

## Study of Commitment and motivation: A critical study of Teachers in Higher Education

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### ABSTRACT

The degree of engagement in the organisation is impacted by instructors' feelings of passion and enjoyment on the job and how this correlates with organisational involvement in exceptional educational institutions. The subjects of the research study are the astonishing researchers of India's renowned educational institutes. This test sample was obtained in a non-randomized approach. Data is collected via gathering information on work motivation, job satisfaction, and organisational contribution scales. An intensive study involving several linear regression techniques was utilized to evaluate the results. Teachers' job motivation has a higher impact on the organization's engagement than the teacher's contentment with their work.

**Keywords:** Organizational engagement, commitment, Motivation, Linear technique, and Higher education.

### 1. INTRODUCTION

According to Prefer, the company that leverages human capital to execute competitive strategies has been able to surpass other organizations using other tactics. Human capital will be successfully controlled and hired as a result, and the organization's endeavors to win the market and fulfil its objectives will be successful.

An organisation recognizes and appreciates the contribution made by its human resources, in this example, its employees. Organizational engagement is the term used to describe the power that employees have when they are involved in the organisation. Individual devotion to their employer, their team, their boss, and their boss's boss is represented by their reliance on these individuals and on their employer. According to Meyer and Herscovitch, organisational loyalty refers to an individual's emotional connection with, sense of identity with, and engagement in an organisation, as well as their ability to remain a part of

the organisation at all times.

Employees with a high level of dedication will work hard to complete their tasks in relation to their organisational responsibilities (extra-role behaviour), and they will be able to carry out activities outside of his responsibilities (extra-role work behaviour). In his study, Koch and Steers found that highly dedicated workers perform better than those who are less committed. Employees who are unable to keep their jobs due to a lack of organisational commitment are more likely to quit or turn over. When workers feel valued by the company, they are more likely to contribute and participate in the organisation. The company that they work for will help them strengthen their dedication to their work. It increases even more when they are given decent working conditions.

## **2. TEACHERS' WORK MOTIVATION AND ORGANIZATIONAL COMMITMENT: A REVIEW**

The motivation for commitment formation is one of the main factors that influences organisational commitment. Work motivation, according to George and Jones, refers to an individual's psychological power, which determines his actions in an organisation, level of commitment and dedication in solving problems, and self-determination about the dimensions of their employment.

The conduct in relation to the work represents the emphasis on the organization's goals. A motivated person, for example, would give his all to complete his tasks. The company expects all workers to be highly motivated, which results in highly dedicated employees. The basic concerns in a company have been problems with morale in many people and work situations. Work encouragement may also become a requirement for all employees in order for them to achieve their objectives.

Motivation may become the driving force behind an individual's achievement of one or more goals in meeting their needs or expectations, whether physically or psychologically. Intrinsic motivation is a type of gratitude that a person feels when he or she completes a task and enjoys it.

## **3. TEACHERS' JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT: A REVIEW**

Job satisfaction is also a significant determinant of organisational engagement. Attitude at work, such as job satisfaction, is a factor that influences job commitment and is linked to organisational commitment. In their study Integrative Model of Organizational Behavior, Colquit, LePine, and Wesson suggested that work satisfaction has a direct impact on organisational engagement. Employees who are extremely happy are more concerned about the company and are more actively committed to it. As a result, a company with a high level of employee satisfaction is more likely to increase employee achievement and productivity while also lowering turnover.

Job satisfaction, according to Kreitner and Kenichi, refers to certain levels of effectiveness or emotional reactions to different aspects of work. Job satisfaction is optimistic or excites emotional conditions stimulated by the appraisal and work experience, according to Nelson and Fast. Job satisfaction, according to Schultz and Schultz, refers to the feelings as well as optimistic and negative attitudes toward the job. The majority of studies looked at the impact of affective commitment and persistence commitment.

Personal attributes, among other things, affect organisational engagement, according to David. Work motivation and job satisfaction are linked to employee engagement in terms of personal characteristics. Job satisfaction, according to La Sign, plays an important role in organisational engagement. The findings of an interview and observation on the subject backed up this assertion.

#### **4. RESEARCH METHODOLOGY**

In the present chapter of research methodology followed for achieving the objectives of the study undertaken. It describes the research design, universe, sample, sampling technique, tools, validity and reliability of the instruments, scoring, hypothesis, techniques used for analysis of data, significance of the study and limitations of the study.

#### **5. RATIONALE OF THE STUDY:**

There are various studies on organizational commitment, work motivation and job satisfaction separately. There are very few studies on the impact of organizational commitment, work motivation on job satisfaction of teachers of higher education in western up. Therefore, in order to fill this gap, the present study has been undertaken.

#### **6. STATEMENT OF THE PROBLEM:**

The present research work is an attempt to explore whether Organizational Commitment and Work Motivation have an impact on Job Satisfaction of teachers of Higher Education. The problem statement is titled as:

**“Impact of commitment and motivation on Job Satisfaction: A study of teachers in higher education”.**

##### ***Scope of the Study:***

The study examines Organizational Commitment, Work Motivation and Job satisfaction of teachers of professional courses. Professional courses included Pharmaceutical Sciences, Engineering and Management.

##### **Organizational Commitment:**

The scale of organizational commitment by Allen and Meyer (1971) was taken in consideration for the measurement of organizational commitment of the selected respondents. The teachers' level of identifications with their colleges was measured by the scale.

##### ***Work Motivation:***

To measure work motivation of respondents the Work Motivation Questionnaire was used. A five-point scale ranging from 5 strongly agree to 1 strongly disagree was used.

##### ***Job Satisfaction:***

For measuring the job satisfaction of respondents, the job satisfaction scale was used. A five-point

scale ranging from 5 strongly agree to 1 strongly disagree was used. The selected respondents showed the limit to which each item reflected their job satisfaction on a 5-point scale. Higher level of job satisfaction was indicated by the higher score to the organization.

### ***Statistical Techniques:***

The statistical techniques like frequencies, percentages, t-test, regression analysis and multiple regressions analysis were used for the analysis and interpretation of data. The AMOS, SPSS software was used for analysis the data.

### ***Research Gap:***

Various studies have been conducted on organizational commitment. Some studies have been made on the relationship of organizational commitment and motivation. There are various studies on relationship of commitment with job satisfaction. Studies have also been on the relationship of motivation with job satisfaction. Very few studies have been done on the relationship of organizational commitment and work motivation with job satisfaction. We have not found any study taken the variable of organizational commitment, work motivation and job satisfaction in general specifically a study of teacher in higher education of professional institution. This study was undertaken to explore the relationship of organizational commitment, work motivation on job satisfaction higher education of professional institution.

## **7. OBJECTIVES**

The main objectives of the study are:

- To give knowledge over the motivation concept and Burnout effect
- To show the main role of these concepts to the teachers and the educational process
- To explore the motivating factors and their importance in developing the educational system and diminishing the Burnout effect
- To show the importance of motivation in increasing the teaching quality

### **The importance of motivation in education**

Motivation is significant not only in and of itself, but also as a predictor of learning and achievement. Students that are more inspired to learn stay in class longer, put in more effort, learn more thoroughly, and do better on standardized exams. Its common sense, but it's also backed up by a slew of studies. Encouraging students to see the value in what they're studying will result in increased interest, commitment, and achievement in the subject.

Our goal is to help students make personal connections between what they're studying and their own lives. While certain aspects of the value intervention differ from study to study, the fundamentals remain the same: Students are asked to consider how the subjects they're studying in class contribute to something meaningful in their lives, such as future aspirations, personal interests, or significant others. Thousands of students from middle school, high school, and college have tested our intervention in a variety of subjects. We discovered that not only does this intervention prevent motivation loss, but it also improves student achievement.

## **Need of the study**

A teacher must be motivated at doing his work in order to bring quality and development in the educational aspect. Their demotivation directly affects the productivity decreases at working with students causing a decrease even in the academically development and job satisfaction also is an important concept that is not only related to an individual but it is relevant for the society's well-being. Job satisfaction is one factor that will ensure class performance and productivity of schools. Teachers would perform to maximum capacity, only if they are satisfied with their jobs.

## **Hypothesis**

H1: There exists a significant relationship between motivation concept and Burnout effect.

H2: There exist some motivating factors which affect the development of educational system and diminish the Burnout effect.

H3: There exists a significant impact of motivation on teaching quality.

## **8. CONCLUSION**

Teaching and explaining are critical for developing the skills and information that will benefit students in the future. A teacher must be inspired in order to be successful at his or her job. Being inspired entails being happy and finished in all areas. Satisfaction is linked to personal factors, but the impact of environmental factors cannot be overlooked. If we only consider the basic needs of motivation theory, various studies indicate that in order for teachers to meet their educational goals, their needs must be met in a limited period of time by analyses and specific ways to realize them.

Apart from that, student achievement would increase if teachers have the necessary skills and abilities in managing performance and motivation. Teachers who don't understand motivation or who aren't inspired will have a hard time inspiring their students to learn. During their work, school administrators must also pay close attention to the teachers' job results. They would be able to recognize their unmet needs at work and symptoms of burnout as a result of this. We must emphasize that there are many needed elements in the teachers' profession that must be completed in order to increase their level of satisfaction, which will lead to an increase in motivation and allow teachers to work better with students in order to raise their educational level, resulting in a better generation in the future, qualified and educated. If teachers are happy and inspired in their jobs, students will be as well, resulting in an improvement in educational levels for both teachers and students.

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