

Teachers work motivation: an indispensable factor for academic achievement and job satisfaction

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Abstract

Work motivation in every sense is an important factor for outstanding outcome and tries to maintain the exact role for proper job satisfaction for an individual in every profession. For teachers it is out most important to be motivated and explore motivation for their work. A motivated teacher is crucial to a successful classroom. Motivation helps to energies, direct and sustains positive behavior over a long period of time and therefore, for teachers it plays an indispensable role for academic achievement and in their job satisfaction also. This paper will analyze the teacher's motivation in relation to their academic achievement and job satisfaction.

Key words: Work motivation, profession, academic achievement, job satisfaction, performance.

Introduction

“Teachers, I believe, are the most responsible and important members of society because their professional efforts affect the faith of the earth”.

-Helen Caldicott

“Teacher motivation refers to the reason that emanating from individuals intrinsic values to choose to teach effectively and sustain teaching for academic achievements and enhance the motive for job satisfaction”

- (Lit. Review)

Not only teachers but every person in every profession should possess work motivation. Motivation has been generally viewed as the energy or drive that moves people to do something and achieve their goals. Teachers are the sources of better learning output and academic excellence by providing their indispensable role in achieving the goals. When a teacher is satisfied with his/her profession and is able to deal with every sort of academic activity, he/she will promote an attitude of proper work motivation to gain outstanding learning outcome. A teacher is known as a nation builder and an artist to mould his/her students to lead them towards their goals. It is much needed for teachers to be satisfied and motivated with their job as it enriches dedication

and hard work which in turn results the academic achievement too. As it is rightly said that a motivated person has proper satisfaction though a teacher will show his/her absolute satisfaction when he/she has the feature of work motivation. A motivated teacher does not create image of students rather help students to create their own image by understanding their problems and helping them excel in their academics and by being fair with the students while dealing with them. Effective teachers are the most important factor contributing to student achievement and in long run this contribution of teachers is a role for achieving academic goals also. This is obvious that when a teacher is effective hence he/she possess motivation towards his/her work and this motivation is the epic center for achieving academic goals as well as job satisfaction.

Objective

The main objective of this study is to create depth understanding about how teacher motivation is important for achieving academic goals and bring job satisfaction among them. This paper will be a focused analysis of teachers about how to be motivated in a way that helps to bring effectiveness in teaching learning process also.

Research Question

1. What is work motivation at all

2. What are the best outcomes of teachers work motivation?
3. What is the exact role of teacher motivation in classroom?
4. What is the relation between teacher motivation and academic achievement?
5. What is the relation between teacher motivation and job satisfaction?

Methodology

This study is mainly analytical in nature. The information (secondary) has been extracted from various research publications, reports, journals, books, newspapers etc. Internet sources, websites were also got consulted for the study.

Rationale

This is an original piece of work and a depth understanding about teacher's motivation and its role to bring job satisfaction and generate successful platform for achieving academic goals. This paper is a scientific as well as systematic work on different research proposals, thesis, journals and articles. The collected work of this paper will be a source for meeting the needs of researchers and educationists in their proposed work related to this.

What is work motivation?

An intrinsic as well as extrinsic stimulus that originates individual's exact work related behavior and configures the proper dedication related to work. Work motivation is a boost factor in every field to accumulate effectiveness, quality, authentication and dedication in work. It is a desire of willingness to make an effort in ones work. In contrast, extrinsic motivation means you are doing something because of some external forces. An individual is not doing that activity because he wants to do, but because he/she is seeking some external reward. This reward may be greater self-esteem, approval from the others, or some other basic human need. And simply, intrinsic motivation means you are doing something because you want to do it. Hence, the task or activity is somehow meaningful or

important to you. Therefore, reward is said to be internally-driven (intrinsic).

Teacher's work motivation

For an outstanding learning output and achieving better results it is vital for teachers to be motivated and explore motivation. As it is known that teachers have a very tough job and have to deal with lots of difficult tasks, work

load, students and number of people in their career. "In the process of working to achieve educational goals, it may be observed that the motivation of teachers is lower and their stress levels are higher than those of individuals working in other fields" (Gokce, 2010; Jesus and Conboy, 2001). If teacher's level of stress is higher, some would think the motivation level of teachers would be low. However, the type of stress teachers get can be good stress, which is pushing them to work toward their goals and have their entire class succeed. In fact, it can be noted that stress can be a positive motivational factor. Positive motivational factors will increase the teacher's performance level, thus helping their students to succeed as well. According to Henderson-Sparks (1995) and Gokce (2010), the factors that decrease the teachers level of performance are the absence of motivation in them, fatigue, and personal crisis. Teachers work motivation includes both their intrinsic as well as their extrinsic motivation, both are much important for their increasing performance level in the school. When a teacher will be motivated with his/her work he/she creates a unique platform in teaching as well as administrative roles. His/her intrinsic motivation leads toward the psychological satisfaction that is willing to do the work with scientific and systematic characters and also enriches the features of empathy, sympathy, hard work. Self-esteeming of teachers is working as a leading factor in promoting motivation intrinsically. Providing facilities, good payment makes a teacher extrinsically motivated. He/she gains proper satisfaction which

leads him/her towards the absolute performance level.

Importance of teachers works motivation

As per the education agenda 2030 states that providing a quality education lies at the heart of the education and that is motivation of teachers. Achieving this goal will require well qualified, trained, adequately remunerated and motivated teachers, (UNESCO, 2016:30). However, global trends indicate that teacher motivation has been falling in recent years, leading to teacher shortages (Crehan, 2016; UNESCO IICBA, 2017). Work motivation of teachers playing an important role in teacher performance, reversing this trend is critical to maintaining quality teaching and thus positively impacting student learning outcomes (TTF, 2016; World Bank, 2018). Motivating teachers with the proper incentives is key to achieving sustainable development goal (SDG). It is mainly the satisfaction of teachers with their work which motivates them and makes them work motivated. It is much important that a teacher should be motivated and satisfied with their work. A teacher will adopt a positive way of dealing with his students and school related activities when he/she has a proper satisfaction with his/her work. Hence it is out-most important for a teacher to be motivated with his/her work for promoting outstanding learning outcome and also to enhance better performance level. Although motivation is very necessary in any field we work, in your daily routine to do great things. If you are not motivated to do something, you cannot give your best in that field. Teaching is a very important field as our future development of our nation is in the hands of teachers. If they themselves are not motivated, how will they motivate the students to achieve great success and how to do great things in their life? Whatever the students learn is all depends on teachers how they impart knowledge to them. If a teacher creates curiosity in the minds of students, evoke their interest in the studies therefore we

expect a good future for our nation and thus it is possible only when teachers are themselves motivated. Teachers work motivation is as important as teacher is important for teaching learning process. Work motivation in teachers is like fuel in the engine to generate energy for action.

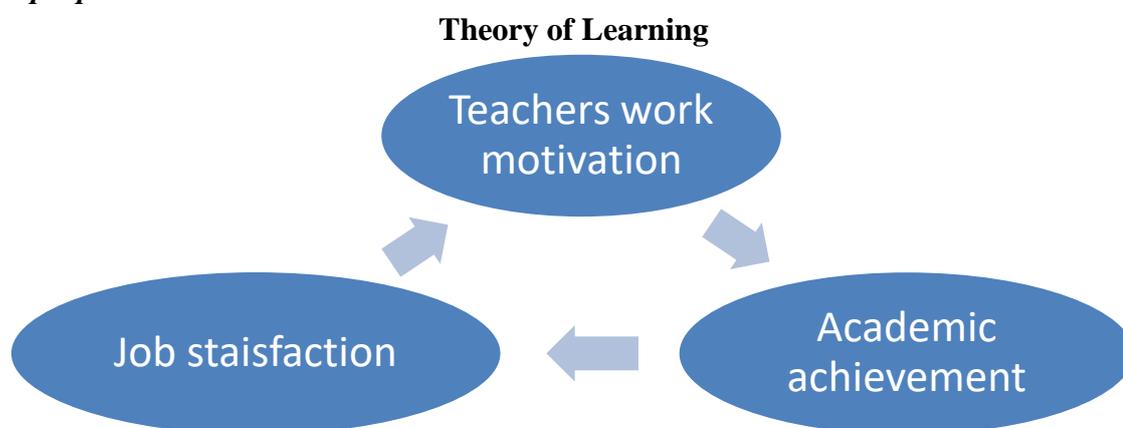
Teachers work motivation and academic achievement

Academic achievement not only included the student performance in the school but all curricular as well as co-curricular achievements. It includes administrative processes, teachers role, classroom management, assembles, teacher student relationship, examinations, teaching methods, seminars, symposiums etc. The main and important origin of all these said activities is one and only teacher who works for all these processes. Hence, when a teacher will be motivated he/she will show cooperation and highly satisfaction with his work which leads him/her toward good performance level and therefore this performance will be a great source for achieving academic goals. Motivation develops competencies, innovation, ideas, positivity, rationality etc. it is crucial for a for a teacher to be motivated but motivation is most important for a teacher which helps him/her in every sort to approach high performance level and promote outstanding results. Work motivation of a teacher is directly proportional to the academic achievement. When a teacher is having proper satisfaction with his/her work he/she will have good motivation power hence mould his students with diverse knowledge, cooperate with administration, and show his/her dedication to school. With all these attributes like motivation, satisfaction, performance etc. a teacher become a source to fulfill all the needs of a school. Hence teacher's motivation is an indispensable factor for academic achievement.

Teachers work motivation and job satisfaction

Job satisfaction is a general term related to every profession. One will be satisfied when he/she has a his/her own kind of profession to work. We are not sure that a person will be satisfied if he/she wants to go with technical field but he will be forced to be with teaching field. Same like as if a student wants to opt science but his/her parents give suggest him/her to opt arts which in turn disturbs his/her satisfaction and decreases motivation power too. Everyone has his/her own aim and objective in life and works hard to fulfill that. That hard work provokes a harmon of motivation which leads him/her to his absolute satisfaction. Motivation is when you are perfectly connected with your goal. Teachers motivation is most important factor for creating a way towards gaining appropriate satisfaction in his/her job. Job satisfaction is the end point of every professional person when he/she has his power of motivation with that profession. Hence teachers work motivation is an indispensable factor for his/her job satisfaction.

“You can take a horse to the water but you cannot force it to drink, it will drink only if it is thirsty-so with people”



Conclusion

In the end we can conclude with this thought to live on the earth is possible only when we breathe air, drink water, and eat food. Same is the process with any profession but here we are talking about teacher. Any teacher can achieve his/her goal in teaching learning process when he/she possibly applies the features like motivation, satisfaction, performance, consistency, and all. Teachers work motivation is a boost factor which leads him/her to achieve academic goals and to be satisfied with his/her job.

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