

Chapter IV

Methodology

The present chapter embodies the design of the study which includes a brief description of the method, population, sample, tools, data collection, procedure and the statistical techniques employed for conducting the present investigation.

IV.1 Design

In order to accomplish the objectives of the present study the normative survey method was considered for identifying various factors influencing teachers motivation and their performance.

IV.2 Population and Sample

All male and female teachers working in Government middle school of Fanda block of Bhopal district constituted the population of the study. There are two blocks in Bhopal district Fanda and Berasia. A two stage satisfied proportionate random sampling frame was adopted. The first stage of stratification pertained to the location of schools. All government schools in the Bhopal distt. were stratified into primary middle and higher secondary level as per the list provided by office of the District Education officer, Bhopal. In the second stage, these schools were stratified into two groups, viz. located at fanda block and Berasia Block. Twenty school were selected randomly from all middle schools of fanda block from three Government middle school, only fifteen teachers per school were selected randomly from the lists of teaching staff available with the schools. Thus total sample was of 300 teachers from 20 schools. This sample was used for the exploratory part of the study.

IV.3 Development of Opinionnaire

The opinionnaire for the data collection was developed in the following stages.

Stage I :

To begin with, extensive screening of literature, research studies, published papers, reports and other documents was undertaken with a view to enlist the factors influencing teacher's motivation and their performance in the schools. Further brain storming sessions of teachers, administrators were also conducted before preparing the list of factors influencing teachers motivation and their performance.

Stage II :

After the compilation of list of items during Stage I, discussions were held with a number of experts, teachers, school administrators in order to select the factors/items

Stage III :

The first draft of the opinionnaire was prepared and presented to a limited number of respondents who are consulted during stage II, they asked to indicate if the opinionnaire has required clarity, brevity and necessary potential to obtain data to meet the objective of the study.

Stage IV :

The suggestion received during Stage III were incorporated in the draft opinionnaire and then it was finalised for the collection of data. The finalised opinionnaire is given at Appendix I. This opinionnaire consist of the following three questions.

Question I :

Expects the respondents to indicate the influence [(+ve/(-ve)/No influence] of various factors on teachers motivation.

Question II :

The respondents are to assign rating to the various factors in the range of 0 to 100 on the basis of their influence on the motivation.

Question IV :

This question is meant to study the dependence teachers motivation on various factors. The respondents are expected to provide their opinion on a five point scale. HP-(Positive); MP-(Mildly Positive), No. (No influence); MN-Mildly Negative); HN-(Highly Negative).

IV. 4 Procedure for Data Collection

After selecting the sample of schools, the Principals were approached for their assistance and help in the collection of data for the present study. All teachers each were randomly selected from these schools and support was established through personal contacts.

The task of data collection was accomplished into two phase. In first phase data were collected regarding teachers motivation to work for 200 teachers. Teachers were allowed to remain anonymous if they so desired. These were 20 schools and 10 teachers randomly selected from each of the school 200 opinionnaire given to teachers but only 90 respondents were fully solved and return back, so that only 45% of data were collected.

Table No. IV. 1

| No. of Schools | No. of teachers | | | Total no. of Given Opni- ionnaire | No. of Copies Return | % |
|----------------|-----------------|--------|-------|-----------------------------------|----------------------|----|
| | Male | Female | Total | | | |
| 20 | 19 | 71 | 90 | 200 | 90 | 45 |

Now the task was to employ the opinionnaire to collect information regarding teachers' motivation and associated factors. Special care was taken to encourage few interest, enthusiasm and frankness among the teachers

while filling the opinionnaire. It was ensured that no item of the opinionnaire could remain unresponded before the form was collected. Their difficulties in understanding the items were invited and removed. The duration of filling the opinionnaire was one or two days.

IV. 5 Scoring And Tabulation

Scoring of the tool was done by giving grade and marks. After scoring all the tests, the investigator organised the whole data, checked it to see the accuracy, utility and competencies. After editing, the data were classified and tabulated for its analysis according to the objectives of the study. The data were organised on master charts separately for the four phases of the study for computer analysis.

IV. 6 Statistical Techniques Used

For analysing the data and arriving at results following techniques were employed

- (i) Mean
- (ii) Standard Deviation.