

# Chapter I

## Introduction

India has a long tradition of learning and education has always been valued. Traditionally, the search for knowledge and education were considered mostly to be individuals' endeavour. Now, it is appeared that education is not only the basic human need of people but is also of crucial importance for economic growth of the country. During the post independence period, there has been increasing realization about the importance of education towards progress and prosperity of an individual as well as the society and the nation. Accordingly, education has been assigned high priority in the national development strategy and conscious efforts have been made towards the massive expansion of educational facilities in the country. In absolute terms, the educational system created in the country is vast when viewed in respect of the number of institutions, students and teachers and the variety of educational activity. However, effective utilization and success of educational set-up to produce quality out-put has been a subject matter of concern. The problem, at least in part, is related to the quality and involvement of teachers as active human resources to strengthen the functioning and introduce possible improvements in the system. Several Commissions and Committees which have examined the functioning of educational set-up in the country have expressed concern about the quality, commitment, motivation and involvement of teachers towards an overall improvement of the system.

The Education Commission (1964-66) observed that "the destiny of India is being shaped in her classrooms" and that "as is the teacher, so is the nation" to emphasize about the importance of teachers. The commission further observed that of all the different factors which influence the quality of education and its contribution towards national development, the quality, competence and character of teachers are undoubtedly the most significant. Nothing is more important that securing a sufficient supply of high quality recruits to the teaching

profession, providing them with best possible professional preparation and creating satisfactory conditions at work in which they can be fully effective. The National Policy of Education. NPE (1986) recognised the crucial role of teachers and stated that, "the status of teacher reflects the socio-cultural ethos of a society, it is said that no people can rise above the level of its teacher. The Government and the community should endeavour to create conditions which will help motivate and inspire teachers on constructive and creative lines".

The POA (1982) while observing that, "our educational system have large number of teachers who inspire their pupils and are known for their learning, but also teacher who thoughtlessly ignore their obligation, sometimes altogether absenting themselves from the institutes. There are instances of teachers conducting themselves in a manner not befitting the profession" resolves to work towards creation of opportunities and atmosphere to promote autonomy and innovation among teachers.

It may be relevant to mention that in the present scenario of education in our country one comes across candidates with relatively superior qualifications and adequate professional degrees getting entry into the teaching profession, yet the problem of deteriorating education standard both qualitatively and quantitatively seems to be assuming alarming dimensions. There should, therefore, be some other important determinants of this phenomenon besides academic and professional qualifications of teachers, one such determinant appears to be teachers motivation.

In this context, it may be appropriate to mention that man's ability to perform skilled tasks is effected by practice and by the degree to which he is motivated. While the teachers are selected on the basis of their qualification, training and experience, it could be inferred that the difference in performance of different teachers is related to their motivational level. Thus, in order to

enhance the performance of teacher it may be appropriate to understand the factors and mechanism which promote motivational level among them.

In the past, the influence of motivation on the performance has been studied intensively in the field of psychology and organisational behaviour. However the studies have been limited to industrial worker and the people in knowledge related activities like teachers, researches and those in similar other activities have largely remained untouched of these efforts.

Recently, the subject matter of motivation concerning knowledge workers has been receiving intense attention. In the recent publication "Management challenges for 21<sup>st</sup> Century" Peter F. Drucker (1999) observes that "the most important, and indeed the truly unique contribution of management in the 20<sup>th</sup> century was the forty fold increase in the productivity of manual worker. The most important contribution management needs to make in the 21<sup>st</sup> Century is similarly to increase the productivity of KNOWLEDGE WORK and KNOWLEDGE WORKER. Knowledge-worker productivity is the biggest of the 21<sup>st</sup> Century management challenges." The teachers who could be classified among knowledge-worker will be receiving a lot of attention for improving their productivity, performance and the motivation level. The teaching is an important and which influences the younger students during their early formative years and therefore the question of their motivation and performance shall be receiving due importance. The scrutiny of the literature and discussion with experts indicate that :

- (i) the productivity and efficiency of knowledge workers, which includes teachers, is receiving world wide attention and is viewed as the challenges of the current century.
- (ii) continued concern about teachers' motivation and involvement has been expressed by educational planners in the country in the context of achieving overall improvement of the system.

- (iii) only a few studies have been conducted on the motivation of teachers and there is need for more studies to understand and enhance the motivation level of teachers in India.
- (iv) the studies related to the factors influencing motivation of teachers with particular reference to quantification and estimation of the relative importance of the influencing factors have not been conducted and merit attention.

In view of serious and conscious concern for the productivity and motivation and of knowledge workers, in general and that of Indian school teacher, in particular, the present study on the factors influencing the teachers motivation and their performance has been undertaken. In this study the results of the earlier studies have been reviewed and also utilized as far as possible to evolve and integrated views of these factors. This study enables the identification, prioritization and to understand the dependence of motivation on these factors.

## **I.2 Statement of The Problem**

The statement of the problem of this study is "A Study of Various Factors Influencing Teachers' Motivation".

## **I.3 Objectives of the study**

The main objectives of present study are :

- (i) to identify/understand the factors responsible for motivation of teachers and their performance.
- (ii) to prioritize the identified motivating factors of teachers in the order of their importance to influence performance.
- (iii) to understand the dependence of motivation of teachers on various identified factors.

It may be pointed out that the teachers' performance to a large extent is determined by the motivational level and therefore, teacher performing is considered correlated with motivation.

## **I.4 Scope of study**

The domain of this study consist of teachers is Middle, Government Schools located in "Fanda Block" at Bhopal in view of the following:

- (i) there is a general impression that performance of govt. schools is relatively inferior as compared to private schools which at least in part is assigned to motivation and performance of teachers, it may be of interest to note that the teachers working in the government schools are adequately qualified and trained and in no way can be considered to be inferior on this account. Hence, the performance and motivation could be related to certain structural and functional factors in the system.

The teachers motivation and performance at this stage is likely to have significant influence on the performance and future prospects of individual students as well as overall prestige of the school in the immediate future.

## **I.5 Significance of the Study**

The motivation and the performance are mutually correlated. In past efforts have been made to motivate workman to enhance their performance with positive results. The motivation and performance of knowledge worker, including teachers is now receiving serious attention.

The motivation of teachers for improving their performance and inturn improving the quality and performance of school system has been recognised in our country. Several measures have been taken to improve the status and conditions of teachers to achieve improvements in the school system while there has been significance enhancement in monetary benefits to teachers, very little improvement in the school system are visible. In this context, a consensus is emerging about understanding the motivational factors mechanics and process which influence teacher's motivation and their performance. Such understanding can lead to identification of monetary and non-monetary inputs having significant influence on motivation and performance of teachers and

when carefully managed and implemented could lead to visible improvement in the quality and performance of schools and their outputs.

In the Indian context only a few studies have been carried out on motivation of teachers and to integrate the findings of various studies within and overall context is conspicuously absent. It may be pointed out that any intervention towards the improvement in the school system will require an overall approach an strategy. Therefore, a comprehensive view of motivation and performance of teacher is extremely important.

The facilities the understanding and possible solution of various problems in technical and social areas and could be beneficially utilised towards the understanding of motivation and performance of teachers in the school system.

In view of above the present study on factors influencing teachers motivation and their performance has been considered important and of significance towards improvement of performance of teachers and schools in future.

