

# A STUDY ON STAFF INSPIRATION FOR EFFECTIVE JOB PERFORMANCE OF PRIVATE SCHOOL TEACHERS IN TENKASI AREA

## Abstract

“The Purpose of education is to make good human beings with skill and expertise..... Enlightened human beings can be created by teachers.”

-A.P.J. Abdul kalam

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Teachers are need for enhancing the future of students. Attainment level of students is directly correlated with the effectiveness of teachers. A teacher is the medium through which the subject matter is presented to the students, and it is the teacher who has the obligation of integration faith into improvement and the presentation of the course content..Inspiration will help him accomplish his personal goals. If an individual is motivated, he will have job satisfaction. Enthusiasm will help in self-development of individual. The main aim of this study is to find out motivational strategies adopted by management of private schools in Tenkasi Area to provoke their academic staff for effective performance. This study also wants to know the job gratification level of teachers in private school. The researcher used descriptive research design and using primary and secondary data for research. First hand data were collected by structured questionnaire. Moreover, 5point likerts scale and Ranking calculations are used for finding out the solution and also given recommendations and conclusion.

**Keywords:** Motivational Factors, Job satisfaction, Private school, Teachers, Builders.

## I. INTRODUCTION

Teaching is a technique and substance for sharing of knowledge and experiences, which always advocated and systematized in a very suitable and well-organized manner. Teaching helps others to develop in their knowledge and better thoughtful. A teacher is a nation builder. He is an artist who moulds the students towards their exact goals. Teachers are playing a vital role in developing a quality world to live. A teacher is the medium through which the subject matter is accessed to the students, and it is the teacher who has the responsibility of integration faith into development and the presentation of the course content. Motivation in teaching is a boost in bringing effectiveness in classroom and teaching learning process. A motivated teacher is vital to a successful classroom and better learning outcome. Motivation inspires to energies, concentrate and sustain positive behaviour over a long period of time.

## II. LITERATURE REVIEW

1. **Robbins (2012)** stated that, when someone is motivation, he or she tries, hard which will likely lead to favourable job performance. Motivation is vital as it makes teachers positive in their job. Creating a drive in them and helping them acquire the target will give them a feeling of success.
2. **Stolovith& his Colleagues (2011)** discussed that; tangible assets can motivate the employees and increase their performance.
3. **Talat Islam (2011)** said that, educational institutions consider human resources as their most vital asset and they consider them as route towards success. The motivation of teacher job performance.

## III. MOTIVATION AND JOB SATISFACTION

Motivation is the process that initiates, and maintains goal – oriented behaviours. In unremarkable usage, the term “Motivation” is habitually used to describe why a person does something. It is the energetic force behind human actions. Motivation involves the biological, passionate, communal and rational forces that activate the performance. It is what causes you to act, whether it is getting a glass of water to reduce thirst or reading a book to gain knowledge.

### 1. Motivational Strategies for Job Satisfaction

- Be requisite with your exception.
- Spotnoble work.
- Emphasis on the long term.
- Message
- Concern about employee security.
- Contribute frequent feedback.
- Extent engagements frequently.

## 2. Steps for Employee Satisfaction

- Be flexible
- Consent employees to form their own parts
- Discontinue the micro-management
- Identify and reward-outside financial remuneration.
- Drive communication and transparency
- Uphold the good health of employee
- Look after the work atmosphere and housekeeping issues.

## IV. OBJECTIVES OF THE STUDY

The main objectives of the study is given below:

1. To identify the inspirational factors for improving job satisfaction.
2. To bring the job satisfaction, and its factors.
3. To analyse the motivation factors for getting better job satisfaction.
4. To offers findings & suggestion

## V. STATEMENT OF THE PROBLEM

Anenthusiastic person work better and work hand his motivation on the right way leads him to the success. The term motivation is derived from the Latin word Mover meaning to move. The aim of research is to discover various motivation factors for private school teachers. Motivation is an utterance that is used to describe the triumph (or) the interruption of any difficult tasks. Motivation gives track, guts and energy. The level of motivation varies between different individuals in relation to their surroundings. It is to inspire people to do their work in order to increase performance in the work place. So, this study considers the job motivation helps to increase the job satisfaction of private school teachers.

## VI. RESEARCH DESIGN & METHODOLOGY

The research design of this study is Descriptive in nature. The information required is clearly defined through a well-defined questionnaire and statistical tools will be used to examine the data.

1. **Sampling Technique:** The final questionnaire will be attained at only after certain important change is confined. Sampling technique will be used for collecting the data from different private school teachers. The teachers are selected by the stratified sampling method.
2. **Sampling Unit:** The respondents are asked to fill out the questionnaires. Who will be considering as sampling units. These comprise of employees of private school teachers.
3. **Sampling Size:** The sample size will be restricted to only 100 which comprised of mainly people from different school of Tenkasi area.

#### 4. Collection of Data

- **Type of Data:** Primary data & Secondary data. The information is collected by distributing a questionnaire to 100 Private School Teachers in Tenkasi area.
- **Statistical Tools for Analysis:** Percentage methods, 5 Point Likert scale and weighted average method are used as a tool for analyse the motivational factors of private school teachers. Charts, Diagrams also used as a tool for analysis.

**Table 1: Rank the Important Motivational Factors**

Particular	1	2	3	4	5	6	7	8	9	10
Job recognition	24	48	6	6	4	2	6	2	-	2
Increment in salary	72	6	6	2	6	2	2	-	2	2
Appreciation	22	26	30	4	4	2	6	2	2	2
Bonus	18	42	14	12	4	2	2	4	2	-
Leave on duty	16	26	24	2	10	4	2	10	4	2
Casual leave	12	30	26	8	4	6	2	4	4	4
Rewards	20	28	20	4	4	6	2	4	2	10
Without loss of pay	14	38	12	8	2	6	4	4	6	6
Fees concession for staff ward	28	26	8	14	6	8	2	4	2	2
Positive way of approach by management	20	28	14	8	10	4	4	2	-	10

**Table 2: Ranking Calculation**

Rank/ Factors	1 10	2 9	3 8	4 7	5 6	6 5	7 4	8 3	9 2	10 1	Total Number of Responde nts	Total
Job recognition	24	48	6	6	4	2	6	2	-	2	100	828
X1	240	432	48	42	24	10	24	6	-	2		
Increment in salary	72	6	6	2	6	2	2	-	2	2	100	896
X2	720	54	48	14	36	10	8	-	4	2		
Appreciati on	22	26	30	4	4	2	6	2	2	2	100	792
X3	220	234	240	28	24	10	24	6	4	2		
Bonus	18	42	14	12	4	2	2	4	2	-	100	812
X4	180	378	112	84	24	10	8	12	4	-		

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Leave on duty	16	26	24	2	10	4	2	10	4	2	100	
X5	160	234	192	14	60	20	8	30	8	2		728
Casual leave	12	30	26	8	4	6	2	4	4	4	100	
X6	120	270	208	56	24	30	8	12	8	4		740
Rewards	20	28	20	4	4	6	2	4	2	10	100	
X7	200	252	160	28	24	30	8	12	4	10		728
Without loss of pay	14	38	12	8	2	6	4	4	6	6	100	
X8	140	342	96	56	12	30	20	12	12	6		726
Fees concession for staff ward	28	26	8	14	6	8	2	4	2	2	100	
X9	280	234	64	98	36	40	8	16	8	2		786
Positive way of approach by management	20	28	14	8	10	4	4	2	-	10	100	
X10	200	252	112	56	60	20	16	6	-	10		726

**Table 3: Weighted Average**

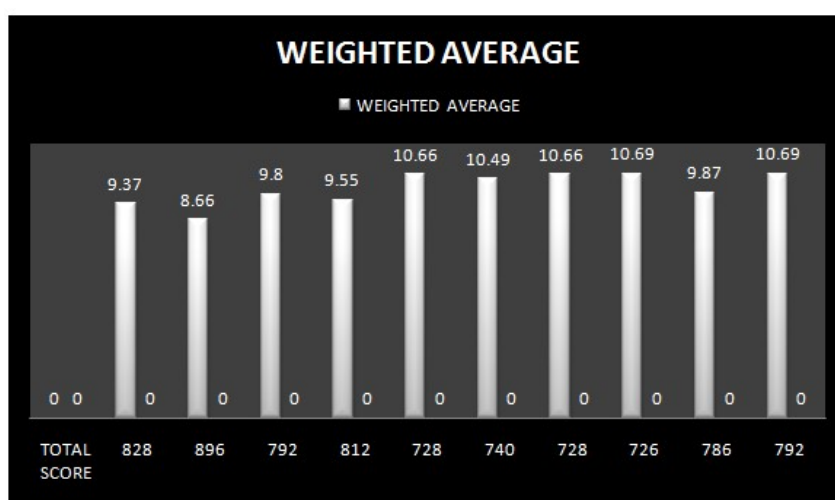
Total Score	Average	Rank
828	$7762\%828=9.37$	VII
896	$7762\%896=8.66$	VIII
792	$7762\%792=9.80$	V
812	$7762\%812=9.55$	VI
728	$7762\%728=10.66$	II
740	$7762\%740=10.49$	III
728	$7762\%728=10.66$	II
726	$7762\%726=10.69$	I
786	$7762\%786=9.87$	IV
726	$7762\%726=10.69$	I
<b>7762</b>		

Source: Primary Data

From the above table (1, 1(a), 1(b)) reflect the motivational factors & its rank which is given by the respondents. Respondents give first rank to casual leave. Because in the private educational institution never give causal leave to the teacher for their

necessary work. So, majority of respondents need causal leave at least one day for every month. This factor motivates to work delightful. Next rank (II) gives to increment & Bonus. Private educational institution would not increase increment and bonus to their employee. So, Bonus is an important motivational factor. III, IV rank for without loss of pay & Rewards. V rank is positive approach by management. Next motivational factor is leave on duty. Appreciation, Increment in salary, Job resignation, fees concussion for staff wards. So, the respondents recommended to management of the private educational institution may provide above mentioned motivational factors to employee for playing a vibrant role and getting better performance of their work.

**Chart 1**



**Table 3: Rate the Level of Satisfaction**

Particular	HS	S	N	DS	HDS
Prospects for advancement in teaching aids	28	38	10	20	4
Teaching quality improvement	32	30	16	20	2
New teaching methodology	30	30	22	10	8
Salary	14	30	12	34	10
New teaching methodology Working environment	30	20	18	16	6

**Calculation Regarding level of Job Satisfaction**

	1	2	3	4	5	Total	EWX
	5	4	3	2	1		
Prospectus for advancement in teaching aids	28	38	10	20	4	100	366
X1	140	152	30	40	4	366	

	1	2	3	4	5	Total	EWX
	5	4	3	2	1		
Teaching quality improvement	32	30	16	20	2	100	370
X2	160	120	66	20	8	370	
New teaching methodology	30	30	22	10	8	100	364
X3	150	120	66	20	8	364	
Salary	14	30	12	34	10	100	304
X4	70	120	36	68	10	304	
New teaching methodology Working environment	30	20	18	16	6	100	322
X5	150	80	54	32	6	322	

**Table 4**

Total Score	EWX	VD
366/100	3.66	Satisfied
370/100	3.7	Satisfied
364/100	3.6	Neutral
304/100	3.0	Neutral
322/100	3.22	Satisfied

Source: Primary Data

The above table (II) shows that level of satisfaction towards Teaching aids, Salary, New Teaching methodology, Teaching quality improvement, working environment which factors deals that they can satisfied with WX 3.7 towards Teaching quality improvement .Next is the WX (3.66 )regarding prospects for advancement in teaching aids & They satisfied with WX (3.60) level about new teaching methodology. They felt neutral level towards salary, & working environment with WX (3.0,3.2).

So, the respondents requested the management to provide reasonable pay as a salary, & improve the working environment & provide comfort working environment to teachers which help to motivate them to do their work in level best.

## VII. DISCUSSION AND RECOMMENDATION

1. This study may also provide useful suggestions for private schools as to have to make teachers more satisfied with their jobs & how to promote positive facets of job satisfaction & avoiding adversely factors.

2. Career advancement & provision seem to be very positive and encouraging as over the years.
3. Schools largely depend on the motivation of its employees. Generally, fair remuneration helps to improve the job performance & give job satisfaction to the employees.
4. The management should be learning about what employees requirements from their jobs, (or) what is more important for them, may create essential information for effective human resource management.
5. Opportunities to attend Staff Development Program and other form of training should be provided to all teachers not only to a selected few.
6. Performance evaluation should be objective and fair enough to distinguish the teachers who are performers non-performance.
7. Heads provide recognized facilities and gives sufficient chances for professional progress and advancement to academic staff.
8. Encouragement for creativity and innovation, appreciation on genuine effort, award with impressive titles and acknowledge of school teachers.
9. Good relationship and co-operation with the correspondence including participation in decision making about academic matters enhances teacher's performance.
10. The study also concluded that majority of the management commonly use democratic technique or style in solving problem and consult academic staff in decision making process.

## VIII. CONCLUSION

This study concluded that, the majority of the private school teachers have served with particular school for a more number of years are giving them amusing experience and the capability to deliberate on motivational issues concerning their works. Staff improvement policies and strategies are needed for suiting the essentials of individual employee. Monetary and Non-monetary benefits areas motivational factors to employees. Perspective factors are important in the employee's working process. Management should be approachable and impartial with everyone. Subsequently, the researcher concluded that inspiration gives the better job performance. It will stimulate the job satisfaction towards their job.

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