

# **The Impact of Motivation on Teachers' performance: A Study of Private Schools in Pakistan**



**By**

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## ABSTRACTS

In today's world, motivation is a major problem that is currently faced by different institutions, organizations and employees. The present study investigates the impact of motivation on teacher's job performance in private secondary schools of Pakistan. Present study was conducted in private secondary schools of twin cities of Pakistan i.e. Islamabad and Rawalpindi. The convenient sampling technique was used and primary data gathered from 125 respondents from ten schools. The present research study is a cross sectional study and an adopted questionnaire is used for gathering data. The collected data was based on available motivational packages in private secondary schools. The relationship between motivation and performance of teachers was also determined. The SPSS 20 software is used to analyze the results and the results are presented in form of graphs, percentages, pie charts, figures and bar charts. The results were discussed with the support of previous literature and findings of study showed that job security and work environment, opportunity for further study/learning, empowerment and monetary incentives were available in private secondary schools of Pakistan but there is no realistic policy implementation about these motivational packages. The findings of study also reveal that good working environment and job security, monetary incentive and authority and independence are somehow strong motivational factors that affect the performance of teachers. The study also suggested some policy recommendations to improve the performance of teachers.

**Key Words:** Motivation, Performance, Motivational Packages, Motivational Factors, Empowerment, Private Schools