



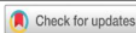
Understanding What Makes Teaching Meaningful: A Systematic Literature Review of Antecedents and Determinants of Meaningful Work in Education

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ABSTRACT

Objective: Meaningful work is an essential aspect of teachers that can be influential in improving the quality of education; therefore, this study aimed to identify antecedent factors and determinants of meaningful work in teachers. **Method:** This study used a systematic literature review to examine the variables that can be antecedents and determinants of meaningful work. **Results:** Based on the literature studies that have been conducted, it is known that variables such as calling orientation, work role fit, workplace attachment, coworker relations, job design, altruistic behavior, authentic leadership, job crafting, and perceptions of organizational identification can be antecedent factors of meaningful work of teachers. Meaningful work can determine variables such as work attitude, teacher-student relationships, work engagement, burnout, resilience, self-rated health, intention to leave, corrosion at the character level, and organizational commitment. **Novelty:** This study thoroughly examines the antecedents and determinants of teachers' meaningful work variables, which, other yet to behave, need to be more widely researched.

INTRODUCTION

Teaching is a scientific process involving communication, content, and student feedback. Teaching refers to conveying knowledge, skills, or values to students. It is an interactive process that involves student self-development (Hufnagel & Spraul, 2023). The final target of the teaching process is a positive transformation in students' knowledge, skills, and attitudes (Rajagopalan, 2019). Teachers have a significant role in education and directing, and teachers are also expected to be figures who can survive in various conditions (Mulyana et al., 2022). However, the teaching process is certainly dynamic. Various dynamics will be found during the teaching process, whether unexpected changes, challenges, or obstacles. Teachers' competence is essential in education; therefore, the role of meaningful work is necessary for each teacher.

Meaningful work can be defined as an individual's perception that their work has a purpose and significance and contributes to something greater than themselves. Meaningful work is a level that shows the extent to which an individual feels. That their work is generally meaningful, valuable, and beneficial to them (Hackman & Oldman, 1976). This implies that the meaning of each individual is subjective and varies

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