

**"AN ASSESSMENT OF JOB MOTIVATION OF  
TEACHERS IN PRIVATE/ SEMI AND  
GOVERNEMENT SCHOOLS OF SECONDARY  
EDUCATION IN SRI LANKA".**

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## ABSTRACT

Teachers of the Secondary education are important in Sri Lanka as they are the ones who would lead the students to choose their future path. There are Government and Private/ Semi Government schools which provide secondary education in Sri Lanka. Secondary school students are from Grade six to eleven. At the end of Grade eleven, the students have to face a competitive exam which is called as Ordinary Level. They can choose their Advanced Level subjects according to the results that they get from Ordinary Level exam, which would decide their future endeavor. If the secondary school teachers give the best, the students will also achieve the best. So teachers are the heart of the country that provides knowledge, attitudes and skills for the future generation. This study examined the level of job satisfaction among teachers of secondary schools, the factors that will motivate teachers of Private/ Semi and Government schools in Sri Lanka from grade 6-11, the significance of factors of motivation in terms of intrinsic motivators and extrinsic motivators and the sector which has the highest motivation among teachers and whether motivation effects year end evaluation of the students. The sample was, 500 teachers chosen randomly from the nine provinces who were from Private/ Semi and Government schools. They were given a questionnaire and some were interviewed. Data was analyzed by computer and manually. Data was shown by graphs, pie charts and tables. Descriptive statistics were used for data analysis. Findings were presented by percentages, correlation and frequencies. This study is based on Herzberg's two factor theory which discusses about extrinsic factors (Hygiene factors) and intrinsic factors (Motivators). Intrinsic factors are associated with the jobs while extrinsic factors are peripheral to the job. Dependent variable was motivation while independent variables were extrinsic and intrinsic factors. The findings of this study indicated that the Government School secondary teachers are mostly satisfied with their job than Private/ Semi Government teachers. The government school secondary teachers are motivated by career development, teacher appraisal and challenges. The private/ Semi government school secondary teachers are motivated by salary, non salary benefits, promotional opportunities and working conditions. It was also found that variation of work which was an Intrinsic factor of motivation, highly motivated secondary school teachers and school Improvement was the Extrinsic motivate factor which motivated the secondary

school teachers mostly. The government school teachers were highly motivated than Private / Semi Government secondary school teachers. Teachers' motivation had effected averagely in yearend evaluation of the students.

This study will help the Government to find out how teachers can be motivated and to make policies. It also helps to implement new reforms and to increase job satisfaction of secondary school teachers with less absenteeism. School objectives can be achieved easily while improving teacher recruitment and retention. Motivation of secondary school teachers would also help to get utmost results from students. This study will be important for teachers' trade unions to get their rights. Anyhow, these conclusions were drawn subject to a number of limitations. Suggestions for further studies were made with the aim of refining these conclusions by eliminating the indicated limitations.

**KEYWORDS:** Level of job satisfaction, motivative factors, intrinsic factors, extrinsic factors.