Necessity Research on Vocational Delay of Gratification of PE Teachers in Rural Primary Schools

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Abstract. Vocational Delay of Gratification (VDOG) has become a focus of psychology, management and business circle. However, current researches on VDOG mainly focus on business circle and nursing circle, and the researches on VDOG of teachers are very deficient. Domestic and overseas researches on positive effect of VDOG were analyzed in this paper. In combination of current situations of PE teachers in rural primary schools, the important significance for the research on VDOG of PE teachers in rural primary schools was discussed to provide theoretical support for the research on VDOG of PE teachers in rural primary schools and promote reform and development of PE and education cause of rural primary schools in China.

Introduction

Since 1990s, the research on delay of gratification has gradually extended to broader objects and fields. Domestic and overseas scholars have conducted beneficial theoretical discussion and empirical study in such aspects as research paradigm, psychological mechanism, influencing factors and cross-cultural comparison [1]. But such researches mainly concentrate on the field of developmental psychology [2-3]. As the research on delay of gratification goes deep, this concept is gradually introduced in the occupational field. Delay of gratification in the occupational field is VDOG. VDOG refers to self-regulation ability of individuals who willingly give up immediate gratification opportunities non-beneficial to current work such as rest, entertainment or impulsive action for a series of more valuable long-term results such as better completing the task, gaining more profits and reaching a higher occupational goal [4]. As a very important topic for our career development, VDOG can explain the reason why those with equal knowledge level, ability and quality gain widely divergent results in the occupational field after career development for many years. However, VDOG is also an important task which is neglected. Currently, the research on VDOG just starts, but it also attracts the attention of academic circle. Scholars conducted a series of researches and have obtained some achievements. In recent years, VDOG has gradually become a focus of psychology, management and business circle. Scholars have carried out in-depth mining of positive effect of VDOG.

Positive Effect of VDOG

Influence of VDOG on Job Satisfaction

VDOG will influence employees’ emotional experience of work. Some scholars conducted discussions by taking enterprise employees for example. Liu [4] et al. chose 321 enterprise employees as the object of study to discuss the influence of staff career management on occupational commitment and job satisfaction as well as the intermediary function of VDOG. It is found that, the correlation coefficient between VDOG and job satisfaction is 0.50 (p<0.01). The structural equation model also indicates VDOG has positive effect on occupational commitment and job satisfaction. Kang [5] designed an VDOG questionnaire including 3 dimensions (job delay of gratification, VDOG and perdurability) and 12 items, and chose enterprise employees as the object for study. The
result shows that the 3 dimensions of VDOG are positively correlated to job satisfaction. Xie [6] investigated 320 post-80s enterprise employees. The result indicates that VDOG not just has positive prediction effect on job satisfaction ($r=0.513$), but also plays an intermediary function in the relation between achievement motivation and job satisfaction. Wen [7] investigated and analyzed the employees of overseas-funded enterprises and found that VDOG could positively predict job satisfaction. Some other researchers chose nurses as the object. Yu [8] studied 100 registered nurses in a hospital of Zhejiang Province and found that the correlation between 2 dimensions of VDOG and job satisfaction is 0.34 and 0.42, respectively. This result is consistent with that of Luo [9]. Luo adopted the scale to conduct questionnaire survey of 251 nurses from 4 Class 3 comprehensive hospitals. The result shows that, VDOG is positively correlated to nurses’ job satisfaction ($r=0.43$). The result of intermediary effect analysis indicates that VDOG plays an intermediary role in the relationship between self-efficacy and job satisfaction. Therefore, properly promoting VDOG can enhance nurses’ job satisfaction. Li [10] discussed the relationship between VDOG and job satisfaction of grassroots civil servants. The result displays VDOG and job satisfaction of grassroots civil servants present significant positive correlation.

### Influence of VDOG on Job Involvement

There are also some researches on the influence of VDOG on job involvement. Wang [11] chose 650 enterprise employees as the object to analyze the relationship between VDOG and job involvement. It is found that, the correlation coefficient between total points of VDOG and job involvement, and three factors (vigor, dedication and concentration) is above 0.30, and there is significant positive correlation. This result indicates that VDOG has close relations with job involvement (vigor, dedication and concentration), and that VDOG can effectively and positively predict job involvement. Thus, enhancing VDOG tendency of employees has very strong practical significance for individual career development. Wo [12] surveyed 400 employees of state-owned and private enterprises in Changchun, and analyzed the relationship between VDOG and job involvement. The result shows that, the correlation of job delay factor with total points of job involvement, vigor, dedication and concentration is 0.63, 0.58, 0.60 and 0.58 respectively; the correlation of career delay factor with total points of job involvement, vigor, dedication and concentration is 0.57, 0.52, 0.57 and 0.49 respectively; the correlation of VDOG factor with total points of job involvement, vigor, dedication and concentration is 0.66, 0.61, 0.65 and 0.59. This indicates 3 dimensions of VDOG have significant positive correlation with total points of job involvement and its three dimensions. VDOG can effectively predict job involvement.

### Influence of VDOG on Job Performance

At present, a focus problem in VDOG research field is the relation between VDOG and job performance. Researchers have conducted a series of researches. Existing researches indicate VDOG has close relationship with job performance, which also gives more theoretical value and practical significance to VDOG researches. In the discussions on the relationship between VDOG and job performance, most researchers gain the basically consistent conclusions. In other words, they consistently believe VDOG has positive effect on job performance.

Miller et al. [13] conducted comparative study through self-made multi-dimensional work ethics questionnaire. The result shows that those with high delay of gratification have more outstanding job performance than those with low delay of gratification. Sun [14] conducted questionnaire survey for 545 enterprise employees and also drew such conclusion that VDOG has significant positive prediction effect on job performance. The research result of Jia [15] indicates that, VDOG can significantly and positively predict individual job performance, and the individuals with strong VDOG tendency have higher job performance. The individuals preferring to delay of gratification will have higher job involvement, so they can more easily gain higher job performance. This is because the individuals with strong VDOG tendency are willing to spent more time and energy in work for long-term development. In general, more job involvement, more output. Thus, higher job performance will be brought. Zhao [16] investigated enterprise employees, and the result also
indicates that, VDOG has obvious prediction effect on job performance. Zhang [17] found VDOG of civil servants have significant positive correlativity with total points of job performance and each factor. VDOG of civil servants can predict and explain 35.8% of job performance. Li [10] also chose grassroots civil servants as the samples to explore the relation between VDOG and job involvement. The result shows VDOG has positive prediction effect on job involvement of grassroots civil servants.

In one word, the influence of VDOG on job performance has been consistently approved in the academic circle, but only knowledge employees, enterprise employees and civil servants were used as the samples for discussions. The applicability of this prediction effect in other fields is still unknown. Thus, the effect of VDOG in different fields still needs to be further studied and explored.

**Influence of VDOG on Occupational Commitment**

Occupational commitment is a very important variable of occupational psychology. The relation between VDOG and occupational commitment is also a focus. Although there are just a few researches on the relation between VDOG and occupational commitment, it is basically believed that the two have positive correlation. Liu et al. [4] studied 321 enterprise employees and found the correlation between VDOG and occupational commitment reaches 0.41 (p<0.01). The structural equation model also shows the positive effect of VDOG on occupational commitment. Wo [12] surveyed 400 employees of state-owned and private enterprises in Changchun, and analyzed the relationship between VDOG and job involvement. The result shows that, significant positive correlation mostly exists between 3 dimensions of VDOG, and total points of occupational commitment and 4 dimensions. VDOG can effectively predict occupational commitment of enterprise employees.

**Influence of VDOG on Other Aspects**

VDOG has positive effect not just on job satisfaction, job involvement, job performance and occupational commitment, but also on negative emotion, engagement, occupational success, and career self-management, etc. Liu et al. [18] discussed the relationship of VDOG with anxiety and depression. The data show anxiety is negatively correlated to gratification process, gratification peculiarity and total points of delay of gratification; depression presents significantly negative correlation with gratification process, gratification peculiarity and total points of delay of gratification; total points of VDOG have significant prediction effect on anxiety and depression variables. Zhao [19] analyzed the questionnaires for 807 staffs of new generation. The result indicates that, VDOG has significant influence on engagement of staffs of new generation. The research of Chen [2] indicates that, VDOG has significant positive prediction effect on occupational success (including occupational satisfaction and occupational competitiveness). The research of Wang [21] supports this conclusion. Kang [5], Hu [22] and Chen [20] found VDOG has significant positive prediction effect on career self-management (including occupational exploration, career planning, work concentration and extended management).

**VDOG of PE Teachers in Rural Primary Schools**

In the report of the 19th Session of National Congress of the Communist Party of China, General Secretary Xi Jinping explicitly indicated that “it is required to give the priority to education and pay great attention to compulsory education in rural areas”. Teachers in rural areas of China play a vital role in reforming China’s rural education, improving national quality and developing rural social economy. The statistical data of 2016 Report on Rural Education Development in China show that, as of 2015, there were 283560 primary schools, including 200199 rural primary schools (accounting for 70.6%) [24]. The official data of Ministry of Education in 2015 show there are 3.3 million of teachers in rural areas of China [25]. Relative to the number of students in rural areas, the number of teachers in rural areas is still short. Besides, resignation or work transfer of teachers is very common in rural areas of China [26]. The survey shows that, during 2010-2013, the number of teachers in rural areas of China decreased by 1425100. The loss rate of teachers in rural areas reached 30% only within 3
years [26]. PE teachers in rural areas are the executors of PE work in rural schools, and also professional personnel of PE teaching in rural schools. So, they play a very important role for rural students to develop good physical training habits and form lifelong PE awareness. However, some bad phenomena exist to PE teachers of rural primary schools: they are unwilling to go to rural areas; rural primary schools cannot retain PE teachers; they cannot teach students well [27]. These hinder the development of PE cause of rural schools. In recent years, researchers have conducted some beneficial discussion on cultivation, training, team building and specialty development of PE teachers in rural primary schools [28] to explore the ways to promote the development of PE teachers in rural primary schools.

Conclusions

It is good time to study VDOG of PE teachers in rural primary schools. The research has important significance for improving career management and occupational development of PE teachers in rural primary schools, and promoting PE cause and education cause of rural schools.

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References


