



## EMPOWERMENT OF TEACHERS IN RELATION TO THEIR WORK MOTIVATION

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### ABSTRACT

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*The main objective of present study was to find out the relationship between Empowerment and Work Motivation of School and College Teachers. To achieve this objective, Work Motivation Questionnaire by Agrawal (1997) and Teacher Empowerment Questionnaire developed by the investigator were used. The sample consisted of 106 teachers were taken randomly from the schools and colleges of Ludhiana District. The results revealed that there exists significant relationship between teacher empowerment and work motivation among the teachers of schools as well as teachers of colleges of Ludhiana District.*

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**Keywords:** Teacher Empowerment, Work Motivation

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### **Introduction**

The world today is looking forward to high performance educational institutions but school and colleges cannot achieve their objective fully and quickly only through the official duties of the teachers. The success of these institutions depends on teacher willingness to go beyond these duties. It is the sense of empowerment and motivation which plays an important role in making effective teachers and hence the success of educational institutions.

Empowerment is a process that challenges our assumptions about the way things are and can be. It challenges our basic assumptions about power, helping, achieving, and succeeding. To begin

to demystify the concept of empowerment, we need to understand the concept broadly in order to be clear about how and why we narrow our focus of empowerment for specific programs and projects (specific dimension or level, etc.) and to allow discussion of empowerment across disciplinary and practice lines. Understanding empowerment became a critical issue for us as we grappled with the task of sharing the People Empowering People (PEP) program with Extension faculty across the country.

Motivated employees are the most important factor in the long-term success of any business. Empowerment positively impacts motivation, and motivation leads to better performance. These links are much more important for small businesses, where employees are fewer and interactions with customers are typically face to face. Empowerment and motivation are complex notions. Better understanding of them helps small-business managers better harness their impacts on performance.

Due to previous researches, teacher empowerment is a field that teachers should have enough jurisdictions in the professional development process to have self-efficacy. Short (1992) stated that teacher empowerment is as a professional development process including professional knowledge base, higher teaching efficacy, and promote decision-making to meet the requirement of education. The three key issues accentuated in the study included: (a) empowerment is a learning process which grows the ability of teachers to achieve authority and let them to create a more effective learning environment, (b) teachers should obtain a higher self awareness to enhance the learning environment, and (c) empowering motivation is a factor which improve teacher's sense of power and consequently increase self-efficacy.

Whitaker and Moses (1990) expressed that five factors which enhance empowerment can be included to: (a) make a sense of self-confidence in teachers, (b) liberate teachers, foster their collaboration, and decreases alienation, (c) change bureaucracy, (d) arouse growth and renewal, and (e) improve cooperation.

Motivation may be defined as a planned managerial process, which stimulates people to work to the best of their capabilities, by providing them with motives, which are based on their unfulfilled needs. Motivation means a process of stimulating people to action to accomplish desired goods. Motivation is the process of attempting to influence others to do your will through the possibility of gain or reward. There are two types of motivation, Intrinsic and Extrinsic

motivation. It's important to understand that we are not all the same; thus effectively motivating your employees requires that you gain an understanding of the different types of motivation. Such an understanding will enable you to better categorize your team members and apply the appropriate type of motivation.

### **Objectives of the study**

1. To find out the relationship between Teacher Empowerment and Work Motivation among teachers of Ludhiana district.
2. To find out the relationship between Teacher Empowerment and Work Motivation among teachers of Ludhiana district in regard to gender.
3. To find out the relationship between Teacher Empowerment and Work Motivation among teachers of Ludhiana district in regard to school and college teachers.

### **Hypotheses of the study**

1. There exists significant relationship between Teacher Empowerment and Work Motivation among teachers of Ludhiana district.
2. There exists significant relationship between Teacher Empowerment and Work Motivation among teachers of Ludhiana district in regard to gender.
3. There exists significant relationship between Teacher Empowerment and Work Motivation among teachers of Ludhiana district in regard to school and college teachers.

### **Delimitations of the study**

The study was conducted on

1. Teachers of schools and colleges of Ludhiana districts.
2. The study was restricted to male and female teachers.
3. A total sample of 106 teachers was taken.

### **Method and Procedure**

Keeping in view the nature of the study, the descriptive survey method was used in the present study.

## Sample

For the present study 106 teachers were taken randomly from the schools and colleges of Ludhiana district. The sample included 25 males teacher and 35 females teacher from school and 17 males teacher and 29 female teachers from college.

## Analysis of data

**Table 1- Co-efficient of correlation between teacher empowerment and work motivation among teachers of schools and colleges of Ludhiana District**

N	r	Interpretation
106	0.701**	Significant at 0.05 & 0.01 level

Table represent co-efficient of correlation 'r' of teacher empowerment and work motivation among teachers of schools and colleges of Ludhiana District. The coefficient of correlation is 0.701, which is significant at 0.05 & 0.01 levels of confidence. This indicates that there exists significant relationship between teacher empowerment and work motivation among teachers of schools and colleges of Ludhiana District.

Hence hypothesis (1) stating, "There exists significant relationship between teacher empowerment and work motivation among teachers of schools and of colleges of Ludhiana District," is accepted.

**Table 2- Co-efficient of correlation between teacher empowerment and work motivation among female teachers of schools and colleges of Ludhiana District**

N	r	Interpretation
74	0.705**	Significant at 0.05 & 0.01 level.

Table represent co-efficient of correlation 'r' of teacher empowerment and work motivation among female teachers of schools and colleges of Ludhiana District. The coefficient of correlation is 0.705, which is significant at 0.05 & 0.01 levels of confidence. This indicates that

there exists significant relationship between teacher empowerment and work motivation among female teachers of schools and colleges of Ludhiana District.

Hence hypothesis 2 stating, “There exists significant relationship between teacher empowerment and work motivation among female teachers of schools and teachers of colleges of Ludhiana District,” is accepted.

**Table 3- Co-efficient of correlation between teacher empowerment and work motivation among male teachers of schools and colleges of Ludhiana District**

N	r	Interpretation
32	0.697**	Significant at 0.05 & 0.01 level

Table represent co-efficient of correlation ‘r’ of teacher empowerment and work motivation among male teachers of schools and colleges of Ludhiana District. The coefficient of correlation is 0.697, which is significant at 0.05 & 0.01 levels of confidence. This indicates that there exists significant relationship between teacher empowerment and work motivation among male teachers of schools and colleges of Ludhiana District.

Hence hypothesis 2 stating, “There exists significant relationship between teacher empowerment and work motivation among male teachers of schools and colleges of Ludhiana District,” is accepted.

**Table 4- Co-efficient of correlation between teacher empowerment and work motivation among school teachers of Ludhiana District**

N	r	Interpretation
60	0.552**	Significant at 0.05 & 0.01 level

Table represent co-efficient of correlation ‘r’ of teacher empowerment and work motivation among teachers of schools of Ludhiana District. The coefficient of correlation is 0.552, which is significant at 0.05 & 0.01 levels of confidence. This indicates that there exists significant

relationship between teacher empowerment and work motivation among teachers of schools of Ludhiana District.

Hence hypothesis 3 stating, “There exists significant relationship between teacher empowerment and work motivation among teachers of schools of Ludhiana District,” is accepted.

**Table 5- Co-efficient of correlation between teacher empowerment and work motivation among college teachers of Ludhiana District**

N	r	Interpretation
46	0.767**	Significant at 0.05 & 0.01 level.

Table represent co-efficient of correlation ‘r’ of teacher empowerment and work motivation among teachers of colleges of Ludhiana District. The coefficient of correlation is 0.767, which is significant at 0.05 & 0.01 levels of confidence. This indicates that there exists significant relationship between teacher empowerment and work motivation among teachers of colleges of Ludhiana District.

Hence hypothesis 4 stating, “There exists significant relationship between teacher empowerment and work motivation among teachers of colleges of Ludhiana District,” is accepted.

### Results and Conclusions

- There exists significant relationship between teacher empowerment and work motivation among teachers of Ludhiana District.
- There exists significant relationship between teacher empowerment and work motivation among female teachers of Ludhiana District.
- There exists significant relationship between teacher empowerment and work motivation among male teachers of Ludhiana District.
- There exists significant relationship between teacher empowerment and work motivation among teachers of schools of Ludhiana District.
- There exists significant relationship between teacher empowerment and work motivation among teachers of colleges of Ludhiana District.

## Educational Implications

The study may be helpful for the teachers to know their level of work motivation and empowerment. It helps the teachers to be aware of themselves and take independent decisions. Thus, enhancing their decision making ability. Study helps the administration to facilitate empowerment of the teachers. Study may help the counselors and guide workers to provide ways and means of work motivation and teacher empowerment by implementing the various national policies in an effective manner.

## References

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