A STUDY ON MOTIVATION AMONG TEACHING STAFF OF ACADEMY OF MARITIME EDUCATION AND TRAINING, CHENNAI

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ABSTRACT

The aim of this study was to find out motivation factors among the teaching staff of Academy of Maritime Education and Training. It is generally believed that a teaching staff considered as an engineer of the human soul, plays an important role in society. They are considered pillars of society because they shoulder the responsibility of educating and training students upon whom our future relies. Previous research has revealed that employees of teaching staff who are satisfied with their job are more likely to be creative, innovative and initiate the breakthroughs that can increase their job performance. On the other hand, teaching staffs who is dissatisfied with his or her job may become irritable and tense, which may bring inefficiency and other negative effects to the students' learning process. In this study a structured questionnaire was designed from the review of literature and distributed to 150 teaching staff from the major departments constituting major programs of study. An analysis was performed on 100 usable responses to determine the impact of motivational factors on teaching staff and for the study the convenient sampling technique was used.

Key words: Motivation, Job satisfaction and Maritime education.

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1. INTRODUCTION

Work motivation is a powerful tool that encourages teaching staff to increase their performance at work. The more the employers know what factors motivates their teaching staff the more they can enjoy the increased work performance and better outcomes. The purpose of this study is to investigate what motivational factors are the most important among

teaching staff at the Academy of maritime of education and training at their present or future jobs because they are considered the future workforce. Moreover, it aims to explore whether the importance of motivional factors is affected by some demographic variables forming teaching staff's behavior in ranking the importance of motivational factors. Previous research has revealed that employees of teaching staff who are satisfied with their job are more likely to be creative, innovative and initiate the breakthroughs that can increase their job performance. On the other hand, teaching staffs who is dissatisfied with his or her job may become irritable and tense, which may bring inefficiency and other negative effects to the students' learning process. This study could shed a light to employers, who will soon hire teaching staff's from the AMET, what students are expecting from their present or future jobs and create an attractive package to get the best specialists to their organizations. Motivators or satisfied are those factors that provide positive feelings about the job and cause satisfaction. These factors motivate individuals by changing the nature of work. They challenge individuals to develop their skills and talent and fulfill their potential. In addition to responsibility and learning opportunities, recognition, achievement, advancement and growth are also intrinsic motivational factors.

2. STATEMENT OF THE PROBLEM

This study was an effort to find out the factors affecting the motivational level of teaching staff's at AMET in Chennai city. The main objective was to come up with the recommendations for the improvement of the motivational level of the teaching staff. Today, the teaching staff's has to meet the demands of students, who happen to grow up in a technologically advanced society. This generation of students is more familiar with the use of cellular phones, iPods, Personal Digital Assistants (PDAs), laptops, handheld gaming devices, Personal Computers, Television and game consoles at home than with books. This increases the responsibilities of teaching staff who have a great role in the molding of the character and minds of the new generation.

3. REVIEW OF LITERATURE

Louis George and Thara Sabapathy (2011) in their study "Work Motivation of Teachers: Relationship with Organizational Commitment" found the importance of organizational commitment in motivating the teachers. Data were collected from 450 degree college teachers of Bangalore city. The results show a positive relationship between work motivation and organizational commitment of degree college teachers.

Lucia Vanitha (2012) A highly motivated teacher is a source of inspiration and a boon to the society. Hence the researcher has attempted to assess the level of motivation and identify the factors motivating women college teachers. Further an attempt has been made by the researcher to find out the impact of motivation on job involvement and organizational commitment. In the present study, 450 women teachers were chosen as sample respondents from Arts and Science Colleges, Engineering College and Medical Colleges by stratified sampling method. In addition, the study investigated the perception of the respondents on their job by applying Herzberg's Two Factor theory. In the prevailing scenario the motivation level of women teachers is rather inadequate and it depends on various Personal and socio-economic conditions. The burning desire within the teachers is the starting point of all accomplishment. Hence it is essential to induce this desire. The fuel to induce them to accomplish better could be hygiene factors and motivators. Motivated teachers, indeed, become committed to the organization and involve themselves wholeheartedly in their work.

4. SCOPE OF THE STUDY

The study belongs to organizational behavior area which is a subsection of the Human Resource Management discipline in the Management studies. The main objective of the present study is to study the factors motivating the teaching staff's working in Academy of Maritime Education and Training and their level of motivation. It does not cover the non-teaching staff working with the Academy of Maritime Education and Training.

5. OBJECTIVES

- To study about motivation among the teaching staff of Academy of Maritime Education and Training.

- To identify the factors responsible for satisfaction or dissatisfaction of the teaching staff of Academy of Maritime Education and Training

- To suggest the ways and means of motivating the teaching staff of Academy of Maritime Education and Training in view of the results.

6. RESEARCH METHODOLOGY

The research methodology is a way to systematically solve the research problem. In it various types are generally adopted by is searched in studying this research problem along with the logic behind the problem. Research means a search for knowledge.

Research Design

A research design is the arrangement of condition for collection and analysis of the data in a manner that aims to combine relevance to the purpose with economy in procedure. Infect, the research design is the conceptual; structure within research is conducted; it constitutes the blue print for the measurement and analysis of data. This study is based on quantitative research.

Type of Research

Research can be classified on the basis of either technique or function. Experiments, surveys, and observational studies are just a few command research techniques. Classifying research by its purpose or function shows how the nature of the marketing problem influences the choice of methods. The nature of the problem determines whether the research is explorative, Descriptive or casual. In this research the objective is to describe what a certain research population has in common and what differs. This research can thereby be classified as descriptive.

Research Instruments

The research instruments used in this study are structured questionnaire. Structured questionnaire is that in which there are predetermined questions related to the aspect for which the research collects data. The questions are presented in the same wording and same order for every respondent.

Hypothesis of the study

$H_{o1:}$ There is no significant relationship between Age groups and satisfaction with promotional system.

H_{o2}: There is no significant relationship between Experience and satisfaction with effective performance appraisal system.

H_{o3}: There is no significant difference between Income and satisfaction with the job.

Survey Technique

The structured questionnaire is used to collect data from respondents which consists of open ended, close ended, multiple choice etc.

Target Respondents

The results could be skewed because of a sample size of 100 only.

The target respondents were only the teaching staff of Maritime Education

7. DATA PROCESSING

Data collection is very essential to study the information, facts, figures that are directly related to the problem that has been formulated. The task of data collection begins after a research problem has been defined and research plan has been decided. The kinds of data collected are;

Primary data

Primary data are those collected a fresh and for the first time and thus happen to be original in character. Here primary Data is collected through a questionnaire. The data were collected in such a manner to obtain correct information, graded suitably for the study.

Secondary data

Secondary data are collected from various websites, journals, magazines etc.

Population size

The population size is 150

Sample size

The size of the sample means the number of sampling units selected from the population for investigation, 100 responses of the teaching staff of AMET are selected from 150.

Sampling Technique

The Convenient sampling technique has been used to collect the data from the respondents

Period of Study

The study was undertaken for 3 months October 2017 to December 2017, during the period the following steps were taken;

- Objectives were set and questionnaire was finalized

- Data were collected and recorded

- Data were analysed and interpreted

- Reports were generated

8. STATISTICAL TOOLS USED

The data collected for this research were classified and tabulated into different categories. Then the data were analyzed with the help of percentages. The Chi-square test was also used to test the hypothesis.

Percentage Analysis

Table 1 Distribution of Respondents based on Gender

Gender	No. of Respondents	Percentage (%)
Male	82	74.5
Female	28	25.5
Total	110	100

Inference

Thus the above table shows that 74.5% of the respondents are male and 25.5% of the respondents are female.

Table 2 Distribution of Respondents based on Age

Age	No. of Respondents	Percentage (%)
Less than 30 years	7	6.4
30-40 years	46	41.8
40-50 years	47	42.7
More than 50 years	10	9.1
Total	110	100

Inference

From the above table it is inferred that 42.7% of the respondents belong to the age group of 40-50 years, 41.8% of the respondents belong to the age group of 30-40 years, 9.1% of the respondents belong to the age group of more than 50 years and 6.4% of the respondents belong to the age group of Less than 30 years.

Table 3 Distribution of Respondents based on their working experience

Experience	No. of Respondents	Percentage (%)
Less than 5 year	40	36.4
5-10 years	25	22.7
10-15 years	35	31.8
15-20 years	8	7.2
Above 20 years	2	1.9
Total	110	100

Inference

Thus the above table shows that 36.4% of the respondents have working experience of Less than 5 years, 31.8% of the respondents have working experience of 10-15 years, 22.7% of the respondents have working experience of 5-10 years, 7.2% of the respondents have working experience of 15 -20 years and 1.9% of the respondents have working experience of above 20 years.

Table 4 Distribution of Respondents based on their marital status

Marital status	No. of Respondents	Percentage (%)
Married	44	40
Unmarried	66	60
Total	110	100

Inference

Thus the above table shows that 60% of the respondents are unmarried and 40% of the respondents are married.

Table 5 Distribution of respondents based on their educational qualification

Qualification	No. of Respondents	Percentage (%)
PG	53	48.0
M.Phil	22	20.0
PhD	35	32.0
Total	110	100

Inference

Thus the above table shows that 48% of the respondents are postgraduates, 32 % of the respondents have completed PhD, 20% of the respondents are M.Phil holders,

Table 6 Distribution of respondents based on their income

Salary	No. of Respondents	Percentage (%)
Less than Rs.40000	44	40.0
Rs.40000-60000	53	48.2
Rs.60000-80000	5	4.5
Above 80000	8	7.3
Total	110	100

Inference

Thus the above table shows that 48.2 % of the respondents belong to the income group of Rs.40000-60000, 40% of the respondents belong to the income group of less than Rs.40000, 7.3% of the respondents belong to the income group of above 80,000 and 4.5% of the respondents belong to the income group of Rs.60000-80000.

Table 7 Work experience leads job satisfaction

Opinion	No. of Respondents	Percentage (%)
Strongly agree	17	15.5
Agree	59	53.6
Neutral	29	26.4
Disagree	5	4.5
Total	110	100

Inference

Thus the above table shows that 53.6% of the respondents agree that their work experience leads them to job satisfaction, 26.4% of the respondents neutral mindset about their work experience leads them to job satisfaction, 15.5% of the respondents strongly agree that their work experience leads them to job satisfaction and 4.5% of the respondents disagree that their work experience leads them to job satisfaction.

Table 8 Good opportunity for self development

Opinion	No. of Respondents	Percentage (%)
Strongly agree	15	13.6
Agree	36	32.7
Neutral	34	30.9
Disagree	20	18.2
Strongly Disagree	5	4.5
Total	110	100

Inference

Thus the above table shows that 32.7% of the respondents agree that doing this job is a good opportunity for their self-development, 30.9% of the respondents neutral mindset about doing this job is a good opportunity for their self-development, 18.2% of the respondents disagree that doing this job is a good opportunity for their self-development, 13.6% of the respondents strongly agree that doing this job is a good opportunity for their self-development and 4.5% of the respondents strongly disagree that doing this job is a good opportunity for their self-development.

Table 9 Satisfaction with job

Opinion	No. of Respondents	Percentage (%)
Strongly agree	22	20
Agree	43	39.1
Neutral	33	30
Disagree	7	6.4
Strongly Disagree	5	4.5
Total	110	100

Inference

Thus the above table shows that 39.1% of the respondents agree that they are satisfied with their job, 30% of the respondents neutral mindset about they are satisfied with their job, 20% of the respondents agree that they are satisfied with their job, 6.4% of the respondents disagree that they are satisfied with their job and 4.5% of the respondents strongly disagree that they are satisfied with their job.

Table 10 Management is interested in motivating an employees of teaching staff

Opinion	No. of Respondents	Percentage (%)
Strongly agree	16	14.5
Agree	29	26.4
Neutral	41	37.3
Disagree	19	17.3
Strongly Disagree	5	4.5
Total	110	100

Inference

Thus the above table shows that 37.3% of the respondents neutral mindset about their management is interested in motivating an employees of teaching staff, 26.4% of the respondents agree that their management is interested in motivating an employees of teaching staff, 17.3% of the respondents disagree that their management is interested in motivating an employees of teaching staff, 14.5% of the respondents strongly agree that their management is interested in motivating an employees of teaching staff and 4.5% of the respondents strongly disagree that their management is interested in motivating an employees of teaching staff.

Table 11 Satisfied with effective performance appraisal system

Opinion	No. of Respondents	Percentage (%)
Strongly agree	27	24.5
Agree	15	13.6
Neutral	17	15.5
Disagree	31	28.2
Strongly Disagree	20	18.2
Total	110	100

Inference

Thus the above table shows that 28.2% of the respondents disagree that they are satisfied with effective performance appraisal system, 24.5% of the respondents strongly agree that they are satisfied with effective performance appraisal system, 18.2% of the respondents strongly disagree that they are satisfied with effective performance appraisal system, 15.5% of the respondents neutral mindset about they are satisfied with effective performance appraisal system and 13.6% of the respondents agree that they are satisfied with effective performance appraisal system.

Table 12 Employees use their skills and capacities in the job

Opinion	No. of Respondents	Percentage (%)
Strongly agree	17	15.5
Agree	22	20
Somewhat agree	49	44.5
Disagree	16	14.5
Strongly Disagree	6	5.5
Total	110	100

Inference

From the above table it is inferred that 44.5% of the respondents somewhat agree that they are using their skills & capacities in the job, 20% of the respondents agree that they are using their skills & capacities in the job, 15.5% of the respondents strongly agree that they are using their skills & capacities in the job, 14.5% of the respondents disagree that they are using their skills & capacities in the job and 5.5% of the respondents strongly disagree that they are using their skills & capacities in the job.

Table 13 Promotional opportunities

Opinion	No. of Respondents	Percentage (%)
Strongly agree	15	13.6
Agree	22	20
Somewhat agree	36	32.7
Disagree	19	17.3
Strongly Disagree	18	16.4
Total	110	100

Inference

Thus the above table shows that 32.7% somewhat agree that they are satisfied with promotional opportunities in their organization, 20% of the respondents agree that they are satisfied with promotional opportunities in their organization, 17.3% of the respondents disagree that they are satisfied with promotional opportunities in their organization, 16.4% of the respondents strongly disagree that they are satisfied with promotional opportunities in their organization and 13.6% of the respondents strongly agree that they are satisfied with promotional opportunities in their organization.

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Table 14 Association between Age and satisfaction with promotional system

opinion	Below 30 years	30-40 years	40-50 years	Morethan 50 years	Total (%)
Strongly agree	0	5.5	0.9	1.8	8.2
Agree	3.6	3.6	9.1	1.8	18.2
Neutral	0.9	5.5	7.3	0	13.6
Disagree	0.9	6.4	4.5	0.9	12.7
Strongly Disagree	0.9	20.9	20.9	4.5	47.3
Total	6.4	41.8	42.7	9.1	100

Null hypothesis (H₀): No significant relationship between Age and satisfaction with promotional system.

Alternative hypothesis (H₁): Close significant relationship between Age and satisfaction with promotional system

P - Value	Df	Asymp.Sig.(2-Sided)
18.057[a]	12	.114

Inference

Hence, the Null hypothesis (H₀) are accepted. There is no significance, association between age and satisfaction with promotional system.

Table 15 Association between Experience and satisfied with effective performance appraisal system

Opinion	Less than 5 years	5-10 years	10-15 years	15-20 years	Above 20 years	Total (%)
Strongly agree	3.6	9.1	9.1	2.7	0	24.5
Agree	1.8	3.6	5.5	1.8	0.9	13.6
Neutral	1.8	5.5	6.4	0.9	0.9	15.5
Disagree	1.8	12.7	12.7	0.9	0	28.2
Strongly Disagree	4.5	4.5	8.2	0.9	0	18.2
Total	13.6	35.5	41.8	7.3	1.8	100

Null hypothesis (H₀): No significant relationship between Experience and satisfaction with effective performance appraisal system.

Alternative hypothesis (H₁): Close significant relationship between Experience and satisfaction with effective performance appraisal system.

P - Value	Df	Asymp.Sig.(2-Sided)
12.310[a]	16	.722

Inference

Hence, the Null hypothesis (H₀) are accepted. There is no significance, association between Experience and satisfaction with effective performance appraisal system.

Table 16 Association between Income and satisfied with job

Opinion	Income (%)				Total (%)
	Below Rs.10000	Rs.10000-15000	Rs.15001-20000	Rs.20001-25000	
Strongly agree	10	5.5	4.5	0	20
Agree	14.5	24.5	0	0	39.1
Neutral	11.8	14.5	3.6	0	30
Disagree	1.8	2.7	0.9	0.9	6.4
Strongly Disagree	1.8	2.7	0	0	4.5
Total	40	50	9.1	0.9	100

Null hypothesis (H_0): No significant relationship between Income and satisfaction with job.

Alternative hypothesis (H_1): Close significant relationship between Income and satisfaction with job.

P - Value	Df	Asymp.Sig.(2-Sided)
28.851[a]	12	.004

Inference

Hence, the Alternative hypothesis (H_1) are accepted. There is significant, association between Income and satisfaction with the job.

9. FINDINGS

- Majority 74.5% of the respondents are male.

- It is found that maximum 42.7% of the respondents are in the age group of 40-50 years.

- 36.4% respondents are having Less than 5 years experience.

- Majority 60% of the respondents are unmarried and 40% of the respondents are married.

- Maximum 48% of the respondents are post graduates.

- Maximum 48.2 % of the respondents are in the income group of Rs.40000-60000.

- It is inferred that maximum 53.6% of the respondents agree that their work experience leads them to job satisfaction.

- 32.7% of the respondents agree that doing this job is a good opportunity for their self development,.

- Maximum 39.1% of the respondents agree that they are satisfied with their job.

- It is inferred that maximum 37.3% of the respondent's neutral mindset about their management is interested in motivating an employee.

- Maximum 28.2% of the respondents disagree that they are satisfied with effective performance appraisal system.

- It is identified that maximum 44.5% of the respondents somewhat agree that they are using their skills & capacities in the job.

- Maximum 32.7% somewhat agree that they are satisfied with promotional opportunities in their organization.

- There is no association between age and satisfied with promotional system followed by the company.

- There is no association between experience and satisfied with effective performance appraisal system.

- There is association between experience and satisfied with their job.

10. SUGGESTIONS

On the basis of study the following suggestions are used to improve the organization is efficiency such as.

Management can improve the promotion system. It makes employees of teaching staff more involvement in the job. If the organization provides incentive then everyone wants to work well. From the findings, it is clear that the employees of teaching staff are not satisfied with the performance appraisal offered by the organisation. Therefore, steps can be taken to improve performance appraisal system to satisfy all the employees of teaching staff. If effective performance appraisal system followed by the company, it leads to motivate the employee of teaching staff to do the work in a better manner. Even though majority of the employees of teaching staff are satisfied with the skill and capacity in the job and the management interested in motivating an employees of teaching staff, the remaining unsatisfied employees of teaching staff also to be taken in to consideration. It is better to make necessary steps to improve the job satisfaction of each employees of teaching staff. The organization should provide career development programs in order to increase the enthusiasm.

11. CONCLUSIONS

The motivation is that an individual has to recognize or identify his unfulfilled needs. The organization would give security of service. The management should provide motivation by financial incentives and promotions and specials achievement performance appraisal that are mutually benefiting the employees of teaching staff and the job. The organization should also motivate the employees of teaching staff with changes for career advancement. If each and every employees of teaching staff demand has to be met, the entire structures of the organization have to be modified. As, if dissatisfaction arises then it will ruin the entire relationship and put a clog in the overall development of the organization, so it is necessary for an organization to make its employees of teaching staff to satisfy in all aspects.

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