

# JOB SATISFACTION AND MOTIVATION AMONG TEACHERS

Rohanni B. Alilaya<sup>1</sup>, Husna T. Lumapenet<sup>2</sup>

<sup>1</sup> Teacher I, Department of Education, Kapimpilan Elementary School, Kapimpilan, Sultan Kudarat, Maguindanao del Norte, Philippines

<sup>2</sup> Associate Professor III, Cotabato Foundation College of Science and Technology, Doroluman, Arakan, Cotabato Philippines

## ABSTRACT

Generally, the study was conducted to determine the association between job satisfaction and motivation among teachers. Results of the study revealed a positive association between teachers' job satisfaction and their motivation. Thus, motivating teachers with proper incentives, rewards and giving genuine praises is key to achieving sustainable development goal and recognizing teacher's success is also necessary. Even the slightest recognition work as a great motivation for the teachers and encourage them to work even harder and sincerely.

**Keyword:** - Job Satisfaction, Motivation, Teachers.

## 1. INTRODUCTION

The role of teachers in the development of society is critical. An educator is the person who shapes everyone's upcoming by providing the best tutoring to her or his learners. Every learner's education is greatly influenced by the teacher. A good teacher possesses many qualities and is fully capable of guiding his or her students to success in life. As a result, their daily activities may have an effect on both their personal and professional lives.

Job satisfaction as defined by Spector et al (2007) is simply how persons impression about their different facets of their jobs and the extent to which people like or hate their job. Mbua (2003) stated that job satisfaction is the contentment acquired by experiencing various job events and loots. With this idea, the thought job satisfaction refers to the employee's moods about one's job.

In context of education and academe, the idea of job satisfaction is well-defined as the teacher effective relation to his/her teaching role and is a purpose of the supposed relationship between what one wants from education and what one observes is contribution. a school place has for its human resources.

With regards to motivation, inspired teachers are more likely to encourage learners to learn in the classroom in order to ensure the execution of educational reforms and feelings of satisfaction and fulfillment. While teacher enthusiasm is essential to the teaching and learning process, several teachers are not highly motivated. This opinion seriously studies into the factors influencing teacher motivation is therefore essential to complete the educational goals in every institution (Cooper et al, 2012).

Thus, this study was conducted to evaluate job satisfaction and motivation among public elementary school teachers in Matalam South District, Matalam, North Cotabato, Philippines.

## 2. METHODOLOGY

The study utilized descriptive-correlational research design in determining the teachers' job satisfaction and motivational needs. A total of one hundred forty-five teachers from Matalam South District in Matalam, North Cotabato, Philippines was surveyed using a questionnaire. The gathered data were analyzed with the used of descriptive and inferential statistics

### 3. RESULTS AND DISCUSSION

Results revealed that there is a significant relationship between teachers' job satisfaction and motivational needs. The teachers' job satisfaction on the quality of supervision is linked with teachers' achievement, recognition, responsibilities, and work itself. Similarly, teachers' job satisfaction on their workload is associated with teachers' recognition, responsibilities, and work itself. It is also revealed that teachers' satisfaction on career development and academic rank is linked with teachers' achievement, recognition, responsibilities, and work itself. This result shows positive significant correlation which implies that positive improvements on the motivation of the teachers is associated with their job satisfaction.

Sutrisno (2009) stated that job satisfaction is an attitude of employees towards work related to the work situation, cooperation among employees, remuneration in employment, and matters relating to the physical and psychological factors.

Providing transportation subsidies, professional development opportunities, or flexible work arrangements could improve the quality of life and career development prospects of teachers, and thus increase their motivation and commitment to their work (Mato & Lumapenet, 2022).

**Table 1** Correlational matrix showing the relationship of the teachers' job satisfaction and motivational needs.

<i>Spearman Rho</i>					
Job Satisfaction		Achievement	Recognition	Responsibility	Work Itself
Quality of Supervision	Corr. Coef.	<b>0.629<sup>**</sup></b>	<b>0.212<sup>*</sup></b>	<b>0.307<sup>**</sup></b>	<b>0.300<sup>**</sup></b>
	Probability	0.000	0.011	0.000	0.000
Workload	Corr. Coef.	0.135	<b>0.241<sup>**</sup></b>	<b>0.224<sup>**</sup></b>	<b>0.226<sup>**</sup></b>
	Probability	0.107	0.004	0.007	0.007
Career Development	Corr. Coef.	<b>0.416<sup>**</sup></b>	<b>0.375<sup>**</sup></b>	<b>0.533<sup>**</sup></b>	<b>0.264<sup>**</sup></b>
	Probability	0.000	0.000	0.000	0.001
Academic Rank	Corr. Coef.	<b>0.228<sup>**</sup></b>	<b>0.281<sup>**</sup></b>	<b>0.420<sup>**</sup></b>	<b>0.399<sup>**</sup></b>
	Probability	0.006	0.001	0.000	0.000

\*.Correlation is Significant at 0.05 level.

\*\*..Correlation is significant at 0.01 level.

### 4. CONCLUSIONS

It can be concluded that there is a positive and significant relationship between job satisfaction and teachers' motivation. The relationship between two variables is based on regression analysis and correlation. The results of this study indicate that when the teacher job satisfaction has increased, it will positively affect teachers' motivation. Improving motivation of the teacher requires teachers' satisfaction of the quality of supervision, workload, professional development, and academic rank.

### 5. REFERENCES

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