Points will allow the student to better prepare for carrying out the research needed for the doctoral degree.

 The research study carried out by Hammonds was completed in 2017 and used an inductive research method. The purpose of the research was to determine what strategies can be used by leadership within a school building to reduce teacher turnover. The research method that was used was a qualitative phenomenological research, and the design was to identify the experiences that leaders within the school had towards teacher retention (Hammonds, 2017). The sample size consisted of six school leaders that had been identified within small urban schools in Tennessee. The author decided upon using leaders within school districts because the author pointed out that there had not been much research carried out on leaders and what they have done to try and reduce the amount of teachers that leave the profession (Hammonds, 2017). The author went on to note that the participants were identified through a website that was maintained by the Tennessee Department of Education that identified leaders of different schools across the state of Tennessee (Hammonds, 2017). After the researcher identified possible participants for the study, the potential participants were contacted directly, were informed of the research, were asked if they would participate in the study, and were given a week to decide if they would take part in the study (Hammonds, 2017). Once the participants agreed to take part, the author started to collect data for the study. The data collection instrument that was used to carry out the research was done by using interviews to ask open ended questions of the participants. After the data was collected, the researcher wrote the answers down and then sent the information back to the participants to ensure that their answers were recorded correctly (Hammonds, 2017). The research showed that leaders who did indeed put programs in place to support educators had less turnover than those of leaders who did not put programs in place. The researcher also found that schools were able to have less turnover when school leaders took steps to try and identify issues that teachers are facing.

 The research that was carried out by Hammonds had two major limitations that were pointed out by the author, which also helped identify a gap in the student’s dissertation study. The gap that was identified is that the research was limited to the state of Tennessee and did not include any other states (Hammonds, 2017). This allowed the student to determine that South Carolina had not had an in-depth study on what can help reduce teacher turnover in that state. The second limitation is that the study did not include the views of teachers. This is a gap because the views that teachers have on turnover and what can be done could be different than what the views of school leadership are (Hammonds, 2017).

 The research study carried out by Bibi, Ahmad, & Majid was completed in 2018 and used a deductive method approach. The purpose of the research was to analyze how training, development, and supervisor support affect teacher retention within higher education (Bibi, Ahmad, & Majid, 2018). The research method that was used was a quantitative design that employed a questionnaire that participants had to complete and rate the questions on a seven point scale (Bibi, Ahmad, & Majid, 2018). The sample that was used was composed of 250 faculty members of higher education. The researchers originally sent out 380 total questionnaires; however, 270 were returned, and of those returned only 250 were deemed useable for the study at hand (Bibi, Ahmad, & Majid, 2018). The data was collected via a questionnaire that was 27 items in length, and participants had to answer the questions on a rating scale from 1 which was strongly disagree to 7 being strongly agree (Bibi, Ahmad, & Majid, 2018). The data that was collected was analyzed by Smart PLS version 2.0 (Bibi, Ahmad, & Majid, 2018). The results of the study showed that educators who had more training and development were less likely to look at leaving the teaching profession (Bibi, Ahmad, & Majid, 2018). The researchers also found that educators who felt like they had more support from their leaders were less likely to leave the teaching profession (Bibi, Ahmad, & Majid, 2018).

 The research that was carried out by Bibi, Ahmad, & Majid had two major limitations that helped identify a gap in the research that was conducted. The first limitation was that the research was only based upon respondents in Pakistan. The second limitation was the data was collected from people within the college setting and not a middle or high school setting. Both of these limitations helped the student understand that there was a gap on what can help reduce turnover of educators within the United States at the middle and high school level.

 The research study that was carried out by Covella, McCarthy, Kaifi, & Cocoran that was published in 2017 employed a deductive method approach to the research. The purpose of the research was to look at the importance of a leader’s role within an organization on the employees within the organization (Covella, McCarthy, Kaifi, & Cocoran, 2017). The authors wanted to see what roles leaders played in employees staying and moving up within the company or wanting to leave the company for which they work. The research method that the authors used was a quantitative method that employed the use of a questionnaire that was composed of 30 questions (Covella, McCarthy, Kaifi, & Cocoran, 2017). The participants had to pick a choice between 1 strongly disagree up to 7 being strongly agree. The sample consisted of 402 respondents who answered the questioners through Amazon Mechanical Turk (Covella, McCarthy, Kaifi, & Cocoran, 2017). The data collection instrument that was employed in the study was a questionnaire that was 30 questions in length that was scored using a 7 point Likert scale. The results of the study showed that leaders who had good working relationships had less turnover than that of leaders who did not have a good relationship in place (Covella, McCarthy, Kaifi, & Cocoran, 2017). The authors of the study found that employees who feel like they don’t trust their leaders or feel unsupported are more likely to leave an organization (Covella, McCarthy, Kaifi, & Cocoran, 2017).

 A limitation of this study that helped identify the gap for the student is that the research was centered on data from the business sector and not the educational sector (Covella, McCarthy, Kaifi, & Cocoran, 2017). This is a gap due to the fact that the reason why educators might want to leave a position might be different than that of someone within the business sector. Carrying out research in the education field that looks at the leadership’s role in retention rates is needed, and this study just shows that leadership roles is important in other sectors.

 The research carried out by Papay, Bacher-Hicks, Page, & Marinell that was published in 2017 employed a deductive approach. The purpose of the study was to look at the true extent of teacher turnover in a large urban school district and determine if it really is a concern that needs to be looked into by schools and states (Papay, Bacher-Hicks, Page, Marinell, 2017). The research method that was used was a quantitative longitudinal data set. The research method that was used was analyzing data that was collected from 16 urban schools from seven states within the United States (Papay, Bacher-Hicks, Page, & Marinell, 2017). The sample that was used was from 16 urban schools located across many different states. The data collection instrument that was used was the researchers gathering data from 16 urban schools through the Data Collection Project that collects data from school districts all across the country (Papay, Bacher-Hicks, Page, & Marinell, 2017). The results showed that thirteen percent of all teachers leave their school district each year (Papay, Bacher-Hicks, Page, & Marinell, 2017). The authors also found that a total of fifty-five percent of all teachers leave the profession within their first five years of teaching (Papay, Bacher-Hicks, Page, & Marinell, 2017).

 The research that was carried out by Papay, Bacher-Hicks, Page, & Marinell helped the student determine that there is an issue of teachers leaving the profession. Not only is there an issue of teachers leaving within the first five years, but even tenured teachers are leaving the profession each year (Papay, Bacher-Hicks, Page, & Marinell, 2017). This research helped the student determine that there is a gap in the literature on what is causing teachers to want to leave the profession as the research in question did not look at the reasons as to why teachers are leaving the education profession.

 The research by Dupriez, Delvaux, & Lothaire that was published in 2016 employed a deductive approach. The purpose of the study was to analyze new teachers and identify the causes that might make them leave the teaching profession (Dupriez, Delvaux, & Lothaire, 2016). The research method that was used was a quantitative longitudinal data set. The research method that was used analyzed data on 19,196 teachers in a Belgium database on educators (Dupriez, Delvaux, & Lothaire, 2016). The sample that was used was looking at new teachers who have been hired out of the 19,106 teachers in the database. The data collection instrument that was used was a database that Belgium keeps on all of the educators within the country (Dupriez, Delvaux, & Lothaire, 2016). The authors found in their study that educators who have a higher level of education such as a master’s degree or higher are more likely to leave the education field within the first year of teaching. The authors also found that educators were more likely to leave within their first years of teaching if they felt like their school was difficult to work at or considered challenging (Dupriez, Delvaux, & Lothaire, 2016).

 A significant limitation to the research carried out by Dupriez, Delvaux, & Lothaire is that it was limited to teachers in Belgium. This study helped the student determine that there is a need for more research carried out in the United States on teacher retention. The research in question noted that the higher qualifications that a teacher has leads to them being more likely to leave the profession (Dupriez, Delvaux, & Lothaire, 2016). As a result of this, the student will investigate in their dissertation if the level of education that teachers have makes them more likely to want to leave the teaching profession as compared to someone who has less qualifications or education. This research showed that there has not been much research done in the United States in regards to education level and retention rates of teachers.

 The research that was carried out by Abazaoglu and Aztekin that was published in 2016 employed a deductive approach. The purpose of the study was to see if a teacher’s morale and motivation have a positive relationship in regards to academic achievements of 8th grade students (Abazaoglu & Aztekin, 2016). The research method that was used was a survey model that employed the use of “descriptive statistics and hierarchical linear modeling in order to study the effects of the morale and motivation qualities of the sciences and mathematics teachers on the academic achievement of students in sciences and mathematics” (Abazaoglu & Aztekin, 2016, p. 2608). The sample that was used for this study was students from the 8th grade and teachers from both science and math domains who worked in the countries of Singapore, Japan, Finland, and Turkey. The data collection instruments that were used were TIMSS 2011 and PISA 2012 which have monitored data on student performance and teacher morale for the countries involved. The results of the study were that students with more engaged and motivated teachers were more likely to score higher on their assessments. Students who had teachers who were not motivated were more likely to have a lower score.

 A limitation to the research by Abazaoglu, & Aztekin, in2016 was that it centered on teachers and students in Singapore, Japan, Finland, and Turkey. This research helped the student recognize that there is a research gap to examine whether similar findings would occur with teachers in the United States. The research also helped the student determine that there is a need for teachers to be kept motivated in the classroom setting. This research found that if teachers are motivated, then they are more likely to have students whose scores are higher and will better understand the material that is being taught to them. If a teacher loses motivation in the classroom, then it could lead to educators wanting to leave the classroom setting. This study did not look at teacher retention or for teachers who left the field and the results of the students who had a teacher who left the classroom setting at the end of the school year. This is a gap in the study and one that caused the student to consider adding a question on the survey about student performance and motivation towards the teaching career.

 The research that was carried out by Beynon, Jones, Pickernell, & Packham that was published in 2015 employed a deductive approach to the research. The purpose of this study was to look at and analyze if the amount of training that small and medium size companies offer and give to associates helps reduce employee turnover. The research method that was carried out was a quantitative research method that was used to gather data. The research design consisted of a survey that used a Likert Scale for respondents to answer the survey on certain criteria on training options and employee retention rates (Beynon, Jones, Pickernell, & Packham, 2015). The sample that was used were members of the Federation of Small Businesses that are sent out the same survey on a bi-annual basis on issues within their business that the organization can try to help address (Beynon, Jones, Pickernell, & Packham, 2015). The data collection instrument that was used was a survey that used a Likert Scale that was sent bi-annually to members of the Federation of Small Businesses (Beynon, Jones, Pickernell, & Packham, 2015). The researchers found in their study that employees who are trained with a hands-on approach are more likely to stay within the profession (Beynon, Jones, Pickernell, & Packham, 2015). The authors also found that employees who had distance learning training or training outside of the workforce were more likely to leave an organization (Beynon, Jones, Pickernell, & Packham, 2015).

 The research that was carried out by Beynon, Jones, Pickernell, & Packham helped the student determine that looking at the amount of training and how the training is provided is indeed an issue that needs to be investigated within the education field. This study has allowed the student to ask questions in the interviews with the participants about how trainings are conducted and whether they have an impact on their desire to stay or leave the teaching profession. The student investigate whether teachers who are trained in certain ways or given hands-on training are less likely to leave the teaching profession.

 The research that was carried out by Bowen, Marx, Williams, & Napoleon Jr and published in 2017 employed a deductive approach . The purpose of the study was to statistically analyze how educators who are new to teaching math, science, and career and technical education “perceive their classroom control and influence over school policy” (Bowen, Marx, Williams, & Napoleon Jr. 2017). The research method that was used was a quantitative design that used descriptive statistics. The design that was used was a survey that used a Likert Scale rating system between 1 through 5 that respondents rated the questions on (Bowen, Marx, Williams, & Napoleon Jr. 2017). The sample that was used in the research was 27,480 science teachers, 41,380 math teachers, and 19,190 career and technical education teachers. The data collection instrument was a survey that is called the Schools and Staffing Survey: Teachers Questionnaire that uses a Likert Scale for respondents to complete (Bowen, Marx, Williams, & Napoleon Jr. 2017). The researchers found in their study that career and technical education teachers were more likely to feel like they have better classroom control and more input on school policies issues. Math and science teachers were found to have less classroom control and input on school policies.

 The research that was carried out by Bowen, Marx, Williams, & Napoleon Jr. did help the student in developing the study that is going to be carried out for the dissertation. The reason is because the authors of this study recommended that future research be carried out to see if teachers who felt like they had less control in the classroom and not much input on school policies are more likely to leave the teaching profession. As a result of this, the student has decided to include a question on the interview and questionnaire that will be given about how teachers feel about their classroom control and the level that they play on school policies. By doing this there is the possibility to see if teachers that have bad classroom control are more likely to look at leaving the teaching profession.

 The research by Celik that was published in 2018 employed a deductive approach to the research. The purpose of the research was to “examine the effects of psychological capital on workplace stress and turnover intention, and to reveal the mediation of workplace stress on the relationship between the psychological capital level of employees and turnover intention” (Celik, 2018, p. 67). The research method that was used for the study was a quantitative method. The research design was the use of surveys that were given to the participants. The sample that was used was 719 individuals from three different hotels in Antalya, Turkey (Celik, 2018). The data collection instrument that was used was a survey that used a Likert Scale with a rating of 1 being strongly disagree to 5 being strongly agree (Celik, 2018). The researcher for this study found that employees who were stressed were more likely to look for other jobs (Celik, 2018). The author suggested that companies should consider taking steps that could help reduce stress for employees who work for the company. Doing so could help reduce employee turnover.

 The research that was carried out by Celik did help the student in their dissertation planning. The student looked at this study and noticed that the study concentrated on the services industry and not the education industry. However, this study is relevant because there has not been much research on if stress is one of the factors that causes educators to leave the profession or consider leaving the profession. This study has given insight on how to plan the research and to include some questions about stress levels in the study that will be conducted by the doctoral student. It has also allowed the student to determine that stress is an issue that needs to be included on the research that will be carried out. Doing so could provide insight into what can be done to help reduce turnover for teachers within the field of education.

 The research that was carried out by Faremi that was published in 2017 employed a deductive approach. The purpose of this study was to look at and analyze if there is a “relationship between teacher retention and job security among private secondary schools in Osun State” (Faremi, 2017, p. 284). The research method that was carried out was a quantitative research method that employed the use of descriptive statistics to analyze the data that was collected (Faremi, 2017). The research design that was used was the use of surveys that respondents completed to gather the data and then analyze the data. The sample that was used for the study was 200 respondents, with 10 of the respondents being principals, and 190 of the respondents being teachers in ten different schools in Nigeria (Faremi, 2017). The data collection instrument was a survey that was a questionnaire using a 5 point Likert scale rating for respondents to complete (Faremi, 2017). The name of the survey was the Teacher Retention and Job Security in Private Secondary Schools and included five sections for the respondents to complete. The researcher in the study found that employees who were more stressed admitted to looking for other jobs (Faremi, 2017). The researcher also found that teachers who felt like they did not have the proper resources to teach their class were more likely to be more stressed and to be considering leaving the profession.

 The research that was carried out by Faremi helped the student determine what needs to be looked at in the dissertation study. Faremi (2017) noted that one issue that has caused teachers to consider leaving the profession is the lack of resources. After looking for relevant research that was carried out in the United States on this topic, the student found that there was not any research on it. As a result, there is a gap in the research on if teachers in the United States who feel like they don’t have the proper resources in place are more likely to leave the teaching profession. The student plans to incorporate some questions in the interviews and surveys that will be carried out to include questioning along the lines of resources and if not having them causes educators to want to leave the profession.

 As a doctoral student who is preparing for their dissertation, it is important to understand that there are many steps in place that need to be taken care of in order to be successful in writing and carrying out the research. A doctoral student needs to be able to look at previous research and identify any gaps that could be analyzed to help add to the field of study. A doctoral student who can identify gaps will be able to prepare for the research better and ensure that research is being carried out that is needed for the field of study. If a doctoral student is not able to identify a gap, then it is possible that there is not a need to study the topic that is being considered. However, in the case presented there is a need to analyze teacher retention and what is causing educators to leave the profession in the state of South Carolina.

**References**

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