

The Influence of Psychological Factors on Teachers Motivation of an Institute Mount Mary College of Teachers Education Nagaland

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1. Introduction

Motivation in a work environment has become very important for the employees. In today's scenario every employee sticks with organization. It is because of the techniques of motivation applying for the employee's. There are many theories in Human Resources Management and organizational psychology talks about different factors of motivation for the employee and needs and drive of an employee in the organization. There some facts that in last few years there are numerous number of authors and researcher has conducted and finds the reason behind the different factors that highly influence on employee's motivation.

This study, mention about the certain factors that influences on employee's motivation, and the data were collected from the Nagaland India, north east part of the India which is surrounded by neighboring Asian Country, and the organization is known as ministry of Mount Mary academy or Mount Mary institute. This organization is one of the well known non-profit organization it more on a charity and Christianity, This field in Nagaland is very competitive and More people tend to work in such organization .The various Literature of review contributed by researchers of the past evidence and also studied and assessed. This research needs a wide range of employee motivation techniques and methods and also their implication. Also the literature of review has studied on the effects on employee's motivation by certain psychological factors .A research model is designed after gathering a vast number of literatures of reviews and also related to the objectives of this study.

Through the development of the objectives of this study, a set of research questions and hypotheses are designed to set a goal of this study. The research framework had designed to apply for the questionnaire to conduct a survey on the level of motivation. The questionnaire is administered to determinants the level of employee's motivation and influences of certain psychological factors in the Institute of Mount Mary college of teachers Education Nagaland, this institute has chosen for the survey of this research work.

2. Literature Review

Paul Marciano ,Respect Model ;One of the research work that supports my studies is Respect Model is an actionable philosophy which has used over a decade's for a research purpose to study on a employee motivation and performance .The model study on a human relationships both personal and professional work within a context of respect and trust. The model has design by Paul Marciano is one of the leading authority on employee encouragement and retention, earned his PhD clinical psychology from Yale University specialized in

Behavior Modification and Motivation. He believes that not only the classic motivation methods helps the employees so he did research on Respect model and found that it is must that in any working environment respect trust, recognition and rewards are very important among that respect is the special one which motivates the employees because this days employee doesn't like if his or her colleagues or Boss doesn't appreciate or respect for what quality of work he present for the company or organization feels very discourage and doesn't feel like working for that company, this is what there are no such permanent employees are found this 21st century so it is important one should respect each other works and quality or personality ,than it will keep going and will bring benefits for the company or organization . (Marciano, 2008).

James Houran he holds Ph.D. in psychology and also president of 20/20 skills employee assessment, he has authored more than 100 journals articles and his award winning works. his journal on Money and Employee Motivation , And other side Keith Kefgen holds BS in hotel administration from Cornell university and also president of HVS executive search, he had more than 100 articles on executive selection, pay-for-performance, corporate governance and executive leadership. This is one of their Research work based on employees motivation and it believes that this days most of the people loves about materialism and get motivated when there is financial incentives in the workplace.in their studies the finding shows that employees can have a large number of differences in motives for acquiring wealth in order to fulfill their psychological needs by using money. And it says that there are some kind of non-financial policy which is very effective ways in fulfilling employee's motivation but this review talks about that Financial incentives is the best way to motivate employees especially who are materialistic so it necessary that as a manger should used this method as a reinforcement system to influence employee motivation by giving good compensation and pay according to their performance. Both the author focused using on reinforcement theory source (Houran&Kefgen,2006).

Perrachione et al. (2008) examined elements influencing satisfaction and retention among 201 schoolteachers in Missouri. They used a questionnaire to investigate the level to which satisfaction variables affected the decision to stay in their teaching profession. Teachers were generally "very satisfied" or "somewhat satisfied" with their teaching profession. elements contributing to work satisfaction were the mutual efficiency of instruction, working with students, upright students, assistance given to teachers, good school conditions and small class size. However, overload, poor pay scale, assistance from parents, student demeanor and large class size were found to attribute to dissatisfaction. Unsurprisingly,

respondents who expressed general work satisfaction were more motivated to stay in this profession. No important association was found between satisfaction and gender, age, qualifications or experience.

Recently, Monyatsi (2012) utilized a questionnaire to assess the degree of job satisfaction among 150 primary and secondary school teachers in Botswana, so as to identify the elements affecting satisfaction and to investigate the result of demographic variables. The study concluded that teachers were usually satisfied with their works. Among the determinants assessed, supervision and relationships with fellow teachers were found to contribute to teachers' satisfaction level, as did the job itself, albeit slightly, whereas incremental opportunities were a reason of dissatisfaction. As to demographic variables, substantial differences in satisfaction levels were found with regard to gender, age, qualifications and experience: the male teachers were more content than females, those possessing a degree in primary education were more content than those having a diploma or master's degree, and satisfaction was seen to increase with duration of experience. The main limitations of this research are that it used only five factors as influencing work satisfaction and that its manner were entirely quantitative.

3. Research Methodology

Objective of the Study

1. To study the psychological factors of an employee motivation.
2. To study the influence of psychological factors on employee motivation.

Hypothesis

H1 Certain psychological factors affect the extent of Employee Motivation.

H2 The factors, which have high influence, tend to show positively and significantly associated with the extent of Employee Motivation.

Data Collection

The data and information has gathered from both primary and secondary but mostly information is from primary sources, since the background of the studies give information who already have a proper information .The data of the study shown that through by giving online questionnaire to individual employee in the organization and also conducting telephone

interview with few people from different department like Managers and Head of the Department in the organization.

Sampling Design

Usually Researcher cannot make a observation of every single person in the population of the study, instead collect dividing into certain category according to the techniques and availability which means sample (Zikmund, 2000), sampling makes researcher to study a population data, it is a meaningful conclusion.

In this research study, a convenience and purposive sample techniques is required to collect the necessary information from the questionnaire. **Non-Probability sampling** study is depends on the scenario of the organization the researcher choose the particular period of time and available of the employees who can provide the information of the organization, in this study the researcher collect data from employee's from the workplace of the organization of Mount Mary Institute. The study shown that the organization and the employees is choose by the researcher in a convenience sampling techniques because of unavailability of some employees and purposive sampling because to get the required information of the research study(Sekaran,2003). The researcher collect data from Teaching and non-Teaching staff according to their availability and each individual employee who can give a detail information of the Institute from Mount Mary College of Teacher Education Nagaland and the sample size was 60 employees from the organization.

4. Data analysis and interpretation

The survey has done to collect data from questionnaire method and interview method, all the data that's has collected form 60 respondent are consolidated and categorized under each of the variables and built a inter-relationship between two variables. In order to make data analysis systematic and logical, it is necessary to make some good preparation before it starts interpreting the data (Sekaran, 2003). By using Likert scale helped to transferred the data into a rating scale measuring in to satisfaction level of motivation of the variables ranging from 1(strongly dissatisfied) to 5 (Strongly Satisfied). The various findings and their interpretation are discussed below.

5. Statistics

Table 1: Item Total statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Recognition	35.55	3.675	.364	.340	.488
Empowerment	36.08	3.162	.072	.255	.319
Supportive feedback	35.75	2.360	.383	.361	.094
Affiliation	35.42	3.535	.332	.352	.406
Expectation	36.33	2.124	.354	.271	.065
Consideration	36.33	2.294	.443	.390	.060

Trust	35.33	2.565	.633	.324	.099
Money	35.67	1.548	.774	.329	.336
Motivation	35.53	3.609	.334	.289	.506

Source(The Researcher derived from SPSS)

Cronbach’s alpha reliability coefficient normally ranges between 0-1.the half of the table is simply the number of items (N) that is total of 9 items with an average variance of each items in the table 1 above shown .it is believe that when Cronbach’s alpha value are .7 to .8 is a perfect acceptable value and appropriate for cognitive testing etc. The above table 4.1 shown the correlational between each item and total scores of the questionnaire, it believe that in reliable scales all items should correlate with the total.

Table 2 Reliability Statistics

Cronbach's Alpha	N of Items
.776	9

Source (The Researcher derived from SPSS)

The above table 2 of reliability statistics, shown that Cronbach’s alpha with the total average of .776 with the number of 9 items. Which means the Data od Cronbach’s ‘s Alpha shows overall a good internal consistency of the items in the scale most of the respondent has given a similar responses which estimated that is good, hence it is valid Cronbach’s alpha value is above.7 which is consider good and reliable .It believe when the scores is high value, it shows more reliable and less error of items deleted.(Field,2009)

6. Results

The Result of the data analysis, the research model is tested for its application here the study support that all the variables are highly correlated to the dependent variable of this study “Employee Motivation”, The structural research model of this study has shown below in figure1 and has mentioned how it has inter –related to each model after analyzed of data. The Research Model has designed showing the relationship

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between independent variables and dependent variables with a significant level of correlational.

The Figure 1 shows the value of all the factors along with the employee’s motivation and it is shows the correlational significant between 0.01 level to 0.05 level and it explain which is most preferable or correlated to Employee motivation variable’s. And below the value show that significant level.

7. Conclusion

Mount Mary College of Teachers Education Nagaland is a well-known non-profit organization in Nagaland where many students come to get education from various places in around India as well neighboring country and even the employee are from different background which is very challenging and more over there many branches link with the Institute each branch has one Head follow by the subordinates, so for them it is stressful to do multi-task even both fulltime and part time employee, only ways is either the organization has to rise the incentives or make a Better environment let employee too feel important not isolated (MountMaryhandbook,2007). Therefore, each organization has different ways of dealing with their employee, so they get motivate and bring positive result. Why choose Mount Mary Institute, it is unique organization from others and it is more about charity and about Christianity and also the culture different from rest Indian, so the reason will be the Familiarity of the place (Nagaland) and it will provide more depth information about the employees and the environment on how psychologically it influence on employee motivation, the main point of the study is to find how the organization keeps employee happy and tend to work for longer and with satisfactorily. This Study related to Employee Motivation.(The researcher)