

# Role of Motivation in Teachers' Job Satisfaction

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**Abstract:** *Man, Money and Machinery are the three types of resources that can fetch profit or losses for any organization. But the most important and the most significant is unquestionably the human resource for an organization. Organizations who consider the Human as asset are bound to grow irrespective of all hindrances. As a matter of fact the only resource which can help in developing an organization in a holistic manner is its human resource. When employees lack confidence and motivation, organization may tend to face withdrawal symptoms and the results are not very encouraging. To stimulate the process of organizational development only human beings can convert deficiency into efficiency. This particular paper would highlight the role of motivation in job satisfaction pertaining to teachers. Teaching is one of the most important and noble profession in the world. The very basic essence of learning lies in teaching. Hence continuous evaluation of self brings in better prospects for a teacher. All other professions of the society have their roots in the profession of teaching. Teaching fraternity is the pillar of educational system of any Nation. They play an imperative role in building the personality of individuals. The paper would also help in assessing that how teachers are critical for the successful functioning of educational system and for improving the quality of educational institutions.*

**Keywords:** Human Resource, Motivation, Job Satisfaction, Teachers, Quality of Educational Institutions

## 1. Introduction

Job satisfaction level and motivation level of an employee have a direct link. Entrepreneurs are continuously endeavoring to increase job satisfaction so that employee motivation results in better job performance and increased efficiency. Teaching profession has a different fervor altogether. Enthusiasm, optimism and feelings of contentment are essential to accomplish the target ~ that is to nurture a line of generation.

Teachers' commitment is enhanced when he/she feels motivated and satisfied with the job. The commitment of a teacher can easily be seen towards students if a link could be established between motivation and satisfaction.

Modern day teachers are adopting varied approach to their job and are encouraged to keep the workplace interesting. This results in increasing motivation and job satisfaction. One way of varying the job approach is to add innovation in ordinary routine to bring excitement at work. Teachers face job challenges and issues which are normally new with the new generation. Expanding motivation and job satisfaction in employees is one of the most difficult objectives of any management. This can, however, be improved as the teacher approaches the problem by looking at the desires and needs of the students using knowledge, skill and innovation. This in turn directly increases motivation for further betterment. Teachers serving as a model themselves and working in new ways to be more innovative and productive, they will inspire their pupils to follow their actions.

It is important for a teacher to believe he/she is valuable in shaping the future generation. Feelings of worth should be encouraged in teachers as a means of increasing motivation and job satisfaction.

Optimism, employee motivation and job satisfaction have a natural link amongst them. It is a skill that has to be practiced by everyone. Leaders need to radiate optimism, especially during times of change so that quality of education is not compromised. The quality of education is

the issue of teacher motivation and we all realize the decisive role teachers can play in improving the quality of education. Many debates have been conducted nationally and internationally on teacher's professional development but when it comes to motivating teachers they are treated just like any other sales and marketing personnel. Whereas the need to motivate teachers is not to achieve pecuniary targets but to further motivate an entire generation. Quite often Government policies and plans focus solely on teachers' professional development and under which comes teacher trainings but no serious effort has been made to study the causes of low motivation or de-motivation of teachers. Colleges are important institutions of the society which are considered a platform where significant socialization of the youth takes place and where a sizable number of youngsters of the society follow careers and meanings in their lives. It is therefore crucial to have highly committed and motivated teachers particularly in colleges where teachers' motivation is required. Motivation plays an important role in increasing the job satisfaction which in turn helps to increase the organizational performance.

## 2. Motivation and Demotivation

The academic environment attracts teachers who tend to be oriented to self-initiated creative behavior and are motivated to perform better. On the contrary, frustration of growth (self-actualization) increase the desire of relatedness satisfaction and frustration of related needs leads to the desire for existence gratification. For instance, demotivated learner might turn to affiliation available through teaching. Further demotivated teachers might move to another Institution, extend their education, or participate more in administration.

A motivated teacher learns things meaningfully and also implements it in his/her own life resulting into a better quality of lifestyle. This is the life skill which gives the direct first-hand experience of being motivated. This has the direct proportion of motivation and up-gradation of teachers. The more they are motivated for success the more they are proud of an upgraded candidate. At the same time demotivation may cause stress and upset them for being

degraded.

### 3. Dynamics of Intrinsic and Extrinsic motivation with regard to Job Satisfaction

Experts of behavioral science are of the opinion that there are number of different ways of thinking about motivation, including one method that involves looking at whether motivation arises from outside (extrinsic) or inside (intrinsic) the individual. The two basic questions that generally concern learners are;

*Why do we do the things we do?*

*What is it that drives our behaviors?*

Usually teachers are intrinsically motivated and have limited positive extrinsic motivation possibilities. Intrinsic motivation is coincident with the higher levels of Maslow's need hierarchy, while extrinsic motivators are appropriate for the lower levels of the hierarchy. Organizational structure, external rewards like promotion, pay and feedback are examples of extrinsic rewards - which are seen as somewhat self-defeating when used in a controlling manner. If extrinsic rewards are used then teachers may slacken their efforts once the tenure has been obtained. Such administration may build in a never-ending spiral of salary increases in hopes of continuing teachers' motivation. However, providing external evaluation in an informal way can lead to motivation. Minor discrepancies from a teacher's self-image may motivate change whereas large external evaluation discrepancies are rejected. Finally too little extrinsic feedback would definitely lead to demotivation. This overall indicates that intrinsic motivation is reinforced by an imbalance in the challenges and the skills of the teachers. Anxiety and frustration occurs if the challenge severely outweighs the skills and if it does not require slightly stretching the skills then boredom occurs.

Intrinsic motivation appears to work equally well for both teachers and learners. A teacher who is intrinsically motivated seems to enjoy the activity for its own sake and has a good chance to get the student to seek the intrinsic rewards of learning. If a teacher is extrinsically motivated students might conclude that learning is worthless and lacks inherent value.

*Influence of Extrinsic rewards on intrinsic motivation resulting in better Job Satisfaction -*

- If one gets award for best teacher, enjoyment in teaching and learning about the subject increases but the reward in terms of a gift or cash prize might not affect the underlying motivation for learning about the subject. However, this needs to be handled with care, because people will sometimes have expectation for such rewards.
- The positive feedback and praise offered to one teacher who performs better in comparison to other colleagues can actually improve intrinsic motivation of overall group.
- If Management offers lavish praises on the employee whenever a simple task is completed besides teaching, the person will become less intrinsically motivated to perform that task in the future.

Some experts suggest that the modern ways of teaching has a direct impact on external rewards such as increments, promotions etc. and hence results in better job satisfaction. It is also emphasized that these extrinsic Motivators help students feel more competent in the classroom, thus enhancing their own intrinsic motivation which finally give them a feel of satisfaction at the workplace. If a reward boosts the feeling of job satisfaction after doing good work, the enjoyment of the task may increase. Rewards, rightly administered, can motivate high performance and creativity. Extrinsic motivation and intrinsic motivation are both important ways of driving behavior.

It appears that education largely succeeds or fails via motivation. Professing means to live a way of life almost in a religious sense of devotion. Education is the process whereby the young agree to become adults not just behaving like adult enjoying being all educated adult. We can help students enjoy learning if their teachers are enjoying their learning.

### 4. Conclusion

Thus it could be concluded that promotion opportunities have a greater impact on teachers' job satisfaction. This is further followed by participation in decision making and opportunities to acquire new skills. Teachers' Job Satisfaction could simply be actualized by its linear relationship with opportunities to acquire new skills, promotion opportunities, participation in decision making and recognition. Extrinsic motivational factors are standardized factors representing the relative importance of each one in explaining the relationship further. Work environment and salary have a greater impact on teachers' job satisfaction.

Talking about level of motivation amongst students it can visibly and invariably be noticed that a student may have keen interest in academics while others may focus on social causes. Because of some learning disability or a shy temperament student may avoid academics or social situation. A motivated teacher can play a vital role in turning such situation into a favorable one by bringing changes in the environmental conditions. Working environment can enhance learners' motivation that eventually leads to success and productivity of the Institution.

Motivated teachers would bring forth a healthy generation of students who would be self-motivated in leading a happy and healthy life. This is the only value which could be imbibed in reciprocation of a tribute to a satisfied and motivated mentor and a teacher.

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