



## **Redesigning Pedagogy International Conference 2022**

### **Social support as an engaged behavior of teaching – a self-determination theory perspective**

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Traditionally, teachers' skills and competencies may be the main concerns of school managers. The changing view of education has turned researchers to study the internal factor of teachers to account for teaching behavior that benefits learners. Work engagement (WE), as an affective and motivational state characterised by vigor, dedication, and absorption (Bakker et al., 2008), is considered a crucial factor that underlines teachers' social support giving behavior. Based on self-determination theory (SDT), this two-part, mixed-method study investigates the mediating role of WE in affecting the relationships between basic psychological need satisfaction at work (autonomy, competence, and relatedness) (BPNW) and teachers' social support (SS) on students, and teachers' social support behaviour. The path analysis results based on a survey of 309 Hong Kong secondary showed that a) WE fully and significantly mediates the relationship between Autonomy and teachers' SS on students, b) WE partially and significantly mediates the relationships between Competence and teachers' SS, c) No statistically significant mediating effect between Relatedness and teachers' SS through WE. The first-part study concludes that WE is an important mediating factor that can benefit school development, while autonomy and competence are conditions that promote WE. A qualitative study based on interviews with twenty-three teachers forms the second-part study. Content analysis with the aid of N'vivo suggests that social support is featured by teachers' metacognitive teaching and interpersonal involvement with students inside and outside of the classroom. Support for learners to pursue a good life is the common teaching goals of the teachers, which support learners' growth in an all round way. Implications are suggested to cultivate teachers' WE as a long-term strategy for school management as it is vital to student learning and school development.

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