



Comparative study of work motivation among male and female college teachers of Kashmir

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Abstract

In the present endeavor, the investigator has made an attempt to study the Work Motivation of College Teachers. The sample for the present study consisted of 400 college teachers selected from different colleges of Kashmir valley (J&K). Out of 400 colleges teachers 200 were males and 200 were female teachers. In order to access the work motivation among college teachers Work Motivation Scale developed by K. G. Agrawal (2004) was used. The study revealed that there is a significant mean difference between male and female college teachers on overall dimension of work motivation. Male college teachers are highly work motivated as compared to female college teachers.

Keywords: work motivation, male, female, college teachers

Introduction

Teachers are a lot of inclined to take students as active participants within the method of deed information than to check the teacher's main role because the transmission of data and demonstration of "correct solutions". Teacher's beliefs, practices, and angle are vital for understanding and up instructional processes. they're closely connected to teacher's methods for dealing with challenges in their daily business life and to their well being and that they form students learning atmosphere and influence student motivation and accomplishment.

Motivation to figure could be a human state wherever ability to figure and can to figure fuse along. In absence of 1 alternative doesn't manufacture results. It's the final word check of effectiveness of just about each organization as a result of its directly associated with the results achieved. Pinder (2008), "Work motivation could be a set of energetic forces that originate each among further as on the far side associate individual's being, to initiate work-related connected behavior and to work out its behavior, and to work out its kind, direction, intensity, and duration". within the words of Jennifer Vanbaren (2010), work motivation could be a method wont to encourage and encourage staff to perform their jobs totally and well. It may be outlined because the disposition to exert high levels of efforts towards the structure goals conditioned by the power to satisfy some individual would like.

Every leader needs to rent completely actuated people that need to figure and can still strive arduous throughout the overall amount of employment actuated workers are willing to exert a selected level of effort (intensity), for an exact quantity of your time (persistence), towards a selected goal (direction). Even once folks have clear work objectives, the correct skills and a validatory work atmosphere, they need to have adequate motivation to realize work objectives. As a result of the work motives of workers have an effect on their productivity; one

among management's jobs is to channelize worker motivation effectively towards achieving structure goals. In alternative words, motivation is that the key to success in any organization. By execution the right psychological feature action, a corporation will basically operate swimmingly and expeditiously. However, a mistaken use of motivation in a corporation will cause a far totally different outcome.

Objectives

The following objectives have been formulated for the present investigation:

1. To study and compare the Work Motivation of College Teachers on the basis gender.

Hypotheses

Following hypotheses have been framed for the present investigation:

1. Male and female college teachers differ significantly on work motivation.

Sample

The sample for the present study consisted of 400 college teachers selected from different colleges of Kashmir valley. Out of 400 colleges teachers 200 were males and 200 were female teachers. The sample for the study was selected randomly from different colleges of the valley to ensure that every unit of the population could have equal chance of being selected.

List of sample colleges

1. Amar Sing College, Srinagar, Kashmir.
2. Govt. Degree College, Bemina, Srinagar, Kashmir.
3. Govt. S.P. College, Srinagar, Kashmir.
4. Govt. College for Women, A.A. Road, Srinagar
5. Govt. Degree College, Sopore.
6. Govt. Degree Collage Kupwara

7. Govt. Degree College, Baramulla
8. Govt. Degree College, Bandipora
9. Govt. Degree College, Anantnag
10. Govt. Degree College for Women, Anantnag
11. Govt. Degree College, Bejbehara
12. Govt. Degree College, Kulgam

Selection and Description of tools

The tools for the present study were selected in a manner to achieve an optimum level of confidence by the investigator for the objectives of the study. Since the study principally contained four variables namely professional ethics, administrative participation, attitude towards teaching and work motivation. Therefore, such tools were decided to be chosen as could validity and reliably measure these variables. The investigator after screening a number of available tests finally selected the following tools to collect the data.

1. Work Motivation Questionnaire developed by K. G. Agrawal.

Analysis and Interpretation

Table 1: Showing the mean comparison between male and female college teachers on dependence dimension of work motivation.

Group	N	Mean	S.D	t-value	Level of Significance
MCT	200	22.78	4.51	1.81	Insignificance
FCT	200	21.89	5.32		

MCT: Male College Teachers
 FCT: Female College Teachers

The data of the above table shows the mean comparison between male and female college teachers on dependence dimension of work motivation. The statistical data reveals that there is no significant difference between male and female college teachers on dependence dimension as the calculated t-value does not exceed the tabulated t-value at any level of confidence. Therefore, it can be inferred that both male and female college teachers are equally involved by their superiors while giving in directions and suggestions.

Table 2: Showing the mean comparison between male and female college teachers on organizational orientation dimension of work motivation.

Group	N	Mean	S.D	t-value	Level of Significance
MCT	200	25.32	5.31	1.62	Insignificance
FCT	200	24.51	4.74		

MCT: Male College Teachers
 FCT: Female College Teachers

A quick glance at the above table shows the mean difference between male and female college teachers on organizational orientation dimension of work motivation. The results of the table shows that there is no significant difference between male and female college teachers on organizational orientation dimension of work motivation. The table reveals that both male and female college teachers are equally satisfied with respect to monetary benefits and encouragement. Though the mean difference favoured female college teachers but the difference failed to arrive at any level of confidence.

Table 3: Showing the mean comparison between male and female college teachers on work group relations dimension of work motivation.

Group	N	Mean	S.D	t-value	Level of Significance
MCT	200	16.32	3.82	1.45	Insignificant
FCT	200	15.71	4.71		

MCT: Male College Teachers
 FCT: Female College Teachers

The data of the above table shows the mean difference between male and female college teachers work group relations dimension of work motivation. The table reveals that there is no significant difference between the two groups which indicates that both male and female college teachers are equally satisfied with the colleagues and believe that work group help the to improve their performance.

Table 4: Showing the mean comparison between male and female college teachers on Intrinsic Motivation dimension of work motivation.

Group	N	Mean	S.D	t-value	Level of significance
MCT	200	16.31	3.41	3.66	Significant at 0.01 level
FCT	200	14.78	4.82		

MCT: Male College Teachers
 FCT: Female College Teachers

A quick look at the above table shows the mean comparison between male and female college teachers on intrinsic motivation dimension of work motivation. The statistical data reveals that there is a significant difference between the male and female college teachers on intrinsic motivation dimension of work motivation. However mean favours male college teachers which shows that male college teachers have highly intrinsic motivation as compared to female college teachers.

Table 5: Showing the mean comparison between male and female college teachers on material incentives dimension of work motivation.

Group	N	Mean	S.D	t-value	Level of significance
MCT	200	13.21	3.21	0.82	Insignificant
FCT	200	12.92	3.78		

MCT: Male College Teachers
 FCT: Female College Teachers

The data of the above table shows the mean comparison between male and female college teachers on material incentives dimension of work motivation. The statistical data reveals that there is no significant mean difference between male and female college teachers on incentives dimension of work motivation. Therefore, it can be inferred that both male and female college teachers are equally motivated with the salary, chances of promotion and other material benefits.

Table 6: Showing the mean comparison between male and female college teachers on job situation dimension of work motivation

Group	N	Mean	S.D	t-value	Level of significance
MCT	200	14.31	3.21	5.21	Significant at 0.01 level
FCT	200	12.76	2.72		

MCT: Male College Teachers
 FCT: Female College Teachers

The data of the above table shows the mean difference between male and female college teachers on job situation dimension of work motivation. The statistical data reveals that there is a significant difference between male and female teachers on job situation dimension of work motivation. The data reveals that male college teachers are motivated with the situation that give a chance to use their best abilities to do things that they are best at as compared to female college teachers.

Table 7: Showing the mean comparison between male and female college teachers on composite score of work motivation.

Group	N	Mean	S.D	t-value	Level of significance
MCT	200	108.25	15.72	3.54	Significant at 0.01 level
FCT	200	102.57	16.31		

MCT: Male College Teachers
FCT: Female College Teachers

The data of above table shows the mean difference between male and female college teachers on overall dimension of work motivation. The statistical data reveals that there is a significant mean difference between male and female college teachers on overall dimension of work motivation. Therefore, it can be inferred male college teachers are highly work motivated as compared to female college teachers.

In the light of the above empirical evidences, the hypothesis No.1 which reads as, "Male and female college teachers differ significantly on work motivation" stands accepted.

On the basis of the above mentioned results, the Objective No. 1 which reads as, "To study and compare the Work Motivation of College Teachers on the basis gender" stands accomplished.

Conclusion

1. It was found that there is no significant difference between male and female college teachers on organizational orientation dimension of work motivation, both male and female college teachers are equally satisfied with respect to monetary benefits and encouragement.
2. It was found that there is no significant difference between the two groups which indicates that both male and female college teachers are equally satisfied with the colleagues and believe that work group help to improve their performance.
3. Significant difference was found between the male and female college teachers on intrinsic motivation dimension of work motivation. Male college teachers have highly intrinsic motivation as compared to female college teachers.
4. No significant difference was found between male and female college teachers on incentives dimension of work motivation. Both male and female college teachers are equally motivated with the salary, chances of promotion and other material benefits.
5. It was found that that there is a significant difference between male and female teachers on job situation dimension of work motivation. Male college teachers are motivated with the situation that give a chance to use their

best abilities to do things that they are best at as compared to female college teachers.

6. It was found that there is a significant mean difference between male and female college teachers on overall dimension of work motivation. Male college teachers are highly work motivated as compared to female college teachers.

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