

# Through the Eyes of the Novice Teacher: Perceptions of Workload and Teacher' Self- Efficacy

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[https://doi.org/10.35609/gcbssproceeding.2025.1\(136\)](https://doi.org/10.35609/gcbssproceeding.2025.1(136))

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## ABSTRACT

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Teaching is an ongoing and dynamic process, and for novice teachers it is an on-the -job training that includes lot of preparations. Teachers' workload has a direct impact on the teaching-learning process. The study linked novice teachers' workload to their self-efficacy. Researchers in education have identified the various challenges that are encountered by novice teachers during their practice teaching, such as heavy workload and classroom management. Therefore, workload responsibilities encompass curriculum design, learner engagement, classroom management, and continuous assessment. Furthermore, managing greater workload would have an impact on NTs' effectiveness in the classroom. Teachers often experienced work-related pressures that impacted task management. In addition, the long hours and a heavy workload lead teachers to succumb to teacher burnout. Research has shown that excessive workloads can have a detrimental influence on teaching quality, learner learning experience. The context in which teachers teach influences how their self-efficacy is measured. Teachers' professional knowledge, skills, specialization areas, and experiences impact their perception of educational quality. Heavy workload on novice teachers can negatively impact their performance in their classroom. Therefore, this study will explore the perceptions of the novice teachers regarding their workload and its effect on their self-efficacy. High workloads can cause teacher burnout, negatively impacting their health and well-being in the long run

JEL Codes:

**Keywords:** *novice teachers, workload, teacher' self efficacy.*