

IMPACT OF MOTIVATION ON EDUCATOR'S PERFORMANCE IN THE EDUCATION INDUSTRY

UNDER THE GUIDANCE OF DR. NISHTHA DWIVEDI

Submitted By Harshit Singh

22GSOB2010556MBA 2022-2024

School of Business

Galgotias University

Abstract

Motivation is a critical variable in educational institutions as it upgrades staff performance and efficiency. The current study aimed to explore the impact of motivation on teachers' job performance. In order to investigate the impact of motivation on job performance of school/college/university teachers, a descriptive survey design was employed through close-ended questions. The target population of the present study was all the male and female teachers from various schools/colleges/universities from Delhi NCR, India. The study sample size was 120 teachers/professors which were selected on the basis of convenience sampling. The researcher used the questionnaire as data collection instrument on 5-point Likert scale. The results validated the research questions and proved statistically significant impact of teacher's motivation on job performance.

INTRODUCTION

In today's world, being a teacher is an incredible challenge. Beyond the day to day of teaching and marking, teachers/professors are faced with students with behavioral or family issues, learning disabilities, and more. Teacher's motivation plays an important role in promoting a healthy teaching environment. Self-determination theory (SDT; Deci & Ryan, 2000) provides an important insight into the understanding of teacher's motivation, including the reasons they do their work, continue to teach, experience success, and enjoy what they do. The purpose of this study is to determine the impact of motivation on an educator's performance and determine which factors play a key role in their performances.

Motivation is a critical variable in educational institutions as it upgrades staff performance and efficiency. In truth, it is essential in deciding the effect of education. This is on account of motivated teachers probably be focused on educational improvement of student and achievement of learning outcomes. Therefore, the teachers should be motivated with a specific end goal to enhance their job performance. By and large, pay rates and wages are imperative stimulating components since they go far in fulfilling fundamental needs. In the event that a teacher is not motivated, job performance will weaken.

NEED OF STUDY

In today's world, being a teacher is an incredible challenge. Beyond the day to day of teaching and marking, teachers/professors are faced with students with behavioral or family issues, learning disabilities, and more. Teacher's motivation plays an important role in promoting a healthy teaching environment. Self-determination theory (SDT; Deci & Ryan, 2000) provides an important insight into the understanding of teacher's motivation, including the reasons they do their work, continue to teach, experience success, and enjoy what they do. The purpose of this study is to determine the impact of motivation on an educator's performance and determine which factors play a key role in their performances.

Motivation is a critical variable in educational institutions as it upgrades staff performance and efficiency. In truth, it is essential in deciding the effect of education. This is on account of

motivated teachers probably be focused on educational improvement of student and achievement of learning outcomes. Therefore, the teachers should be motivated with a specific end goal to enhance their job performance. By and large, pay rates and wages are imperative stimulating components since they go far in fulfilling fundamental needs. In the event that a teacher is not motivated, job performance will weaken.

According to Latt (2008) motivation and performance are essential elements as far as association achievement and accomplishments. In the event that progressions happen in outside setting then it is essential for an association to embrace that alteration since it might persuade to pick up a focused improvement. In support of this, the primary concern they required is the gifted and capable workers.

OBJECTIVE OF STUDY

The general purpose of this study is to analyze the role of motivation on a teacher/professor in various schools/colleges/universities in Delhi NCR. This overarching objective will be achieved through the specific objectives stated below:

To assess the relationship between motivation and an educator's performance. To

examine the factors that affect the educator's motivation.

RESEARCH DESIGN AND METHODOLOGY

- **Research Design**
Universe- School/College/University Teachers/Professors
Targeted Sample Size- 120 Teachers/Professors Sampling
Industry- Education Industry
- **Sampling Design and Plan**
- **Sources of Data**
 - Primary Data- Primary data is a type of data that is collected by researchers directly from main sources through interviews, surveys, experiments, etc. Primary data are usually collected from the source—where the data originally originates from and are regarded as the best kind of data in research.
 - Secondary Data- Secondary data is the data that has already been collected through primary sources and made readily available for researchers to use for their own research. It is a type of data that has already been collected in the past.

REFERENCES

- Adair, J. (2009). Leadership and Motivation. New Delhi, Replika Press PUT
- Ahiauzu, L. U., & Osiah, P. C. (2011). Standardizing the Motivational Competencies of Academically Qualified Teachers and Professional Teachers in Nigerian Secondary Schools. Journal of Educational and Social Research, 49.
- Abdulsalam, D., & Mawoli, M. A. (2012). Motivation and job performance of academic staff of state universities in Nigeria: the case of Ibrahim Badamasi Babangida University, Lapai, Niger State. International Journal of Business and Management, 7(14)
- Adelabu, M.A. (2005). Teacher motivation and incentives in Nigeria.
- Adeyemi, T. (2010). Principals' leadership styles and teachers' job performance in senior secondary schools in Ondo State, Nigeria. Journal of Education Administration and Policy Studies, 2(6), 83-91.
- Akanbi, P. A. (2011). Influence of extrinsic and intrinsic motivation on employee's performance. Retrieved October, 7, 2011

3