

# “A STUDY ON FACTORS INFLUENCING TEACHER MORALE”

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## Abstract

Employee morale plays a very important part in the organization success. High morale leads to success and low morale brings to defeat. In an organization if the employees possess high morale then their attitude to stay in the organization will increase otherwise the vice versa Job satisfaction differs from person to person. The factors determines job satisfaction vary according to gender, age, experience, and position. With this background data have been collected from the faculty members those who are working in the colleges in around Madurai. This study attempts to evaluate factors influencing teacher's morale in different colleges in Madurai. It focuses on the factors deciding the job satisfaction of the teachers and the impact on their performance.

## Introduction

Morale is defined as the total satisfaction that a person derives from his job, the prevailing atmosphere and the factors that appeal to his individual propensities. It's a summary of attitudes and feelings that constitute a reserve of physical and mental strength including factors like self-confidence, optimism and a positive mental attitude. Morale is almost like an invisible element which determines the success or failure of an organization. Human Resource is considered to be the valuable resources of any organization. It may be defined as an attitude of satisfaction with the desire to strive for the goals of a particular group. Morale is purely emotional.

### Factors Influencing Teachers Morale

- Organizational climate and Infrastructural facilities
- Self Motivation
- Salary and benefits
- Growth and recognition.

### ORGANIZATIONAL CLIMATE AND INFRASTRUCTURAL FACILITIES

Table 1 shows that the first factor Organizational climate and Infrastructural facilities consists of ten items and they explain 21.178 per cent of the variance in the factor. All the factor loadings are greater than .50. Higher factor loading were observed in the statements “Everyone abides by the rules and regulations” (0.898) and “Accepting the responsibility willingly and discharge to the best” (0.893).

**Table 1**  
**Factor loading in “Organizational climate and Infrastructural facilities”**

SI.No.	Variables	Factor Loading	Percentage of Variance Explained
1	Everyone abides by the rules and regulations	.898	21.178
2	Accepting the responsibility willingly and discharge to	.893	

	the best		
3	Well furnished staff room is provided	.877	
4	Everyone is given freedom to do the Job effectively	.871	
5	There is good co-operation among staff	.867	
6	My colleagues share dead line work loads	.830	
7	Communications are passed on time	.822	
8	Get peace and rest in free period	.822	
9	Can easily adjust myself to department staff members	.815	
10	Accepting the responsibility willingly and discharge to the best.	.796	

### SELF MOTIVATION

Table 2 shows that the second factor Self Motivation consist of seven items and they explain 16.798 per cent of the variance in the factor. All the factor loadings are greater than .50. Higher factor loading were observed in the statements “I love when my hands are full which keeps me busy at my work.” (0.876) and “I am able to use my training and expertise in my role.” (0.874)

**Table 2**  
*Factor loading in “Self Motivation”*

SI.No.	Variables	Factor Loading	Percentage of Variance Explained
1	I love when my hands are full which keeps me busy at my work.	.876	16.798
2	I am able to use my training and expertise in my role.	.874	
3	The complex nature of my work does not baffle me.	.864	
4	I know what the people, with who I work, expect from me.	.861	
5	I have aspirations and qualifications, but the system does not have better positions for me	.856	
6	Affectionate behavior from my colleagues is unimaginable to me.	.852	
7	I have cordial relation with my superiors.	.779	

### SALARY AND BENEFITS

Table 3 shows that the third factor Salary and benefits consists of eight items and they explain 16.496 per cent of the variance in the factor. All the factor loadings are greater than .50. Higher factor loading were observed in the statements “Leave facilities” (0.897) and “Permission” (0.887).

**Table 3**  
*Factor loading in “Salary and benefits”*

SI.No.	Variables	Factor Loading	Percentage of Variance Explained
1	Leave facilities	.897	16.496
2	Permission	.887	
3	Bonus	.868	
4	Salary	.859	
5	Provident fund	.844	
6	ESI	.844	
7	Subsidized bus fee for teachers	.723	
8	Annual increment	.689	

### GROWTH AND RECOGNITION

Table 4 shows that the fourth factor Growth and recognition consist of seven items and they explain 16.343 per cent of the variance in the factor. All the factor loadings are greater than .50. Higher factor loading were observed in the statements “Ambitious staff have more scope for improvement” (0.831) and “Adequate resources are given for development activities” (0.821).

**Table 4**  
**Factor loading in “Growth and recognition”**

SI.No.	Variables	Factor Loading	Percentage of Variance Explained
1	Ambitious staff have more scope for improvement	.831	16.343
2	Adequate resources are given for development activities	.821	
3	Contributions of staff are recognized with rewards.	.804	
4	Teachers have adequate academic freedom	.782	
5	Encourage to participate in staff development programmes	.781	
6	Experience and achievements are recognized	.762	
7	Honest and industrious teachers can progress	.756	
8	Inductions, training support help new teachers	.740	
9	Management recognizes the extracurricular contribution of staff	.733	

It is concluded that there are thirty five variables that have been identified by the researcher as the factors influencing teachers morale on the basis of the opinion has been collected from the respondents. In this way, it could be seen that each factor is correlated with the common factors and it has been proved through the factor analysis. This analysis brought out four factors influencing teacher’s morale.

#### Conclusion

Factors analysis of 40 statements yielded four key factors such as Organizational climate and Infrastructural facilities, Self Motivation, Salary and benefits and Growth and recognition. All the factors of the study meet the convergent validity criteria All the factors of the study are satisfying the Discriminate validity constraint. The measurement model fit statistics indicates that the model has good fit. All the factors of satisfy the convergent validity criteria. All the factors of the study satisfy the discriminate validity criteria. The measurement model fit statistics indicates that the model has good fit.

Importance and key position of the teacher in an educational system is recognized by everyone. Education in any society does not depend so much on any one as on the teacher. The teacher is the most important factor for improvement in higher education. Today the teachers are greatly responsible for the student's future. Therefore the teacher should be physically and mentally strong so that they can achieve their objectives successfully. A good teacher is always having positive morale. It increases their efficiency and teaches their subject in a best manner.

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