



PHYSICAL EDUCATION TEACHER MOTIVATION AND JOB SATISFACTION: A CORRELATIONAL STUDY

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Abstract

The purpose of this study was to find the correlation between the Job Satisfaction and motivation of Physical Education Teachers. For the purpose of this study a total of 50 subjects (N=50) were chosen, Physical Education Teachers from schools (n=25) and from higher secondaries (n=25). The subjects were chosen using purposive Sampling Technique. Job satisfaction was measured using Job Satisfaction Scale by Scott Macdonald and Peter MacIntyre (1997) which consisted of 10 questions and Motivation was measured using Work Extrinsic and Intrinsic Motivation Scale (WEIMS) (2000) consisting of 18 questions. Pearson Product correlation was used to correlate the Job Satisfaction and motivation of Physical Education Teachers. The results showed that there is a significant correlation between job satisfaction and motivation of Physical Education Teachers. It can also be seen that there is a high positive correlation between the two variables. The physical education teachers showed average job satisfaction and motivation.

Keywords: Physical Education Teacher, Motivation and Job Satisfaction

Introduction

The ingredients of motivation lie within all and the internalized drive toward the dominant thought of the moment (Rabby 2001). Motivation directly links to individual

performance that gain to organization performance and as a catalyzer for all individual employees working for an organization to enhance their working performance or to complete task in much better way than they usually do. Organization runs because of people working for it, and each person contributes toward achieving the ultimate goal of an organization. Panagiotakopoulos (2013) concluded that factors affecting staff motivation at a period where the financial rewards are kept to the least leads to stimulate employee performance. So, management personnel's responsibility to motivate their employees to work as per the expectation to enhance the organization's performance. Similarly Dysvik and Kuvaas (2010) concluded that intrinsic motivation was the strongest predictor of turnover intention and relationship between mastery-approach goals and turn over intention was only positive for employees, low in intrinsic motivation. The only thing organization needs to do is to give employees with ample resources and platform to do. As per Kuo (2013) a successful organization must combine the strengths and motivations of internal employees and respond to external changes and demands promptly to show the organization's value. In this paper, we have taken various techniques of motivation from existing literature, and managed to make flow



of motivation from young-age employees to old-age employees. From organization perspective managers need to understand the flow of motivation, it helps them to create a culture where employees always get motivated to do better. Barney and Steven Elias (2010) found that with extrinsic motivation there exist a significant interaction between job stress, flex time, and country of residence. Leaders know that at the heart of every productive and successful business lies a thriving organizational culture and hardworking people collaborate passionately to produce great results (Gignac and Palmer 2011). In the body of literature, various frameworks are used by the researchers based on theory of motivation, with only few dimensions of motivation.

“Research is seeking through methodical processes to add to one’s own body of knowledge and to that of others, by the discovery of nontrivial facts and insights” (Sharp et al., 2002). Davis (1999) defines business research as a systematic, controlled and critical investigation of phenomena which used to help the managerial decision makers. Before conducting a research there is a need of clear planning of how to conduct the research. According to Saunders et al. (1997) research strategy is the general plan of how the researcher will answer the research question that has set. There should be clear objective that derived from the research question and specify the source form where to collect data for the research. For this research primary and secondary data will be used. Primary data is the data which does not found in a compiled way. The researcher need to collect it and compiled in such a format that help in the decision making process (Bryman, 1988). On other side those data that has already been collected by someone for some

other purpose is known as secondary data (Gill & Johnson, 2002). Research is a scientific and systematic search for related information about topics and its study. It is a systematic method of finding solutions to problems.

The work environment can implicate the social relation at workplace and also maintain the relationship between colleague, supervisor and the organisation. It describes the neighboring circumstances in which employees are working together. A satisfied, happy and hardworking employee is biggest asset of any organisation. Effective results & productivity for any organisation is depend on the level of satisfaction of employees and work environment is one of the most important factor which influence the satisfaction & motivation level of employees. Efficient human resource management and maintain good work environment or culture effects not only the performance of employee & organisation but also affects the growth & development of entire economy.

Materials and Methods

For the present study descriptive correlational method was used. It was used to assess the Motivation and Job Satisfaction of the Physical Education Teachers. For the present study the researcher used Purposive sampling technique to select the sample from the population. The purposive sampling was used so as to ensure that most of the teachers that participate in the study would give sincere answers. All the physical education teachers currently teaching in schools or higher secondaries in the age group of 23 to 60 years having a minimum of B.P.Ed degree was the population. From the population 50 subjects were chosen for the present study. 25 school physical education teachers and 25 higher



secondary physical education teachers. The tools used for data collection were Job Satisfaction scale by Scott MacDonald and Peter MacIntyre and Work Extrinsic and Intrinsic Motivation Scale (WEIMS) (2000). To enhance the cooperation of the subjects the researcher personally met the subjects, explained the purpose of investigation and gave a clear instruction regarding the method for answering the questions. The researcher distributed the questionnaire booklet for marking the responses. The researcher in person in a face to face relationship administered the entire questionnaire. The subjects went through the instructions, read each statement carefully and indicated their responses. All the filled in questionnaires were collected from the subjects and scoring was done according to the scoring key. Usually an individual took 20 to 25 minutes in completing the test. To evaluate the score of Job satisfaction and motivation descriptive statistics were used. The "Pearson Product Moment correlation" was used to find out the correlation between motivation and job satisfaction of the Physical Education Teachers.

Results

TABLE NO. 1
DESCRIPTIVE STATISTICS OF JOB SATISFACTION
AND MOTIVATION OF PHYSICAL
EDUCATION TEACHERS

	Mean	Std. Deviation	Std. Error
Job Satisfaction	34.50	10.721	1.516
Motivation	65.70	18.893	2.672

Table 1 shows the descriptive statistics of job satisfaction and motivation of Physical Education Teachers. Physical Education

Teachers have job satisfaction of 34.50 and motivation is 65.70.



Figure 1: Mean and Standard Deviation of Job Satisfaction and Motivation of Physical Education Teachers

TABLE NO 2
CORRELATION BETWEEN JOB SATISFACTION AND
MOTIVATION OF PHYSICAL EDUCATION TEACHERS

Variables	Correlation
Job Satisfaction	0.744*
Motivation	

Significant at 0.01 level significance

The table shows that the correlation is significant between job satisfaction and motivation at 0.01 level ($p=0.000$). Also it can be seen that there is a high positive correlation between the two variables as the Pearson Correlation coefficient is 1.



Discussion and Conclusion

From the findings it can be seen that the physical education teachers possess average job satisfaction and motivation. This showed a high positive correlation between motivation and job satisfaction. We can conclude that a higher level of job satisfaction means that the teachers are more motivated and also it can be true vice versa. It is the duty of the management and the government to keep the physical education teachers motivated by providing them with the facilities, encouragement and required incentives whenever required. This will result in the physical education teacher being more satisfied with their job and hence working more efficiently.

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