

From Overwhelm to Success: Empowering Educational Personnel with Microlearning and Self-Paced Training to Maximize Performance and Avoid Burnout

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Abstract: This study investigates how self-paced training and microlearning can empower teachers, improve their output, and keep them from burning out. The heavy workloads and high levels of stress that teachers and administrators, commonly experience can negatively impact their general well-being and capacity to perform their professions efficiently. This study explores the possibility of self-paced training and microlearning as tools to empower educational personnel to solve these issues. The distribution of brief, bite-sized learning modules that concentrate on particular subjects or abilities is referred to as microlearning. Due to the modules' quick completion times and ease of access, educators can accommodate learning into their already hectic schedules. Self-paced training gives people the freedom to learn at their own pace and customizes and adapts their learning process. Through the use of self-paced training and microlearning, educational staff members can acquire critical knowledge and skills in a convenient and customized way. Furthermore, by enabling educators to prioritize their professional growth and manage their workload, these training methods can assist in avoiding burnout in the classroom. The study will also investigate the possible obstacles and difficulties that educators may encounter while introducing microlearning and self-paced training. To sum up, self-paced training and microlearning have the power to completely change how educators acquire knowledge and grow as professionals. Teachers can enhance their performance, knowledge, and skills by implementing these tactics, which will help students and the educational system as a whole.

Keywords: Burnout Prevention, Educational Personnel, Microlearning, Performance Enhancement, Self-Paced Training

A. Introduction

Teachers encounter a variety of difficulties in the fast-paced educational environment of today, which can cause emotions of being overwhelmed. Students' well-being may suffer as a result of the stress of overseeing classes, fulfilling curriculum standards,

and attending to the needs of each student. Through the use of self-paced training and microlearning, educators can get the abilities and information needed to successfully manage these obstacles, enhance their work, and avoid burnout. Microlearning is the process of dividing a curriculum into manageable, bite-sized learning modules that are quick to read and comprehend (Allela, 2021; Shail, 2019). In contrast, this method avoids the long, traditional training sessions that can be intimidating and hard to remember. Microlearning helps educational staff to fit training into their busy schedules and learn at their own pace by giving them clear, succinct and targeted learning resources (Torgerson & Iannone, 2019). This flexibility encourages teachers to take charge of their professional growth by giving them a sense of independence and ownership over their students' educational journeys.

Microlearning and self-paced training go hand in hand because they both let teachers select their learning objectives and go at their own pace (Kapp & Defelice, 2019; Allela, 2021). This customized approach acknowledges the distinct strengths, weaknesses, and learning styles of each educator. Teachers can enhance their learning outcomes and feel more confident in their abilities by customizing their training to meet their unique needs (Gamrat et al., 2014). Teachers can also study and repeat topics as needed via self-paced training, which strengthens their comprehension and increases their confidence.

Microlearning and self-paced training provide educational staff with numerous advantages (Talyor & Hung, 2022; Waldia et al., 2023). The first benefit is that it helps teachers keep abreast of the newest innovations in technology, teaching approaches, and instructional tactics. Education professionals can improve their efficacy as teachers and adjust to the changing needs of education by consistently learning new things. This enhances their professional development and job happiness in addition to helping their students. Second, the risk of burnout is reduced by self-paced training and microlearning. These methods reduce stress and avoid burnout by giving educators the instruments and resources they require to manage their workload (Hickey, 2021; Spengler, 2023). Teachers don't have to feel overburdened by extra responsibilities to prioritize their professional growth. Improvements in overall well-being and work performance follow from this.

Teachers frequently face a range of challenges. These challenges, which can be overwhelming, may have a substantial influence on their performance and general well-being. The ongoing pressure to accommodate the various demands of learners is one of the primary problems. To accommodate students with varying learning styles, aptitudes, and backgrounds, educators must adapt their lesson plans and instructional tools accordingly. This can be quite time-consuming and mentally exhausting, especially in big classrooms with limited resources. The lack of resources for instructors is another issue. Many schools struggle financially, which limits their access to professional development opportunities, state-of-the-art technology, and

contemporary teaching resources. Teachers are burdened with an even heavier workload to conduct their independent research to find content.

Furthermore, educational staff personnel frequently go unappreciated for their hard work. Teaching is a demanding profession that calls for extensive planning, marking, and classroom management (Grigg, 2014). Nonetheless, society does not always value or recognize the work that educators do. This lack of recognition can lead to feelings of discontent, demotivation, and burnout in teachers. Teachers now face new obstacles as a result of the evolving nature of education (Pobiner, 2016; Sanders & Ngxola, 2009). They need to be up to date on the newest curriculum changes, the best ways to teach, and educational legislation. This calls for a commitment to lifelong learning and continuous professional development.

Microlearning and self-paced training can be very helpful in empowering teachers and addressing these issues (Allela et al., 2023). Microlearning is the process of reducing difficult ideas into small, easily understood pieces that are retained by students. Teachers no longer have to worry about finishing protracted training sessions, and they have easy access to pertinent data and tools. With self-paced training, educators can study at their own pace while taking their learning preferences and learning styles into account. This flexibility lessens the stress and time constraints associated with traditional training approaches by allowing instructors to incorporate professional development into their hectic schedules. To boost productivity and reduce burnout, give staff members in schools and other educational institutions self-paced training opportunities and microlearning. With the help of these strategies, educators can consistently improve their knowledge and abilities while feeling empowered and autonomous about their professional growth.

B. Methods

An extensive literature study forms the foundation of the research methodology used. To gain knowledge on equipping teachers with self-paced training and microlearning, the writers have read a great deal of pertinent books, research papers, and academic articles. The difficulties that educators encounter and the possible advantages of self-paced training and microlearning in overcoming those difficulties are better understood.

C. Results and Discussion

The Need for Empowerment in Education

Providing self-paced training and microlearning to educational staff is essential to increasing their productivity and avoiding burnout (Allea, 2021; Margol, 2014). Institutions of higher learning must invest in empowering their staff and giving them the tools and resources, they need to be successful. Teachers may succeed in their

careers and give their students excellent instruction by keeping up to date, increasing job happiness, encouraging a culture of continuous improvement, and supporting work-life balance (Kutsyuruba et al., 2019; Adams, 2013). For several reasons, it is crucial to empower educational staff. Primarily, it allows them to remain current with the newest research, technologies, and teaching approaches. To give their learners the finest learning opportunities, educators must adjust to the rapidly changing nature of the education sector. Giving them access to self-paced training and microlearning would enable them to consistently improve their teaching techniques and upskill by giving them bite-sized, pertinent material whenever it's convenient for them.

Second, empowering educators boosts their morale and contentment at work. Teachers are more likely to love their profession and be inspired to have a positive influence on their student's lives when they feel supported and have access to the resources they need (Day et al., 2007; Reeve, 2009). Higher retention rates and a more stable learning environment follow from this. Additionally, empowering teachers promotes a continuous development culture. Teachers can evaluate their methods, pinpoint areas for improvement, and put successful plans into action by participating in self-paced training and microlearning. This culture of continual professional growth helps teachers individually and raises the standard of instruction that learners receive in general.

Moreover, offering instructors options for microlearning and self-paced training may assist in preventing burnout (Aella et al., 2020). Teachers often deal with a lot of emotional, mental, and pressure demands. Individualized and flexible learning options can help people manage their time better, feel less stressed, and maintain a good work-life balance (Lazar et al., 2010; Dizaho et al., 2017). This improves their mental health and prevents burnout, allowing them to continue giving their children an excellent education. To maximize the effectiveness of educator empowerment, it is imperative to provide educators with self-paced training and microlearning settings that are simple to navigate (Allela et al., 2020). These platforms should provide an extensive library of educational resources, such as articles, videos, and interactive modules, to support a range of learning styles and teaching philosophies. The learning process can be strengthened and enhanced by the regular direction and assistance of mentors or coaches.

The performance and general well-being of educational staff members are negatively impacted by excessive workloads and stress levels (Pace et al., 2021; Benevene et al., 2020; Viac & Fraser, 2020). This may result in a drop in the standard of instruction given to learners and a rise in staff turnover. First of all, educators' reduced productivity and effectiveness are a result of overwhelm and burnout. Teachers and other educators may find it difficult to effectively manage their time and prioritize their activities when they are overburdened with work. This may cause delays in class

planning, grading, and giving students their feedback on time. This could hurt student engagement and instruction quality.

Moreover, a decline in the emotional health of educators might result from overload and burnout (Chang, 2009; Jacobson, 2016; Puertas Molero et al., 2019; Ghanizadeh & Jahedizadeh, 2015). High expectations, continuous pressure, and long hours might be detrimental to their mental health. This may show itself as fatigue, agitation, or a lack of drive. It is difficult for teachers to connect with learners and foster a healthy learning environment when they are emotionally spent. Learners may become disengaged and less productive in the classroom if they think that their teacher is under stress. Overwhelming and burnout can have detrimental effects on educators in addition to raising personnel turnover rates in the education industry. Educational staff members may look for chances in other professions or quit their jobs if they consistently feel overworked and unsupported. This turnover can result in the loss of qualified and experienced teachers as well as disruptions to the continuity of the classroom. For educational institutions, finding and training new employees to replace departing staff members can be expensive and time-consuming.

Understanding Microlearning and Self-Paced Training for Educational Personnel

In the sphere of education, microlearning strategies and resources are gaining popularity as a means of empowering teachers, enhancing their output, and preventing burnout (Allela et al., 2020; Dwinggo Samala et al., 2023). Through the use of bite-sized, easily consumable lessons, microlearning enables instructors to reinforce their knowledge, study at their speed, and maintain engagement on complex subjects. Utilizing video lessons is one method of microlearning. These concise, targeted videos give educators clear, step-by-step guidance on particular subjects, enabling them to swiftly pick up new abilities or brush up on previously acquired knowledge. For instance, a teacher can view a quick video training that highlights the main features and offers advice for successful implementation to learn how to utilize a new educational technology application. Another method for microlearning is to employ interactive tests or evaluations. These can be given via learning management systems or online platforms, giving teachers the chance to assess their expertise and get quick feedback. For instance, to gauge their comprehension and pinpoint areas for development, educators could take a quick test on classroom management techniques.

Educational staff can be supported by a variety of microlearning tools in addition to these strategies (Buchem & Hamelmann, 2010; Dolasinski & Reynolds, 2020; Javorcik et al., 2023). Apps for mobile learning are one kind of such tool. Short, focused learning modules are available through these apps, which may be finished while on the road. For instance, a teacher could practice vocabulary during their daily commute by using a language study app. Gamification is another strategy that can help with microlearning. Educators can be inspired to interact with the course material by adding game features like leaderboards, badges, and points. Educational staff can be

supported by a variety of microlearning tools in addition to these strategies. Apps for mobile learning are one kind of such tool. Short, focused learning modules are available through these apps, which may be finished while on the road. For instance, a teacher could practice vocabulary during their daily commute by using a language study app. Gamification is another strategy that can help with microlearning. Educators can be inspired to interact with the course material by adding game features like leaderboards, badges, and points. For example, upon completion of microlearning courses on various teaching strategies, an educator may receive badges or points. Moreover, podcasting can be a useful method for microlearning. Teachers can listen to quick audio segments that address particular subjects or offer advice from professionals in the industry. During their lunch break, an educator could, for instance, listen to a podcast program about differentiated instruction. Finally, infographics can be a useful tool in microlearning. These informational visuals can effectively communicate important ideas and concepts. An infographic on classroom management tactics, for example, could give teachers a visual summary of methods to encourage good behaviour.

Educational professionals can have their unique requirements and learning styles satisfied by using a variety of self-paced training techniques and platforms (Hsieh & Cho, 2011). Online courses are a well-liked means of self-paced learning. Teachers can learn at their speed because these courses offer flexibility about time and place. There are many different courses available on websites like Coursera, Udemy, and LinkedIn Learning that are tailored especially for teachers. These courses address subjects like instructional technology, classroom management, and curriculum development. Teachers can select courses according to their professional development objectives and areas of interest. Interactive e-learning modules are another efficient self-paced training technique. To keep students interested, these programs include multimedia components including games, simulations, and movies. With tools like Adobe Captivate and Articulate Storyline, instructors may design e-learning programs that are specifically suited to their needs. These courses provide instructors the freedom to learn whenever and wherever it's most convenient for them.

Virtual conferences and webinars are helpful self-paced training tools that let teachers participate in remote professional development sessions. Interactive webinars and conferences are made possible by platforms such as Zoom and Microsoft Teams, which allow educators to engage in real-time or view recorded events at a later time. These platforms also give instructors the chance to network and collaborate, which improves the learning process. Podcasts and audiobooks provide a simple self-paced training option for educators who prefer audio-based learning systems. Teachers might get ideas and motivation from podcasts such as "The Ed Mylett Show" and "The Cult of Pedagogy." Audiobooks covering everything from leadership to pedagogy can

be found on services like Audible. Teachers can maximize their time by using these resources to listen to content while driving or doing other tasks.

The all-inclusive platforms known as Learning Management Systems (LMS) allow educational staff members to complete self-paced training. Among the features offered by LMS platforms like Moodle, Canvas, and Blackboard are tools for evaluation, content management, and course authoring. With the aid of these resources, educators may design and deliver self-paced courses, keep tabs on their students' development, and provide them with customized feedback. LMS platforms facilitate educator cooperation and communication, which further enhances the learning experience.

Maximizing Performance through Microlearning and Self-Paced Training

Self-paced training and microlearning have become effective strategies for improving the effectiveness of educational staff members by assisting them in overcoming obstacles and achieving success (Margol, 2014; Peterson, 2017). Microlearning gives educators the freedom to learn and develop new skills at their own pace by dissecting difficult subjects into manageable, bite-sized bits (Azimzadeh, 2019). This method provides for more effective knowledge retention in addition to encouraging a deeper comprehension of the subject. Long workshops or seminars are a common component of traditional training methods, which can be taxing and time-consuming for educators with already full schedules. Microlearning, on the other hand, provides brief, targeted learning modules that can be finished in a few minutes (Dolasinski & Reynolds, 2020). Because of this flexibility, educators may integrate professional development into their hectic schedules without having to give up important time or energy.

Furthermore, microlearning can be tailored to meet the specific needs and interests of any educator (Javorcik et al., 2023). By providing customized information, it ensures that educators are getting training that is relevant to and suitable for their specific roles and responsibilities. Instructors are more likely to apply what they have learned in the classroom, which raises student engagement and improves training efficacy. Self-paced training gives educational staff members more power than microlearning alone by putting them in control of their professional growth (Kapp & Defelice, 2019). With this method, teachers can learn and advance at a rate that works for them because they are free to establish their objectives and deadlines. Teachers who participate in self-paced training report feeling more empowered and less anxious since they can learn at their speed.

Self-paced training is another way that educators are encouraged to take control of their education. They stop being passive information consumers and start taking an active role in their development. This mentality change promotes a culture of lifelong learning, where teachers are inspired to pursue new information and abilities to

improve their effectiveness in the classroom. Through the integration of microlearning and self-paced training, educators may optimize their productivity and prevent burnout. These approaches' flexibility and accessibility allow educators to continue their professional growth without feeling burdened or limited by conventional training methods. They can therefore provide high-quality education and better satisfy the changing demands of their students.

Teachers can take advantage of the convenience and flexibility that self-paced training and microlearning provide to advance their professional growth. Teachers can take control of their professional development and learn whenever and wherever they want by using microlearning. Microlearning is incredibly user-friendly and adaptable. Teachers can now access instructional materials using a variety of devices such as computers, tablets, and smartphones due to technological advancements. Teachers can incorporate education into their busy lives by completing assignments at home, on breaks, or even on their way to work. With this feature, they can make the most of their time and reduce some of the stress that comes with going to traditional in-person training sessions.

When utilizing a self-paced training strategy, educators have the option to learn at their speed. This method acknowledges that people learn in different ways and with diverse preferences. While some people learn concepts quickly and would rather go through the training materials more rapidly, others might want more time to completely comprehend and digest the knowledge. Self-paced training makes sure that teachers can properly assimilate and retain the material by letting them go at their speed.

Additionally, self-paced instruction provides flexible learning opportunities. Instead of being compelled to go over material they are already familiar with, educational staff can concentrate on the areas where they need to improve. This customized strategy boosts motivation and engagement in addition to improving professional development. In terms of cost-effectiveness, self-paced instruction and microlearning are equally advantageous. Conventional training approaches can place a heavy financial strain on educational institutions because they frequently call for travel costs, venue reservations, and instructor fees. These charges are eliminated via self-paced training and microlearning, which can be offered online and accessed frequently without incurring new fees. As a result, educational institutions can invest in other areas of professional development and manage their resources more effectively. Microlearning and self-paced training can be used to give educational staff members timely, relevant, and targeted knowledge that fits their individual needs. This strategy makes sure they get the tools and assistance they need to flourish in their positions without being overburdened. Furthermore, the ongoing nature of self-paced training

and microlearning encourages lifelong learning by allowing educators to remain current with the most recent findings, approaches, and industry best practices.

Avoiding Burnout and Enhancing Well-Being

Through the use of bite-sized modules and flexible learning schedules, these methods enable educators to take charge of their professional development without feeling overburdened. For educators, the use of self-paced training in conjunction with microlearning is especially helpful in preventing burnout. Microlearning guarantees that instructors can obtain pertinent information without feeling overburdened by providing brief, targeted learning modules. With this method, they can swiftly pick up new abilities and information without having to dedicate a lot of time.

Self-paced training has the added advantage of diminishing the risk of burnout that arises from an overwhelming workload and time limitations. This is achieved by allowing educators to proceed at their own pace. The flexibility inherent in this approach enables teachers to effectively manage their personal and professional commitments, thereby fostering work-life equilibrium and job contentment. Moreover, self-paced training and microlearning serve to enhance teachers' performance while also mitigating burnout. By affording them access to specialized and easily accessible learning materials, microlearning empowers teachers to remain up-to-date with the latest teaching techniques and continuously augment their skills. Consequently, this ongoing professional development translates into enhanced administrative and instructional competencies, ultimately benefiting both educators and students.

Overcoming Challenges in Implementing Microlearning and Self-Paced Training for Educational Personnel

In educational settings, self-paced training and microlearning have the potential to empower educators, boost output, and prevent burnout (Margol, 2014; Allela et al., 2020). However, a few problems need to be fixed before these innovative tactics may be used effectively. One of the biggest challenges is the resistance to change. In educational institutions, where established training procedures and techniques are often in place, implementing new training methods might be difficult. Highlighting the benefits of microlearning and self-paced training, such as their versatility, ability to satisfy unique demands, and customized learning experiences, is essential to overcoming this challenge. It is also possible to get educators' support by emphasizing accomplishments and encouraging outcomes.

The absence of technology infrastructure is another problem. Not every educational institution has the technology and resources necessary to support microlearning and self-paced instruction. It is critical to evaluate the current infrastructure and find any gaps that need to be filled to handle this. Overcoming this obstacle can be aided by

investing in the required tools and resources and offering guidance and assistance with technology use. Concerns may also exist over the calibre and efficacy of self-paced training and microlearning. Some educators might wonder if these strategies can produce the same amount of information and skill development as conventional training techniques. To allay these worries, it's critical to present case studies and research backed by data showing how successful self-paced training and microlearning are. Facilitating avenues for assessment and input can also aid in the ongoing enhancement of these instructional strategies.

Furthermore, with self-paced training, maintaining motivation and engagement might be difficult. Some educational staff members could find it difficult to stay motivated and finish the training without the structure and responsibility of traditional classroom environments. To get around this, it's critical to create interactive, attention-grabbing training materials that keep users interested. Including gamification components like leaderboards, prizes, and badges can also aid in promoting motivation and a feeling of accomplishment. Finally, the possible effects of self-paced training and microlearning on effort and burnout must be addressed. These methods can be flexible, but if they are not handled well, they can also result in more work. Setting reasonable goals and offering support systems, like time management techniques and resource availability, are crucial to preventing burnout. Promoting introspection and self-care activities can also support the upkeep of a positive work-life balance.

D. Conclusion

Future learning outcomes are significantly influenced by teachers. However, the demanding nature of their work often leads to overwhelm and burnout. Consequently, it is crucial to give them the instruments and assets necessary for them to succeed in their positions. Educational professionals can successfully reinforce their knowledge and study at their own pace via microlearning, which breaks complicated concepts down into manageable portions. With the freedom to learn and develop at their own pace, self-paced training enables individuals to gain new skills and improve their work-life balance. Microlearning and self-paced training help students retain more information by dividing the material into digestible portions and letting them go back over it whenever necessary. Self-paced training's adaptability relieves pressure on teachers, lowering burnout and improving wellbeing all around. By implementing these tactics, organizations can give their staff members the resources they require to flourish in their positions, which will enhance the educational experiences of children. Educational establishments must act and allocate resources towards these inventive methods since it will help both their staff and the education system as a whole.

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