

Factors Affecting the Motivation of Teaching Staff (An Empirical Study With Reference To Engineering Colleges, Krishna District)

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Abstract

This research study is mainly focused on investigating the collision of managerial policies and rewards/incentives on the motivation of teachers of Engineering Colleges in Krishna District of Andhra Pradesh. Two factors namely, administrative policies and incentives/rewards were taken as independent variables while motivation was taken as dependent variable. This research is a quantitative study and the data was collected through a questionnaire containing dichotomous scale. The collected data was analyzed by tables, Percentages and figures. The results of the study exposed that, incentives extends the motivation whereas the administrative policies declines the motivation of the teachers.

Keywords: Motivational level, Teaching Staff, administrative policies, Incentives/rewards, Engineering Colleges, Teachers Motivation.

Introduction

Growth of any nation is based on its educational system and teachers are expected to be the nation builders. The role of a teacher cannot be disregarded in the bringing advancement, affluence and developmental course of a nation. Steadiness of a society is facilitated by the encouragement and hastening of expansion through discipline, academically sound and expert competent academicians. The organizational accomplishment depends on the efficacy of the performances of the persons who constitute the human capital (Saetang et al., 2010).

Arif (2003) discussed that the most conventional role and objective of a culture is to protect the development of intellectualism. Knowledgeable and competent teachers/academicians are considered an imperative power of any educational institution. Teaching is a very scared profession and teachers have a great role in their students' intellectual, personal and social development, there by influencing the whole nation's development. Teaching is the supreme art of the academicians for awaking the joy in creative expression and knowledge. Only the academicians push the nations in achieving commanding heights of development through promoting intellectualism. Teachers can have influence more profound than others and give the glorious position and dignified status to the nation. According to Kayuni & Tambulasi (2007) lack of motivation and commitment can have a negative impact on the student's learning and most importantly it put the future of children on the stake. Teacher's contribution in the human capital development and technological advancement greatly depends on their motivation and willingness for taking initiatives.

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There are several factors which affect the academician's motivation which includes class room environment, workload stress, rewards/incentives, and administrative policies etc. A motivated academician should be recognized by the high level of devotion, commitment, hard work, dedication and becomes a source of inspiration through his exemplary character because a teacher is always anticipated to be a role model of his students.

Literature Review

The academic staff in any College is as important as the pillars of a building which bears the whole of it so, teachers are thought to be the nation builders and they are always given the great importance in educated and dignified societies but in recent years stakeholders are complaining about the of academic performance of academic staff in universities and people think that academic staff are no longer dedicated and devoted. It is generally expected that the academicians who are trained and who expected to produce societal virtues like honesty, integrity, discipline, devotion, dignity, are not committed and devoted to their job (Isaac et al., 2011). According to Kayuni & Tambulasi (2007) lack of motivation and commitment can have a negative impact on the student's learning and most importantly it put the future of children on the stake. Teacher's contribution in the human capital development and technological advancement greatly depends on their motivation and willingness for taking initiatives.

Kazeem (1999) found that academicians are tend to contented and satisfied when they get their pay in time and which is enough to meet their needs and enhance their motivation. The nation which is blessed with highly facilitated institutions, enriched with talented and knowledgeable academicians, definitely lead the nation in innovation and development (Mehboob et al., 2009).

Zhou & Volkwein (2003) found that differences in salary have an impact on satisfaction of faculty members which in turn affect their intentions to do the work with sincere efforts. The academic profession is an entirely different profession from an office job because an academician has to play many roles at the same time like friend, teacher, father, mentor, trainer advisor etc.

Purpose of the Study

The purpose of this study is to know the factors that are affecting the motivation among the teachers of engineering colleges in and around Krishna District of Andhra Pradesh.

Data Collection Methods: The information has been gathered for the present study is in the form of primary and secondary data. A simple random sampling method is undertaken for the study.

Data Collection Tools: The tools used for the gathering the information for the present study is a well structured questionnaire.

Methodology

Quantitative research technique is used and this study is descriptive in nature. In this research both primary and secondary data have been used for analysis. Primary data have been collected through a structured questionnaire while secondary data have been taken from magazines/journals and other sources.

Target populations of this study are the teachers of the Engineering Colleges in and around Krishna District. A total of 500 Questionnaires were distributed among various engineering college teachers and 350 i.e. 70 percent were received back, which is enough to make analysis, and discussion.

Questionnaire in this study evaluates the impact of class administrative and rewards/incentives policies on the motivation of teachers and the data was gathered through a dichotomous questionnaire which is comprised of twenty seven objects that are categorized in to two variables.

Limitation

This study is conducted in engineering colleges – Krishna District, so the views and opinions of academicians may not reflect the views and thoughts of the academicians of other engineering colleges located in other places. So this is a major constraint for the scope of this study.

Research Design

Research Type	Descriptive
Research Approach	Survey
Sampling Area	Krishna District
In non- probability	Convenience sampling
Sampling Units	Teaching Staff
Sample Size	500

Pointer for Further Study

There are so many aspects related with teacher's motivation like recruitment & selection procedure, Training, promotion policies, working environment and some social factors etc., are not covered in this study, therefore these are the areas that are needed to investigate by the researchers.

Data Analysis and Interpretation

Table-1 Items Related With Rewards & Incentives

S. No	Items	Yes	%ae	No	%ae	Total	%ae
15	Do you get a reasonable amount of salary?	210	60	140	40	350	100
16	Do you publish your research articles in national or international journals and get incentives for it?	80	22.86	270	77.14	350	100
17	Do you think that you receive less salary as compare the work you do?	160	45.72	190	54.28	350	100
18	Is your salary sufficient to meet the financial needs of your family?	170	48.60	180	51.40	350	100
19	Do you think that your present salary should be improved?	280	80	70	20	350	100
20	Do you think that academic staff should be rewarded on showing good performance?	350	100	0	0	350	100
		Avg =	Avg=				
		20.8	59.5				

Interpretation

- 60 percent of the academicians agreed that they are receiving rational amount of salary
- 23 percent of the respondent teachers were expressed that they are in receipt of rewards for their publications in journals
- More than 40 per cent i.e., 45.72 percent of the respondent academicians agreed that they are getting low salary as compared to their work load

- 49 percent of the respondents teachers opined that their present salary is just sufficient for meeting their financial needs of their families
- Majority of the respondents i.e. 80 percent of the teachers were opined that their present salary should be improved.
- Cent percent of the teachers said that their academic staff should be rewarded for their good performance. Colleges should concentrate on incentives and reward policies for getting superior presentation of their teachers for the reason that rewards and incentives will affect the motivational level of the academicians/employees. Responses were collected from the respondents in this regard and presented as follows:
- 60 percent academicians were agree on getting reasonable amount of salary
- 23 percent of the teachers were agreed that they are getting rewards for their research work
- 46 percent of the teachers/academicians opined that they are receiving low salary as compare to their work in the college
- Nearly half of the teachers said that they are receiving the present salary which is just sufficient for meeting their financial requirements
- More than one third of the teachers opined that their present salary should be increased
- Cent percent of the respondents approved that the academic staff should be rewarded on showing excellent performance

Table- 2 Managerial Policies

No	Items	es	age	o	age	Total	age
1	Is your College administration is having a transparent policy? Performance appraisal system?	20	4.28	30	5.72	50	00
2	Do you think that your head appreciate your Participation in decision making?	80	1.40	70	8.60	50	00
3	Do you feel that your administration is best in Communicating its policies and procedures etc.?	70	8.60	80	1.40	50	00
4	Whether your College administration has fair and transparent placement policies?	10	0	40	0	50	00
5	Whether your administration is favor you in finding career development opportunities within or outside your college?	20	2.90	30	7.10	50	00
6	Are you availing the opportunity of accomplishing M. Phil/Ph-D degree programme from your College?	40	0	10	0	50	00
7	Does there exist an effective accountability system both for academic staff & students) within your College?	20	4.28	30	5.72	50	00
		vg= 6.6	vg= 7.35				

Interpretation

- Nearly 35 percent of the respondent academicians opined that their college is having transparent appraisal system
- Half of the respondent teachers were accepted that their head/boss appreciating them for participating in decision making.
- Nearly half of the respondent teachers were agree that administration is best in communicating its policies
- More than half of the respondents i.e. 60 percent said that their College management is having clear placement policies
- More than 60 percent of the respondent teachers said that their institutions were supporting in finding opportunities for their higher education.
- Merely 34 percent of the academicians were agreed that they are having an effective accountability mechanism (for students and teachers) in their Colleges.

Results & Discussion

The major results of this manuscript are as follows:

Cent percent of the respondent academicians said that they should be supposed to get reward for their excellent performance, more than one third i.e.80 percent of the academicians strongly agreed that their current remuneration should be enhanced. More than half of the respondents opined that they are getting sufficient amount of salary, nearly 50 percent of the teachers agreed that their present payment is adequate to meet their current financial needs of their families, while 46 percent spoken that they are receiving a very low pay as compared to their work load. Apart from that 23 percent of the respondent academicians expressed that they were getting financial benefits for publishing their papers in national and international journals.

More than 60 percent of the respondent teachers/academicians said that they are receiving support from their college management for their career growth opportunities within or outside of their Colleges. Nearly 60 percent of the academicians revealed that their college management has fair and translucent appointment policy whereas 51 percent said that their head appreciates them for participating in decision making. 49 percent teaching staff articulated that their institution administration is most excellent in communicating its policies, 40 percent of the respondents teachers opined that they are availing the opportunities of accomplishing research (M-Phil/Ph-d) degree programmes whereas 34 percent of the respondent academicians approved that their colleges are having an effective answerability method (for students and teachers). The impact of incentives and rewards for inspiration of the respondent academicians remained 60 percent. A part form that the impact of organizational policies on motivation of the respondent teachers is only 47 percent.

Conclusion

A large amount of the teachers are not happy with the managerial policies of their management which is responsible for their low level of motivation and most of them are not motivated and satisfied with their present salary. A good number of the teachers agreed that they are receiving financial support from their college management for their career improvement opportunities but a good number of respondents are not contented with the answerability method and placement policies of their colleges.

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