

ACHIEVEMENT-MOTIVATION OF SCHOOL STUDENTS IN RELATION TO WORK MOTIVATION OF HEADS OF THEIR INSTITUTIONS

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ABSTRACT *

This study aimed to find the relationship between the two most important factors related to quality teaching learning in the school context namely Achievement-Motivation of school students and the work motivation of the heads of their schools. A sample consisting of 500 students (50 students from each of the 10 school) and the 10 respective heads of the schools were taken as the sample for this study. Using survey method, data collection was carried out using Deo-Mohan Achievement Motivation Scale and K.G. Agarwal's work motivation scale which indicated a significant positive relationship between the two variables. The finding of this study is significant in context of various contemporary measures by the government, non-government organizations and other stakeholders of society together to enhance the quality of teaching learning and thereby improving the learning outcome of students at school level.

Keywords: Achievement motivation, work motivation, human development, learning outcome.

INTRODUCTION

Human life is unique in many ways. One of the significant factors making man superior to animals is its level of motivation to achieve pre-decided goals in life. This motivation has been aptly described by psychologists as Achievement motivation, which is generally considered as a motivation to master challenges and reach high standard of excellence, in which both personality as well as environmental factors play significant roles (Singh, 2011). It is defined as the energization and direction of competence-relevant behavior or why and how people strive towards competence and away from incompetence. But, achievement motivation is largely intrinsic in nature and needs further support from various other factors to become effective.

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One such factor influencing achievement motivation is the motivation towards the appointed work displayed by administrative pillars of educational institutions, which is popularly termed as work motivation. Work motivation is considered as a psychological construct, which consists of the willingness to exert high levels of energy and effort to actualize one's potentialities in the work situation. The purpose of work motivation is to boost employee morale by encouraging and influencing them in a positive way (Russel, 2014). Work motivation not only improves the morale of most of the significant stakeholders in any system, but it also improves the overall work culture and thus improves the outcome. Many studies (Singh, 2013; Lawrence & Vimala, 2013, Bajwa & Goyal, 2011; Godwin & Prasad, 2010) reported significant positive correlation between achievement motivation and academic achievement as well as personality development. Similarly studies by Kristiawan & Hamdani, 2018; Pendidikan, 2018; Wiyono, 2017; Eyal and Roth, 2011 reported positive correlation of work motivation on intended outcome. The present study is an attempt to find out the relationship between achievement motivation scores of school students and the work motivation scores of the respective heads of the schools.

STATEMENT OF THE STUDY

The present study can be stated as- 'Achievement motivation of students in relation to work-motivation of the heads of their institutions'.

OBJECTIVE

The study aimed to find the relationship between the scores of achievement motivation of school students and the scores of work motivation of their respective heads of institutions,

HYPOTHESIS

The following null hypothesis was framed for this study-

There exists no significant relationship between achievement motivation of school students and the work motivation of their heads of institutions.

SAMPLE OF THE STUDY

A total of 500 students from 10 senior secondary schools and the respective 10 heads of the schools selected randomly using lottery method from Saran district of Bihar formed the sample of this study.

TOOLS USED

The following tools were used for this study:

1. Achievement Motivation Scale by Pratibha Deo and Asha Mohan (DMAMS, 1985)
2. Work- Motivation Scale by Agarwal, K.G. (1990);

ANALYSIS OF DATA AND INTERPRETATION

The statistical analysis of the data revealed that for 8 out of 10 schools, higher the level of work motivation of the heads of schools, higher was the average score of the students of the respective schools and vice-versa. For the two schools, the data did not show any significant trend in this context. The following important results were obtained on correlation of the two factors namely the achievement motivation scores of students and work motivation of heads of schools-

Variables	N	df	r (Co-efficient of correlation)
Achievement Motivation (of students, N=50x10=500) and Work Motivation (of heads of schools)	50x10=500 (students) 1x10=10 (heads)	49 (for N=50) 9 (for N=10)	0.62*

(*Significant at 0.01 level)

RESULTS AND CONCLUSION

The value of r (0.62) comes out to be statistically significant at 0.01 level. Hence, the null hypothesis that 'there is no significant relationship between the scores of achievement motivation

scores of school students and the work motivation scores of their respective heads of institutions' is not retained since the data analysis and statistical interpretation did not support the hypothesis. Thus, the present study showed a significant positive relationship between achievement motivation of school students and work motivation of heads of schools thereby indicating that higher levels of work motivation among school heads is a very important factor for ensuring better achievement-motivation among their students and consequently ensuring higher levels of learning outcome for them.

DISCUSSION

Human beings are supposedly the best creation of nature in the sense that they have the capacity to reach highest levels of material as well as psychological development despite numerous challenges in almost every walk of life. But, the level of development reached by most of us is determined by the extent to which we are motivated to achieve our goals (Skinner, 1981). This achievement motivation is further strengthened by various environmental factors, and one of such significant factors is the work motivation of the leaders of the educational institutions. Leadership is one of the most important factors in the development of almost all areas of human efforts. Schools as nurseries of human societies must train the students in developing the techniques and attitudinal dispositions for higher levels of achievements in life for which it is very important that the heads of the schools should themselves display higher levels of work motivation. This also shows the way out for creating more effective mechanism for ensuring higher levels of learning outcome among the school students. In the widespread talk and much hue and cry regarding the deteriorating quality of education at school level in the country as being shown in various surveys as reported in newspapers and various sections of the media, it is important to train and orient the heads of schools towards higher levels of work motivation so as to enhance the quality of education as a whole.

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