

A STUDY ON WORK MOTIVATION AMONG THE TEACHERS WORKING IN HIGH SCHOOL

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Abstract

Education is a dynamic process which involves imparting knowledge, generating interests and curiosity in the learners. The objective of educational system is to create a healthy and holistic human progress. This is necessary for enabling students to be competent and useful citizens. Education must be fundamentally democratic. The process of education must be open, free and flexible. Among many motivation work motivation is very vital and important one. Work motivation plays a significant role into the teacher's life. Work motivations have been considered important and fundamental dimensions of teachers. So the researchers feel that doing research in this topic is relevant and needed one. The effectiveness of teaching and success of any educational system depends upon the active involvement of teachers. Without work motivation the teachers may not whole heartedly involve themselves in school academic activities. Unless the teacher is motivated his or her work, he or she may not deliver his or her duties effectively. Individuals' motivation largely determines organizational efficiency. The focus of the current study is on work motivation among teachers in schools. The population of the study is school teachers of Salem district, Tamilnadu, India. The study conducted on 200 Mathematics teachers that are taken through a simple random sampling. The tool used for data collection is work motivation Scale standardized scale. School teachers working conditions and mathematics teachers Statistical technique used for data analysis is standard deviation and t-test.

Keywords: *Work Motivation. School Teachers, High School*

Introduction

Education aims at finding out the means which may make things easier. The primary duty of a teacher is to find out ways and means in order to help students do their work with greater ease and efficiency. Utilization of motivation in this sphere amounts adoption of those means that make the task of teaching smooth and easy. Psychological researchers have made to board divisions of motivation natural and artificial. The utility of motivation in learning is to strengthen the relevant natural impulse and divert it to educational activities and to create artificial motivation in accordance with the programmer of studies. From the practical point of view principles and methods of artificial motivations are of greater importance in the educational field, because natural motivation for studies is found only in some rare students. Motivational factors which are used to motivate the employees are motivators for the management, particularly concentrate on two types of motivation as a motivator and it is broadly used by management in motivational process, i.e. financial and

non-financial aspects as a motivator, where the monetary and status aspects play vital role in motivating employees. The following are the motivators used by the management.

Statement of the Problem

There are many factors affecting the work motivation of high school teachers as external and internal factors. Level of work motivation among individuals. The problem taken up for the study by the investigator is stated as follows: **“A Study on Work Motivation among the Teachers Working in High School”**.

Objectives of the Study

- To find out the level of work motivation among the teachers working in high schools.
- To find out the significant difference between the male and female teachers working in high schools with regard to work motivation.
- To find out the significant difference between the Rural and Urban teachers working in high schools with regard to work motivation.
- To find out the significant difference between the teachers working in government and private high schools with regard to work motivation.

Hypotheses of the Study

- The high school teachers level of work motivation is unfavorable.
- There is no significant difference in work motivation between male and female high school teachers.
- There is no significant difference in work motivation between rural and urban high school teachers.
- To find out the significant difference between the teachers working in government and private high schools with regard to work motivation.

Tools used in the Study

In order to realize the above objectives, investigator has used the work motivation scale constructed and standardized by K.G.Agarwal (1988).

Sample of the Study

The population of the present study is the high school teachers working in government and private schools in Salem district. Treating this as a reference population the investigator is considering the following.

- Size of the sample
- Techniques of sampling to be used.

The random sampling technique is used in the present study. The sample consists of 200 high school teachers working in various schools located in and around Salem district. There are several schools in Salem district.

Statistical Technique Used

The statistical technique used for analyzing the data were Quartile, correlation and 't'-test.

Analysis and Interpretation of the Data

Hypothesis 1

Table 1 Level of Work Motivation of High School Teachers

Variable	N	Mean	Std Deviation
Work motivation	200	111.91	7.588

From the above table -1 reveals that the mean and SD of work motivation scores of the high school teachers is found to be 111.91 and 7.588 respectively. The mean score is more than the mid value of 78. Hence it is concluded that the level of work motivation of high school teachers is favorable.

Hypothesis 2

Table 2 The Significant Difference Between Means and Standard Deviation Scores of Male and Female High School Teachers

Variables	Group	N	Mean	Std. Deviation	't' value	Level of significance
Work Motivation	Male	72	111.17	7.935	1.105	Not Significant at 0.05 level
	Female	128	112.40	7.353		

From the above table -2 the calculated 't' value is found to be 1.105. It is a no significant at 0.05 level. The null hypothesis is accepted. It is concluded that there is a no significant difference between male and female high school teachers in respect of their work motivation.

Hypothesis 3

Table 3 The Significant Difference Between Means and Standard Deviation Scores of Rural and Urban High School Teachers

Variables	Group	N	Mean	SD	't' value	Level of significance
Work Motivation	Rural	128	112.19	7.591	0.578	Not Significant at 0.05 level
	Urban	72	111.54	7.001		

From the above table 3 the calculated 't' value is found to be 0.578. It is a no significant at 0.05 level. The null hypothesis is accepted. It is concluded that there is a no significant difference between rural and urban primary school teachers in respect of their work motivation.

Hypothesis 4

Table 4 The Comparison of Mean and Standard Deviation of High School Teachers Who are Working in Different Type of School

Variables	Group	N	Mean	SD	't' value	Level of significance
Work Motivation	Government	120	112.61	7.646	1.499	Not Significant at 0.05 level
	Private	80	110.98	7.397		

From the above table 4 the calculated 't' value is found to be 1.499, it is not significant at 0.05 level. The null hypothesis is accepted. Hence it is concluded that there is no significant difference among the high school teachers who are working in different type of school in respect of their work motivation.

Educational Implications

- The findings can be used by educational planners, thinkers, demographers, teachers, psychologists, administrators and policy makers for preparing the teacher profile and also for selection of teachers.
- The work motivation scores achieved against them help us in identifying the factors responsible of creating effective learning environment.
- The findings of the present study may have an impact on teacher education both pre-service and in-service.
- The conclusion drawn may have repercussions on some important areas of education,
- Use of scientific approaches like team teaching, simulated teaching, workshops, seminars and discussion and so on Conduct orientation programmes for capacity building of the teacher through continuing education.

Conclusion

Work motivation of teachers is a vital part of teaching. This study has given very interesting results, which add volume of knowledge already present in this field of investigation.

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