

A Descriptive Study of Work Place Motivational Factors of Private Degree Colleges of Lucknow

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Abstract: *Background of the study:* The educator is the person who deciphers instructive way of thinking and impartially into information and abilities and moves them to understudies in the study hall. The conduct of educators can be change through motivation in any institution. Educator's motivational level can raise when the showing position empowers educator to fulfill the existence supporting components of their actual body like food, water, shelter, when the instructor feels valuable in their work and when the person feels happy with what she or he is doing. *Objective of the study:* The aim of this study was to analyze the motivational factors of teacher's life in private degree colleges of, Lucknow, Uttar Pradesh. *Methodology:* A descriptive research design was used for this study. A male and female both respondents were selected from various private degree colleges of Lucknow. The sample size of the survey was 110. The convenience sampling techniques was used for data collection. Data was collected through online Google survey form. The collected data was analyzed by using appropriate statistical techniques through the SPSS software. *Result and conclusion:* The research paper was disused various motivational factors which effect the teachers work motivation at their work place. The research found that the motivation level of teaching staff was very low. The biggest factor contributing to this was the factor "work environment" and "pay and benefits".

Keywords: Motivation, Education sector, Educators, work environment

1. Introduction

The city of Lucknow is the capital of Uttar Pradesh and is the center of higher education. Every day this city becomes a new measurement pole of development. Its youth section plays a major role in development of the city. Only a teacher can channelize this youth power in the right direction. Continuously teacher's works with scholastic information and abilities to understudies, so educators who persuaded all around buckled down subsequently impact understudy's better scholarly presentation. Inspiration and execution are vital elements as far as school achievement and understudies' accomplishments. Motivation assumes a significant part in the educational institution since it expands educator confidence and execution and institution objectives can be accomplished productively.

2. Back ground of the study

This study was conducted in the city of Lucknow, India to examine the motivation levels of teaching staff in private degree colleges. Motivation in straightforward terms is alluded to as any sort of support. Robert Dubin characterizes Motivation as "motivation is the perplexing powers beginning and keeping an individual at work in an association. Motivation is something that moves the individual to activity, and proceeds with him throughout activity previously started.

3. Literature Review

Dalton E. McFarland, (1974), indicate that motivation alludes to the manner by which urges, drives, wants, yearnings, strivings, or needs immediate, control or clarify the conduct of people. Motivation is one of the most basic components in the space of Human Resources Management.

Institutions plan inspiration frameworks not exclusively to urge representatives to play out their best in the most effective manner, yet in addition to draw in future possibility to apply for explicit posts. Robbins Stephan, P., Judge Timothy Judge, N Vohra, (2014), characterize motivation as the cycles that record for a singular's force, intensity, bearing, direction and diligence of exertion toward accomplishing an objective. According to Chandrasekhar (2011), the working environment impacts on business spirit useful. If the workplace environment is not liked by the employee, they become de - motivated and this leads to a lack of appreciation for their performance, authority and duties. They also lack the opportunity to make personal decisions. People working in such environment are not satisfied. Hence there is poor performance in the process of instructing and learning. Dassler (2005) examined how school job performance and motivation differ from teachers' perspectives. Motivation is an input to work, and job execution can be perspective motivation and the output produced may make occupation performance difficult, with high motivation and the potential for low motivation and high output often not considered. The ramifications of either dismissing motivation or thinking of it as a piece of occupation performance and motivation can be critical in case exertion is exorbitant for a representative disregarding exertion can inclination to assessed impact of occupation execution, since exertion should expand work performance. Consequently, various scientists have characterized motivation on comparable lines as something that drives an individual to activity. In order to study motivation levels, the components prompting to motivation were identified as "working environment", "career advancement" and "salary and benefits".

Objective of the study:

The aim of this study was to analyze the motivational factors and its impact on teacher's life in private degree colleges of Lucknow, Uttar Pradesh.

Hypothesis of the study:

H1: work place environments are having significant impact on the level of motivation of teachers towards their job in private degree colleges of Lucknow.

H2: Career Advancement is having significant impact on the level of motivation of teachers towards their job in private degree colleges of Lucknow.

4. Methodology

A descriptive research design was used for this study. A male and female both respondents were selected from various private degree colleges of Lucknow. All the respondents were selected from various courses of degree colleges. The sample size of the survey was 110. The convenience sampling techniques was used for data collection. Data was collected through online Google survey form. For data collection, questionnaire prepared on the bases of various motivational theories and various factors which influence the respondents in their teaching profession. The collected data was analyzed by using appropriate statistical techniques through the SPSS software.

5. Data Interpretation and analysis**5.1 Descriptive Statistics**

The following findings came out from the interpretation of the demographic data. Most of teachers are younger and their age group is 20 - 30 years. Only 3.6% teachers are from 51 - 60 year's age group. 45.9% teachers have 0 - 5 years experience and 18% teachers have 1 - 15 years experience. 58.2% of teachers are unmarried and 41.8% teachers are married. Teachers have very low salary packages. 46% teachers have only one Lac gross annual income and 11.2% teachers have 2 - 3 Lac gross annual income. The data analysis of educational qualification indicates that 34.2% teachers are net qualified with master degree, 28.5 % teachers have M. Ed degree, 18.1% teachers are PhD with net and only 19.2 % have Doctorate degree without net. After the analysis of "marital status" data the result indicates that 73% teachers are married and 27% teachers are unmarried this figure shows from marital status of teachers. 'family types' result shows that 6.3% educators are single parents, 51.2% teachers are comes from joint family and 43% teachers are comes from nuclear family. The Gross Annual Income results indicate that 23% teachers of degree colleges have only 0 - 1 lakh annual income, 42% teachers have annual income between 1 - 2 lakh, and 31% teachers have annual income between 2 - 3 lakh and only 4% teachers have gross annual income between 3 - 4 lakh.

5.2 Inferential Statistics**Multiple Regression Analysis**

H1: work place environments are having significant impact on the level of motivation of teachers towards their job in private degree colleges of Lucknow.

Table 1: Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|-------------------|----------|-------------------|----------------------------|
| 1 | .243 ^a | .059 | .051 | 1.703 |
| a. Predictors: (Constant), Work condition, Workload, Freedom for task decision, Relationship with coworker, | | | | |

Table 2: Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|----------------------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 3.226 | .363 | | 8.883 | .000 |
| | Work condition | .120 | .052 | .112 | 2.309 | .021 |
| | Workload | .132 | .058 | .112 | 2.283 | .023 |
| | Freedom for task decision | -.081 | .037 | -.100 | -2.214 | .027 |
| | Relationship with superior | .121 | .037 | .146 | 3.264 | .001 |
| a. Dependent Variable: level of motivation. | | | | | | |

Regression Equation:

$$Y = 0.12X_1 + 0.132X_2 - 0.08X_3 + 0.12X_4 + 3.22$$

Here,

Y= level of motivation

X1 = Work condition

X2 = Workload

X3= Freedom for task decision

X4= Relationship with superior

Interpretation:

From the table - 1, The R square value is 0.059. It means 5.9 percent of total variance is found in the dependent variable - level of motivation. It is very low. From table - 2, the t - test and significant value find for all independent variables (a). Here, work condition t value is 2.3 and sig. value is 0.21, workload t value is 2.28 and sig. value is 0.023, freedom for task decision t value is - 2.21 and sig. value is 0.027, relationship with superior t value is 3.26 and sig. value is 0.001. These results indicate that here alternative hypothesis is accepted. Therefore work place environments are having significant impact on the level of motivation of teachers towards their job in private degree colleges of Lucknow.

H2: Career Advancement is having significant impact on the level of motivation of teachers towards their job in private degree colleges of Lucknow.

Table 3: Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|-------------------|----------|-------------------|----------------------------|
| 1 | .332 ^a | .110 | .103 | 1.656 |
| a. Predictors: (Constant), Growth opportunities, Privilege and position, Salary and benefits, Promotion | | | | |

Table 4: Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2.057 | .367 | | 5.599 | .000 |
| | Salary and benefits | .143 | .046 | .147 | 3.138 | .002 |
| | Privilege and position | .019 | .069 | .016 | .276 | .783 |
| | Growth opportunities | .131 | .072 | .113 | 1.827 | .068 |
| | Promotion | .196 | .064 | .155 | 3.043 | .002 |

a. Dependent Variable: Level of motivation

Regression Equation:

$$Y = 0.14X_1 + 0.01X_2 + 0.13X_3 + 0.19X_4 + 2.05$$

Here,

Y = level of motivation

X₁ = Salary and BenefitsX₂ = Privilege and positionX₃ = Growth opportunitiesX₄ = Promotion

Interpretation: From the summary model - table - 3, The R square value is .110. It means 11 percent of total variance is found in the dependent variable - level of motivation. It is very low. From career advancement only 11 percent teachers are motivated in their teaching job. From table - 4, the t - test and significant value find for all independent variables (a). Here, Salary and Benefits t value is 3.13 and sig. value is 0.002, Privilege and position t value is 0.27 and sig. value is 0.78, Growth opportunities t value is 1.82 and sig. value is 0.06, promotion t value is 3.04 and sig. value is 0.002. In this result indicates that alternative hypothesis is accepted. Therefore, Career Advancement is having significant impact on the level of motivation of teachers towards their job in private degree colleges of Lucknow.

6. Finding and Discussion

The analysis of demographic data indicates that teachers are highly educated and have rich experience but they don't have good salary package. Their salary package is very low. Most of teacher's salaries consist in 10 - 15 thousand per month only. Regression coefficients calculated between motivation and all other independent variables have displayed that motivational level of private degree college's teachers is affected by all these factors including promotion, salary and benefits, growth opportunities, privilege and position, working condition, work load, freedom for task decision, and relationship with superior. The 'salary and benefits' factor's significant value is 0.002 from table - 4. This indicates that salary and benefits have significant impact on teacher's motivation regarding their teaching job in private degree colleges of Lucknow. Promotion factor also shows significant impact on teacher's job motivation at work place. If teachers get promotion on regular bases without any partiality then it can improve and increase the teacher's performance in class and also in administrative task. In this study the 'privilege and position' factors do not have significant impact on teacher's job motivation levels in private degree colleges of Lucknow. Growth opportunities significant value is 0.068. This indicate that it not have

significant impact on teachers motivational levels. But most of past studies indicate that growth opportunities have significant impact on motivation level of teacher's life. Workplace environment factors indicate that it has a significant impact on teachers' motivation levels and their work lives. According to the present study, workplace environment plays an important role in teacher motivation. When teachers find a workplace environment that is friendly and pleasurable, the level of their teaching work automatically increases, they are able to effectively express their knowledge to the students in a better way.

7. Conclusion

Motivation drives every one of our exercises. It is seen that expected outcomes are the result of acting with a particular goal in mind. In a working environment setting the results are impacted by the social precursors of the representatives. Motivated teachers are the real fortune of an institution. If the teacher lack zeal and enthusiasm for their teaching task, methodology, technology and systems go futile. In order to get the performance of teachers in the colleges for better student future, it is necessary that all teachers are fully motivated in their job life on work place. Whether there is an employee working in an educational institution or a teacher, the work place definitely has some effect on everyone. Favorable environment increases both efficiency and enthusiasm to work, but unfavorable environment hinders work efficiency. Motivation acts as a catalyst for the success of the educational institution and helps the teacher to remain productive and deliver better results every time. Career advancement is always the driving force for any working person. Everyone wants career recognition and growth in their society. Career advancement plays an important role in retaining good teachers in institution.

8. Limitation of the Study

This study is only based on primary data. It covers only private degree college's teachers of Lucknow, Uttar Pradesh.

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