



RELATIONSHIP BETWEEN PROFESSIONAL COMMITMENT AND WORK MOTIVATION OF SECONDARY SCHOOL TEACHERS

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ABSTRACT

The paper intended to highlight the relationship between professional commitment and Work motivation. Pinder (1998) defined work motivation as “a set of energetic forces that originate both within as well as beyond an individual’s being, to initiate work-related behaviors, and to determine its form, direction, intensity, and duration”. A survey work has been conducted to collect the data for finding the hypothetical consideration in terms of regression analysis. It can be predicted in present day that one cannot think quality education without having commitment of its own and the study reveals that it must be incorporated with work motivation.

Keywords: Professional commitment, Work motivation.

1. INTRODUCTION

Professional commitment is an attitude for favorable disposition towards any profession. According to APA Dictionary of Psychology it includes the desire or willingness to make an effort in one’s work including salary and other benefits, desire for status and recognition, a sense of achievement, relationships with colleagues, and a feeling that one’s work is useful or important.

Atkinson(1964)	“The contemporary (immediate) influence on direction, vigour, and persistence of action”,
Campbell and Pritchard (1976)	motivation has to do with a set of independent/ dependent variable relationships that explain the direction, amplitude, and persistence of an individual’s behaviour, holding constant the effects of aptitude, skill, and understanding of the task, and the constraints operating in the environment”.
Kanfer (1990)	Describes motivation as “a set of psychological processes involved with the arousal, direction, intensity, and persistence of voluntary actions that are goal directed”.
Robbins (2005)	Defines work motivation as “the willingness to exert high levels of effort towards organizational goals, conditioned by the effort’s ability to satisfy some individual needs”.

That is, when we discuss motivation, we are primarily concerned with:

- 1) Activation of behaviour – It has to do with the drive or energy behind our actions and is demonstrated by the arousal of goal-directed behaviour.
- 2) Direction of behavior – It is concerned with the paths people choose toward meeting their goals and is seen by the regulation of behaviour toward specific goals. 26 Personality and Attitudes in Organizational Behaviour

- 3) Persistence of behavior – It has to do with continued efforts in the achievement of goals often in the face of obstacles and is demonstrated by sustained activity over a period of time.
- 4) Intensity of behaviour – It is concerned with the extent of effort put in to achieve a goal and is seen in the concentration and vigour that goes into pursuing the goal.

Effort that is directed toward, and is consistent with, organizational goals is the kind of effort that managers and organization should be seeking. Finally, motivation is a need-satisfying process.

Work motivation is thus concerned with factors that energize, channel, sustain and amplify work performance toward organizational goals. Gaps between motivation and performance exist whenever people avoid starting something new, resist doing something familiar, stop doing something important and switch their attention to a less valued task, or refuse to “work smart” on a new challenge and instead use old, familiar but inadequate solutions to solve a new problem (Clark, 1998).

To assess the quality of work motivation the Work Motivation Questionnaire (WMQ-A) was used. This questionnaire was constructed by K.G. Agarwal (2012).

- **Factors:** Six components accounting for 86 percent of variance were retrieved and discovered using factor analysis of data from five general hospitals employing doctors, nurses, nursing orderlies, and sweepers as responders. The principal component analysis was performed to determine the factors, and the varimax criterion was utilized to determine the rotations.
- **Dependence:** The first factor has high loading on items related to the immediate superior, e.g., “To what extent do you feel the immediate superior would be willing to go out of the way to help you if you ask for it?” “How free do you feel to discuss your personal problems with your immediate superior?” This factor has components which seem to constitute “dependence”.
- **Organizational Orientation:** Items like, “To what extent the people who make decisions are aware of problems at lower level in this organization?” These variables are clearly related with the organizational orientation. Some other variables like over all job satisfaction pay, benefits etc. also very much reflect the organization. Thus organizational orientation seems to be a relevant factor in the work organization.
- **Work Group Relations:** The third factor accounts for 13.7% of common variance. Variables like “To what extent do you have confidence and trust in the people in your work group?” Make possible to identify this factor a work group relations factor. It is interesting to note that the variable related to the likening for the kind of work on dose has high loading here.
- **Intrinsic Motivation (Psychological Work Incentives) :** “To what extent do you feel you are responsible for your work ?” “To what extent do you feel to plan your own work?” All these variables are related to intrinsic motivation to work. These variables are clearly related to the intrinsic satisfaction that the work can give to the employee.
- **Material Incentives:** Material incentives are not truly hygienic in the Herzbergian sense, as several variables that should have clustered here are actually members of other clusters. Rest periods, compensation, promotion opportunities, and benefits are unmistakably material incentives that deserved to be defined as an independent element. This component contributes only a modest amount of common variance.
- **Job Situation:** The job setting component includes the opportunity to learn, the opportunity to use abilities, and the overall pattern of work. While these three elements are a component of the corporate environment, they are significant work motivators. Job context as described by these elements has a greater bearing on job motivation than the more abstract idea of organizational environment.

OBJECTIVES:

- 1) To find out the significant difference of professional commitment on the basis of locality and Gender.
- 2) To find out the relationship among different dimension of professional commitment and work motivation.

HYPOTHESIS:

- **H₀₁:** There is no significant difference between Professional Commitments on the basis of locality of Secondary School Teachers in West Bengal.
- **H₀₂:** There is no significant difference between Professional Commitment on the basis of Gender of Secondary School Teachers in West Bengal.
- **H₀₃:** There is no significant relationship between Professional Commitment and Work Motivation of Secondary School Teachers in West Bengal.

VARIABLES: In the present study, variable like Work motivation is Independent Variable and demographic variables like gender, nature of the institution Were professional commitment is considered as the dependent variables.

- Independent Variable- Work Motivation
- Dependent Variable- Professional Commitment

POPULATION AND SAMPLE OF THE STUDY:

The population for the present study was all those teachers who are teaching in Secondary School Teacher of the West Bengal. All teachers teaching in Secondary School Teacher of West Bengal constituted the population of the study for the present investigation.

SAMPLE AND SAMPLING OF THE STUDY:

In this study the purposive sampling technique has been followed for selecting the representative sample. By this sampling technique the investigator selected 500 samples from 48 secondary school belonging the Kolkata, Nadia, North 24 parganas, Murshidabad, South 24 parganas, Hooghly, Alipurduar The researcher selected the Secondary school in Seven geographical regions of West Bengal.

TOOLS USED:

For all kinds of research, an investigator requires certain instruments together factual data to explore new horizons/ fields. The selection of suitable tool is of vital importance for good quality of research. Keeping in view the nature and need of the present study, the following tools were considered appropriate and later employed to collect the data.

S.no	Variable	Tools	Prepared by
1	Professional_Commitment	Professional Commitment Scale (PCS)	Developed by Researcher
2	Work Motivation	Work Motivation Questionnaire (WMQ)	Dr. K.G.AGRAWAL

2. METHODOLOGY

The researchers have used the descriptive survey type method in the present study. Interrelationship study and specially relationship among variables has been found out on the basis of Multiple Regression Analysis.

ANALYSIS AND INTERPRETATION OF DATA:

H₀₁: There is no significant difference between Professional Commitments on the basis of locality of Secondary School Teachers in West Bengal.

Table No-1

Professional_Commitment				test	Significance at 0.01 levels.
	Mean	Std. Deviation	N		
Urban	155.9300	7.6	500	12.19	
Rural	149.5880	8.8	500		

Interpretation-1:

From the hypothesis it was observed that the t- value is significant as it is more than the table value when the df is 498. Hence it can be concluded that professional commitment can vary on the basis of locality. Hence the null hypothesis has been rejected and establishing the difference on the basis of locality.

H₀₂: There is no significant difference between Professional Commitment on the basis of Gender of Secondary School Teachers in West Bengal.

Table No-2

Professional_Commitment					
	Mean	Std. Deviation	N	T-test	Significance at 0.01 levels.
Male	148.9	6.68	500	9.39	
Female	144.58	7.85	500		

Interpretation-2:

From the hypothesis it was observed that the t- value is significant as it is more than the table value when the df is 498. Hence it can be concluded that professional commitment can vary on the basis of Gender. Hence the null hypothesis has been rejected and establishing the difference on the basis of Gender.

H0: There is no significant relationship between Professional Commitment and Work Motivation of Secondary School Teachers in West Bengal.

Table No-3

Descriptive Statistics			
	Mean	Std. Deviation	N
Professional_Commitment	149.9300	17.68646	500
Work Motivation	118.5880	8.85161	500

CORRELATIONS		Professional Commitment	Work Motivation
Pearson Correlation	Professional_Commitment	1.000	-.061
	Work Motivation	-.061	1.000
Sig. (1-tailed)	Professional_Commitment	.	.087
	Work Motivation	.087	.
N	Professional_Commitment	500	500
	Work Motivation	500	500

MODEL SUMMARY ^B										
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.061 ^a	.004	.002	17.67125	.004	1.859	1	498	.173	1.807

a. Predictors: (Constant), Work_Motivation

b. Dependent Variable: Professional_Commitment

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	580.598	1	580.598	1.859	.173 ^b
	Residual	155511.952	498	312.273		
	Total	156092.550	499			

a. Dependent Variable: Professional_Commitment

b. Predictors: (Constant), Work_Motivation

COEFFICIENTS ^A								
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	164.381	10.628		15.467	.000	143.501	185.262
	Work_Motivation	-.122	.089	-.061	-1.364	.173	-.297	.054

a. Dependent Variable: Professional_Commitment

RESIDUALS STATISTICS ^A					
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	148.5393	152.3170	149.9300	1.07867	500
Residual	-41.95143	44.72951	.00000	17.65353	500
Std. Predicted Value	-1.289	2.213	.000	1.000	500
Std. Residual	-2.374	2.531	.000	.999	500

a. Dependent Variable: Professional_Commitment

Interpretation-3:

Professional commitment as a dependent variable in the present study has been predicted rightly by the independent variable Work Motivation as shown from the Regression analysis.

(Constant)	164.381
Work_Motivation	-.122

3. FINDINGS AND CONCLUSION:

- 1) From the hypothesis it was observed that the t- value is significant as it is more than the table value when the df is 498. Hence it can be concluded that professional commitment can vary on the basis of locality. Hence the null hypothesis has been rejected and establishing the difference on the basis of locality.
- 2) From the hypothesis it was observed that the t- value is significant as it is more than the table value when the df is 498. Hence it can be concluded that professional commitment can vary on the basis of Gender. Hence the null hypothesis has been rejected and establishing the difference on the basis of Gender.
- 3) From the analysis it was observed that both the variable is not significantly correlated with each other and therefore null hypothesis has been accepted and establishing there is no relationship between the variables. From the partial regression coefficient (-.122) it was observed that 12.9 percent waitage of the independent variable contributing towards the professional commitment and hence it can be concluded that there is no relationship between them for interpreting dependent variable.

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