Work Motivation of School Teachers

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Abstract:*The present study aimed to study the work motivation of school teachers of Cuddalore District in Tamilnadu.The random sampling technique was used to collect 100 samples from area of study. Normative survey method was used. This study is envisioned to find out the levels of work motivation of School teachers and if there is any significant difference between the selected pairs of sub-samples.The Work Motivation Scale(Gagne et al, 2015) was used to collect the data. This study reveals that the majority of teachers work motivation wasmoderate. There exists significant difference between sub samples related toAge, Maritalstatus, Type of school, Designation, Monthly income, and Spouse income. A stepwise regression was used to find factors contributing work motivation of teachers. Among the 13 predictors 1 was found in the 1 step. The model was statistically significant and accounted for approximately 12% of the variance of work motivation. Inspection of the structure coefficient suggests that monthly salary alone is a strong indicator of work motivation.*

Keywords:*Work motivation, School Teacher,Gender, Age, Marital status, locality, Type of school, Major subject, Classes handled, Qualification, Designation, Monthly income, Number of dependent, Number of children, Spouse ,employment and Spouse income.*

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I. Introduction

The teacher motivation is an indispensable factor for classroom effectiveness and also school enhancement. The teachers want to participate in the didactic process depends upon motivation. Level of participation is very vital for the achievement of educational goal. Job satisfaction is most essential. Teacher's motivation depends on teacher's assertiveness to his work. If teacher is interested, he actively involved in the academic and nonacademic events of school. The teacher renders his knowledge and skill to the students in the classroom. This improvespupil's performance. The teacher analysis students feeling and approach affected by or incidental by behavior in classroom. The teacher is the pivot in the field of education. Therefore it is necessary to advance the circumstances required for high motivation and involvement of the school teachers.

II. Need Of The Study

The quality of education is infinitely depends on the qualities of teachers. Higher level of Motivation on the part of teachers will progress the performance of both teachers and the students. In teaching & learning process the teacher plays a significant role. Therefore it is essential to study the extent of motivation towards their job so that the hindering lessons may be recognized and conquered.

Objectives
1. To assess the Work motivation of the teachers.
2. To find the relationship between subsamples and Work motivation of school teachers.
3. To find the predictors of Work motivation of school teachers.

Hypothesis
1. The Work motivation of the teachers is low.
2. There is no significant relationship between subsamples and Work motivation of school teachers.
3. There is no significant predictor of Work motivation of school teachers.

III. Materials And Methods

A Normative Survey Method has been used in the currentenquiry. By using Random Sampling Technique 100 teachers are selected from Cuddalore District in Tamil Nadu and used as subjects of this study. The Work Motivation Scale(Gagne et al**, 2015**)was used to collect the data. In the present study the word Work

motivation means the scores gained by sample subject on Work motivation Scale. The Work motivation scale comprises of ten factors viz; Amotivation, Extrinsic regulation—social, Extrinsic regulation—material, Introjected regulation, Identified regulation, and Intrinsic motivation. As per the manual, the tool interpretation has been made i.e. maximum score indicates high Work motivation and minimum score indicates low Work motivation. The reliability and validity of the scale is **0.80 and 0.89** respectively.

IV. Analysis And Iterpretation

The researcher used descriptive deferential and regression analysis to prove or disprove the hypothesis through **IBM SPSS19.**

Table-1 Percentage analysis of Work motivation score of the total sample

S.No	Work motivation	Score	Percentage
1	Very Low	0-19	0
2	Low	20-38	7
3	Moderate	39-57	71
4	High	58-76	22
5	Very high	77-95	0

The above table shows that 71% of teachers are having moderate **level of Work motivation**, 22% of teachers are having High level of Work motivationand 7 % of teachers are having low level of Work motivation.

Table 2. Mean and standard deviation of Work motivation of Total sample.			
Variable	Mean	N	SD
Work motivation	**50.64**	**100**	**8.72**

The above table shows the mean score and standard deviation of Work motivation of teachers, which are found to be 50.64 and 8.72 respectively. It is concluded that the teacher's Work motivation is moderate.

Table 3. Differential Analysis Of The Total Work motivation of school teachers.							
S.No:	Variables		N	Mean	SD	t/f	Result
1	**Gender**	Male	44	49.64	9.14	-1.02	NS
		Female	56	51.43	8.38		
2	**Age**	25-35	57	48.39	7.52	6.12	S
		36-45	21	55.67	9.62		
		46-55	22	51.68	8.94		
3	**Marital status**	Married	76	51.08	8.99	4.79	S
		unmarried	21	47.33	5.85		
		widow	3	62.67	7.51		
4	**locality**	urban	59	51.75	8.44	1.53	NS
		rural	41	49.05	8.98		
5	**Type of school**	Self financing	53	47.40	6.97	10.06	S
		Government	41	54.88	9.02		
		Aided	6	50.33	9.69		
6	**Major subject**	Arts	28	52.14	8.46	.90	NS
		Science	52	49.54	8.80		
		Commerce & Economics	20	51.40	8.95		
7	**Classes handled**	below8th	7	52.86	8.67	.42	NS
		9th-10th	14	51.79	11.26		
		11th-12th	79	50.24	8.30		
8	**Qualification**	B.Ed	68	49.25	8.26	2.01	NS
		MEd	13	52.46	12.39		
		M.Phil	16	54.63	6.67		
		others	3	53.00	3.00		
9	**Designation**	BT	15	55.40	10.00	3.22	S
		PGT	80	49.58	8.46		
		Others	5	53.40	2.19		
10	**Monthly income**	Below20000	24	48.29	4.30	11.08	S
		20001-40000	43	47.86	8.49		
		40001-60000	33	55.97	9.16		
11	**Number of dependent**	3-4	93	50.83	8.86	.78	NS
		5-6	7	48.14	6.77		
12	**Number of children**	No children	29	48.83	6.82	2.18	NS
		1child	32	50.56	7.63		
		2children	36	52.86	10.54		
		3children	3	42.33	5.51		
13	**Spouse employment**	No spouse	10	47.20	7.07	2.40	NS
		employed	52	49.67	9.28		

14	Spouse income	unemployed	38	52.87	7.95		
		.00	48	51.35	8.08	4.09	S
		1-20000	6	46.67	5.13		
		20001-40000	30	47.50	8.32		
		40001-60000	16	55.88	9.94		

The above table shows an independent sample t-test showed that the difference in score between male and female teacher is statistically **not significant.** The difference in score between various age groups is statistically **significant.** The difference in score between married and unmarried teacher is statistically **significant.** The difference in score between rural and urban teacher is statistically **not significant.** The difference in score between different school management is statistically **significant.** The difference in score between various Major subject studied by teacher is statistically **not significant.** The difference in score between various classes handled by teacher is statistically **not significant.** The difference in score between various Qualifications of teacher is statistically **not significant.** The difference in score between different designations of teacher is statistically **significant.** The difference in score between various monthly incomes of teacher is statistically **significant.** The difference in score between various Numbers of dependent of teacher is statistically **not significant.** The difference in score between various Numbers of children of teacher is statistically **not significant.** The difference in score between employed spouse and unemployed spouse of teacher is statistically **not significant.** The difference in score between different Spouse incomes of teacher is statistically **significant.**

Table. 4. STEPWISE REGRESSION BETWEEN WORK MOTIVATION AND OTHER VARIABLES						
Model	**B**	**Std. Error**	**Beta**	**Pearson r**	**Sr^2**	**Structure Coefficient**
(Constant)	42.002	2.427				
Monthly income	4.133	1.093	.357	.357	.127	1
Note. The dependent variable Work motivation. R^2=0.127 AdjustedbR^2=0.118 sr^2 is squared semi-partial correlation. * $p < .05$						

Table-4 shows Gender, Age, Marital status, locality, Type of school, Major subject, Classes handled, Qualification, Designation, Monthly income, Number of dependent, Number of children, Spouse, employment, Spouse income and work motivation of teacherswere used in a stepwise multiple regression analysis to predict work motivation of the Teachers. The prediction model contained one of the fourteen predictors and was reached in one step with **13** variables removed. The model was statistically significant, ***F* (3, 96) =12.607,** $p<$ **.001, and accounted for approximately 12 %** of the variance of Work motivation (R^2=0.283 AdjustedbR^2=0.26). Work motivation is primarily predicted by the lower levels of Monthly income. The raw and standardized regression coefficient of predictor together with their correlation with Work motivation, their squared semi-partial correlations, and their structure coefficients are shown in table-4. The Monthly income received the strongest weight in model.With the sizeable correlations between the predictors, the unique variance explained by each of the variables indexed by the squared semi-partial correlation was relatively low:The Monthly incomeuniquely accounted for approximately 12%, of the variance of Work motivation. Inspection of the structure coefficient suggests that, **the Monthly incomewas relatively strong indicator of Work motivation.**

V. Conclusion

Teachers are having moderate level of Work motivation. The Monthly income was relatively strong indicator of Work motivation and accounted for approximately 12% of the variance of work motivation. There exists significant difference between sub samples related to Age, Marital status, Type of school, Designation, Monthly income, and Spouse income. Public examination results show the backwardness in student's achievement. Achievement of the students can be improves through hard work of the faculty members in the school.Teachers work motivation has to be improved through rewards and appreciations from Heads of the institution and District educational administrators.

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