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Impact of gender and emotional intelligence on work motivational of rural-urban primary school teachers

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Abstract

The purpose of this study was to measure the effect of gender emotional intelligence and rural –urban background on work motivation. for this 200 respondents were selected as sample for this study tools used were Agrawal work motivation scale and Singh emotional intelligence. Obtained data were analysed on t-test result confirmed the hypothesis of difference between two group of respondents in their gender, emotional intelligence and rural-urban background.

Keywords: Gender emotional intelligence, rural-urban

Introduction

Human Behavior does not operate in vacuum. It is the resultant of internal and external for as at a give time. In fact, it is not meaningless. It is purposive oriented and goal directed. The persistence in activity and the tendency to complete a task are some of the sign of goal directed behavior i.e. motivated behavior. So motivation is a driving force toward the achievement of goal. Thus work motivation is a set of energetic forces that originate both within as well as beyond an human being to initiate work related behavior and to determine its for direction intensity and duration Work motivation, work centrality, job involvement, work Commitment and work culture are interchangeable used. The work motivation is defined as the degree of general importance that working has in the life of an individual, at any given point in time Working many be important to one individual primarily because economic benefits received from working, to another primarily because of socio-psychological benefits obtained through the process of working or most likely because of some combination of a variety of rationales (Sinha, 1990; Pareek, 1974).

The traditional concept of work seems to have lost its centrality in the life of the people in the west. Others activities, which are equally useful to society or are enjoyable, are performed with high motivation. The concept of work is probably undergoing a radical transformation. The MOW (1987) project unequivocally showed the continued subjective significance and value of working across countries. However other life roles are going salience, Americans for example are reported to enjoy both work and leisure equally (Robonson-1984).

The Indian approach to work has been somewhat different unlike the Bible, Shri Bhagavad-Gita fractured that

Both renunciation and practice of work
lead to the highest a bliss, of these two,
Practice of work is better than
Renunciation of work

Work was not necessary conceived as a physical captivity performed for one’s subsistence. It was prescribe as “duty” with and concern for the outcomes. However, this duty was not conceived of as socially neutral. One the contrary, duty meant meeting of the obligations of one’s relatives, friends and even strangers Detachment of one’s duty from any desire for the outcome (Nishkam Karna) was meant to suggest a one-way service with without any expectation for instant reciprocity. In Indian village system the approach has an instrumental value for maintaining of collectivism and get insuring subsistence and security.

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Robert Stefko (217) examined to assess work satisfaction and work motivation among employee of various organizations of Slovakia and found that the women's work motivations in contrast to men significantly affects the recognition of the superior.

Marc Weirzbetzki (2014) examined the gender differences in motivation and found important differences concerning key motivators for men and women were as men seem to prefer hard motivators like financial rewards, women are more encouraged by soft motivators such as appraisal.

Milos Hitka (2015) in a study found that motivational differences of teachers at primary schools due to work place location Vaskova (2006) found in study that men and women differ in their perceptions of what is important and motivating for good work performance

Aims of the Society

The main aim of the present study is as follows:-

To assess the impact of Gender, Emotional intelligence & background variables (Rural Urban) of the respondents.

Hypothesis of the Study

Male and Female school employees should differ significantly in work motivation.

Emotional intelligence would have Impact on work motivation.

Rural and Urban school employees would differ significantly work motivation.

Method

Sample: For this study 200 (100 Rural and 100 Urban) school teachers were selected through incidental cum purposive sampling technique from the rural and urban areas of Darbhanga municipal Area. The age range of respondent was 30-50.

Measures

Agrawal's work motivation questionnaire was used to measure the level of work motivation the respondents. It is there are 26 items in this scale on 5 point rating likert type. The summated scoring is done by assigning 5 to the most positive respondents and 01 to the extreme negative responses. Thus score vary from 26 to 130.

Singh Emotional intelligence test was used to measure the level of emotional Intelligence of the respondents this scale consists to 60 items. It is a 5 point likert type scale ranging from 1 (Strongly Disagree) 25 (Strongly Agree) It measures 5 dimensions; self awareness, self regulation, motivation social awareness and social skilled. The reported reliability coefficient is highly satisfactory.

Result and Discussion

Table 1: Showing Mean, SD & t value of work motivation with regard to Gender.

| Gender | N | Mean | SD | t | p |
|--------|-----|-------|------|------|-----|
| Male | 100 | 70.56 | 6.41 | 6.10 | .01 |
| Female | 100 | 76.45 | 7.22 | | |

It is obvious from the table 1 that there is a significant difference between the mean scores of male & female on work motivation. The female group has higher mean score

(M=76.45) than the mean score (M=70.56) of the male group and the difference between the two is significant beyond .01 level of confidence. Hence the hypothesis framed in this case is confirmed. The results revealed that females have higher level of work motivation as compared to males

Table 2: Showing Mean SD & t value of work motivation with regard to emotional intelligence.

| Level of Emotional Intelligence | N | Mean | SD | t | p |
|---------------------------------|-----|-------|-------|-------|-----|
| High | 100 | 88.66 | 12.45 | 3.535 | .01 |
| Low | 100 | 83.10 | 10.61 | | |

It is clear from the table 2 that there is a significant difference between High & Low emotional Intelligence group on work motivation. The high Emotional Intelligence group has higher mean scores (88.66) than the mean scores (M=83.10) of the low emotional intelligence group and the difference between the two group is significant beyond .01 level of confidence. Hence it would be clear that the high emotional intelligence group has better emotional intelligence as compared to low emotional intelligence group. Thus the hypothesis framed in this case is confirmed. The findings have been supported by the findings of previous researchers (Agrawal 1993) & Berry (1998). Harvard Psychologists believe that due to lack of emotional Intelligence may people feel in practical life through them have very high intellectual capabilities and abilities. Emotional Intelligence as the ability of an individual to appropriately and successfully respond to a vast variety of emotional intelligence constitutes 3 psychological dimensions- emotional competence, emotional maturity and emotional sensitivity which motivate an individual to recognize truthfully interpreted honestly and handle tactfully the dynamics of human behavior.

Table 3: Showing Mean, SD & t value of work motivation with regard to residence.

| Group | N | Mean | SD | t | p |
|-------|-----|-------|------|------|-----|
| Rural | 100 | 81.66 | 9.56 | 7.58 | .01 |
| Urban | 100 | 96.36 | 8.92 | | |

It is obvious from the table 3 that there is a significant difference between the mean scores of rural & urban respondents on work motivation. The Urban group has higher mean score (M=96.36) than the mean score (M=81.66) of rural group and the difference between the two group is significant beyond .01 level of confidence. Hence Hypothesis in this case is accepted. The findings have been supported by the Indian and foreign studies. In the era of globalization the effect of multinational companies work motivation is very significant. The emphasis is higher on productivity. Hence it is pushed to mere work and earth more policy (Pareek 1982 & Paadey 1988)

Conclusion

On the basis of the findings of the study the following conclusions might be drawn- "Gender was a significant factor in work motivation, females having higher work motivation level.

"Emotional Intelligence was also a significant factor in work motivation, high emotional intelligence group having higher level of work motivation.

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