

Work Motivation and Teacher's Effectiveness of Government and Private Colleges affiliated to same University

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ABSTRACT

Work Motivation is defined as “the desire or willingness to make an effort in one's work” and teacher's Effectiveness is defined as “a teacher's ability to utilize approaches, strategies, connections to students, and a particular set of attitudes that lead to improved student learning and achievement” (Strong, Ward, & Grant, 2011). The objective of the study is to determine and understand the effect of work motivation on teacher's effectiveness. The research undertaken is descriptive and explains its aspects with a quantitative take on the matter. The population of the study were professors and other teaching staff from different colleges under the same university (Calcutta University). The research instrument which was used to collect data using a questionnaire was first tested on 25 professors and teaching staff outside the sample to determine the validity and reliability of the instrument. Test requirements analysis performed tests of normality, linearity, and regression significance. The research hypothesis test is done with path analysis. The results of the study found: (1) There is no significant relationship between Work Motivation and the effectiveness of the Teaching staff and Professors of Colleges. (2) There is no significant relationship between Work Motivation and Teacher's effectiveness of Private college Professors and Teachings staff.

Keywords: *Work Motivation, Teacher's Effectiveness, Government and Private Colleges affiliated*

Powerful instructors are the individuals who accomplish the objectives which they set for themselves or which they have set for them by others, for example, services of training, administrators and other government authorities Colleges and Universities. Successful educators will, in general, know about and effectively seek after objectives. These objectives function as inspirational power for them. Inspiration, explicitly the work inspiration, is perhaps the main components for association. Inspiration is an individual's interior attitude to be worried about and approach positive motivating forces and dodge negative motivators. Work inspiration is a bunch of fiery powers that begin both inside just as past a person's being, to start job-related conduct, and to decide its structure, heading, force, and span. According to Anderson, Durston and Poole (1975) it is one of the five factors that decide the presence of any association, as they put inspiration on an equivalent balance with men, cash, machines, and assurance. Dewan (2009) as well, lays pressure that

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expanding encouraging viability is an immense assignment that can be refined with the help of equipped educators indicating a sensation of sympathy and empathy alongside being learned and with great relational abilities. According to (Horenczyk & Tatar, 2002) they have attempted to clarify educator adequacy as a connect of instructing styles and hierarchical culture and it was accounted for that school culture, being a prime persuasive power, has a critical bearing on instructor effectiveness.

Studies have indicated that it is extremely hard to talk about inspiration and instructor's viability and their relationship. (Sharma & Das, 2015) inspected that age-related contrasts in work inspiration, propose a "move in individuals' thought processes". That is, it appeared to be that more seasoned representatives were less spurred by outwardly related highlights of a work, however more by naturally compensating position highlights. Hence the analyst has chosen to consider whether educator's adequacy and work inspiration influence one another and how much work inspiration is useful in upgrading showing viability of instructors. Consequently, the composition quantifies the work inspiration and showing adequacy of government and private educators at College and University level.

(Khiari & Idri, 2020) led an examination to research the connection between instructor inspiration and educator adequacy on an example of 100 instructors. The discoveries uncovered that huge outcomes were discovered distinctly if there should be an occurrence of the self-realization level of inspiration with respect to instructor viability. It was, consequently, inferred that the educator who had the most elevated level of inspiration, self-completion, would in general be more successful instructors.

(정하보 & 이정열, 2012) studied connection between instructor adequacy, innovativeness and between close to home relationship of educators. The discoveries uncovered that no huge connection was found between instructor adequacy and the pay or long periods of administration of the educators.

Statement of the Problem

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LITERATURE REVIEW

The relationship of different aspects on work effectiveness and efficiency has been studied on many researches worldwide across various regions and industry since a long time. A recent Study (Fero & Dokoupilová, 2019) studied about the effect on work motivation on existence of people from different generations. (Wagner & Hollenbeck, 2021) in their book has dedicated a chapter Work Motivation and Performance which shows a reasonable method justify cause and effect relationship using different models such as Maslow's Need Theory. The Work Motivation is guided by different principals mostly the Big 5 Traits. (Zhou, 2018) This is also correlational to the Work Effectiveness (Qasemi & Behroozi, 2017). Most of the research apply the Bowleys' Population Allocation Formula (1964) and based on 5-point Likert scale questionnaire. To Assess the Work Motivation a Manual for Work Motivation Questionnaire was prepared by K.G Agarwal in 1988. That has been extensively used to assess work motivation across various research. Along with these researches many researches were based on School teachers in India. However, the Relationship between the Work Motivation and The Teacher Effectiveness has not been researched very significantly. The Research Paper Considers

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The all-available Population for Similar circumstances for example Employed under same University, Same Geographical Location to Eliminate all the Other factors. The Research brings out independent understanding of Correlation between Work Motivation and Teacher's Effectiveness.

Definition in Operational Terms

Teacher's Effectiveness

The ownership of information and abilities falls under the heading of 'teacher competence' and the utilization of information and aptitudes in the classroom is alluded to as 'teacher performance', Teacher competence and teacher performance with the achievement of teacher objectives, is the 'Teacher's Effectiveness' (V. S., 2018).

Work motivation is a bunch of vivacious powers that begin both inside just as past a person's being, to start work-related conduct, and to decide its structure, course, force, and span. (V. S., 2018).

Objective of The Study

Objective of this study are as follows:

- To study the Work Motivation of government College Professors and Teaching Staff.
- To study the Work Motivation of private College Professors and Teaching Staff.
- To study the Teacher's Effectiveness of government College Professors and Teaching Staff.
- To study the Teacher's Effectiveness of private College Professors and Teaching Staff.
- To study the relationship between Work Motivation and Teacher's Effectiveness of government College Professors and Teaching Staff.
- To Study the relationship between Work Motivation and Teacher's Effectiveness of private College Professors and Teaching Staff.

Hypotheses

- There is no significant relationship between Work Motivation and Teacher's Effectiveness of government college Professors and Teaching Staff.
- There is no significant relationship between Work Motivation and Teacher's Effectiveness of private college Professors and Teaching Staff.

Limitations of the Study

The present study is delimited to the following:

- Professors and Teaching Staff of Government and Private Colleges affiliated to University of Calcutta.
- Professors and Teaching Staff of Government and Private Colleges affiliated to University of Calcutta were selected regardless of their gender age and Seniority.

RESEARCH METHODOLOGY

The Method used in the Study is "Normative Survey Method". The normative survey method utilizes insights and qualities considered typical for the gathering being surveyed to comprehend and gather information on a particular subject.

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The Population

The population for the purpose of this study has been defined as all the government and private Professors and Other Teaching Staff of Colleges affiliated to Calcutta University).

The Sample

For the current examination straightforward arbitrary testing methods is utilized to gather the example.

Five government Colleges are selected randomly from the list of government colleges, namely; Goenka College of Commerce & Business Administration (Govt.) Govt. General Degree Girls College (Govt.) Lady Brabourne College (Govt.) Maulana Azad College (Govt.) Umesh Chandra College.

Five private College selected namely; Taradevi Harakhchand Kankaria Jain College, The Bhawanipur Education Society College, Heritage College, Sri Shrikshayatan College, Scottish Church College.

From these Colleges, the sample of 50 government and 50 private professors and Teaching staff are selected by lottery method.

Table 1: Socio-Demographic Sample of the Sample

Group	Govt	Private
Sample Size (N)	50	50
Age (in Years)	27-60	27-60
Geographical Location	URBAN	URBAN

The Variables Involved

In the current examination Work Motivation is a free factor and the dependent variable is Teacher's Effectiveness. Educators effectiveness Scale created by Dr. Pramod Kumar and Dr D.N. Mutha is utilized to gauge educator effectiveness. Work inspiration survey created by Dr. K.G. Agarwal (New Delhi) is utilized to quantify the work inspiration of College Professors and Teaching Staff.

The Statistical Calculations used to dissect the entire information are, mean and product moment method of co-relation. The Karl Pearson Product-Moment correlation is utilized to gauge the relationship between the factors. Level of hugeness against the table an incentive with degree of freedom (df) at 0.01 and 0.05 is estimated.

RESULTS AND DISCUSSION

The first hypothesis of the study is: We cannot see any significant relationship between Work Motivation and the effectiveness of the Teaching staff and Professors of Colleges of The Karl Pearson Product-Moment correlation depicts the relationship between the variables. Level of significance against the table value with degree of freedom (df) at 0.01 and 0.05 is measured.

The second hypothesis is that We cannot see any significant relationship between Work Motivation and Teacher's effectiveness of Private college Professors and Teachings staff . Here again Pearson Product-Moment correlation is used to measure the relationship between

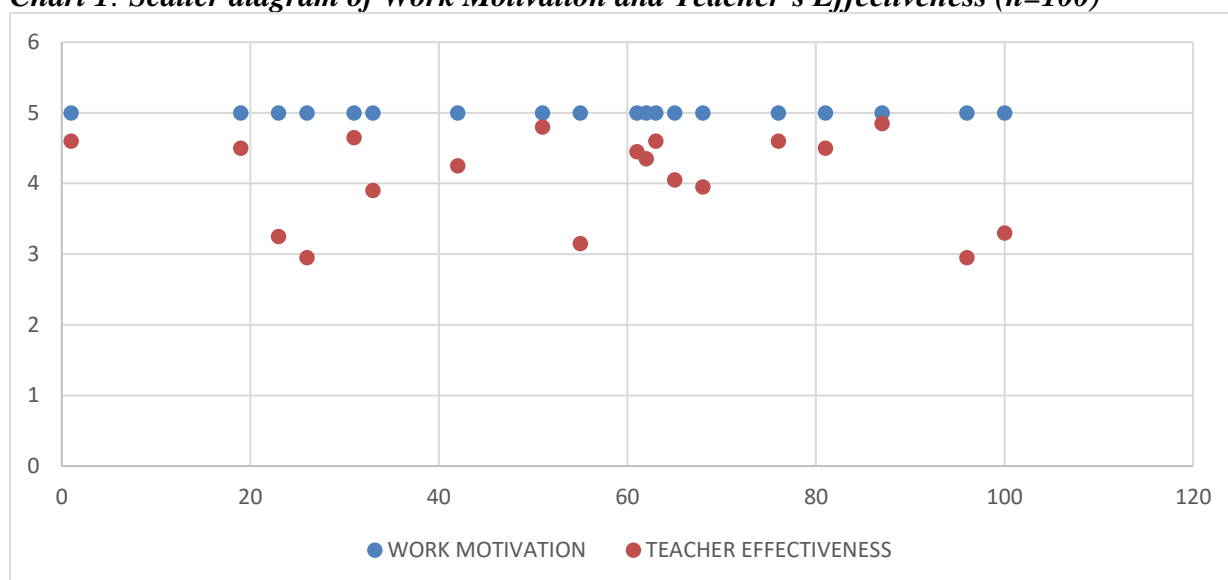
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the variables. The results obtained for 'r' value, 0.115497, is lower than the table value (0.358) at 0.01 level of significance and at 0.05 level of significance (0.231424).

Table 2: Average Teacher's Effectiveness and Work Motivation Score Along with Weights

Work Motivation (Score)	Count	Average Teacher Effectiveness (In %)
1	18	74.33
2	19	79.89
3	24	74.92
4	20	75.20
5	19	81.60

Chart 1: Scatter diagram of Work Motivation and Teacher's Effectiveness (n=100)



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something beyond raising pay rates. It implies taking disciplinary snags and regulatory drivel out of educators' center. Numerous scientists accept that monetary impetuses are not sufficiently able to spur laborers, but rather other higher necessities like social and regard needs lay a considerably more significant job than the materialistic ones. Hence, it is difficult to guarantee that monetary impetuses have enough capacity to productively inspire workers.

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Conflict of Interest

The author(s) declared no conflict of interest.

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