

MOTIVATION: THE HALLMARK OF DEVELOPING PRODUCTIVE EMPLOYEES

by:

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The ability of the school to perform well in delivering quality service and instruction rests in the ability of the school head to lead and the willingness of the teachers to cooperate and become active. The quality of education is dependent to a large extent on the quality of its teachers. With the rapid changes and demands in the educational landscape of our country, there is a need to motivate teachers and inspire them to be at their best as providers of knowledge and molders of skills.

Motivation is of great importance to drive teachers to move and take meaningful actions in order to help them perform their duties and responsibilities properly. School heads need to have this commitment and passion to take the lead and never cease their efforts in constantly motivating their teachers amidst their diverse personalities and prevailing situations. They should have deep sympathy and understanding over others so they would be able to encourage collaboration and synergy.

There are lots of factors affecting the employee motivation which should be taken due consideration to keep all employees stay and become enthusiastic and collaborative members of the organization. Company policies should really be beneficial for the employees not against them. Building good relationship and giving them assignments or designation would mean that their skills and competencies are recognized. In this way, their confidence would be boosted.

Giving motivation to teachers, rewards and recognition should be based on the teachers' degree or extent of the accomplishment or achievements in order not to diminish the impact of recognition. It should be done in a case-to-case basis. Of course, the school head should make sure that efforts and contributions should be appreciated at all times in different ways or forms.

In the process of motivating teachers, conformity with the principles and standards of right motivation should be observed to maximize their potential of becoming productive employees.

Motive is the first stage in the motivational cycle. We are induced to do something because of our own motive.

Objective in doing something is very essential. Achieving it depends on the devotion we put onto it. Thus, the motivation to realize the objective should be high despite the possible limitations of what a person is capable of doing.

Task becomes part of our daily routines in school. We must be driven to accomplish our tasks with the maximum potential and motivation because these become the nature of our work.

Interest is a vital component of a quality work. Without the interest or commitment to do it, then results would be futile.

Values may influence a person to go forth in life. It may be conventional or modern but it should be in response to the norms of achieving employee productivity. Respect to each other's differences is one way of recognizing their worth as a person.

Active motivation is very essential for the fulfilment of any vision. It should never stop despite factors influencing people to get less or more motivated in life.

Tact is essential in translating challenges, threats or pressure into opportunities and strengths. A school head should be very careful or tactful in making sure that details or information are conveyed in a very meaningful and subtle way. Motivation is increased when done with tact.

Intensifying our motivation to reach our dreams would be a wonderful thing. We will never get tired to work hard and persevere if we have the passion to achieve it. A motivator may stumble at times but he/she should always in high stamina to develop a great team.

Outputs can be diverse. More motivated people are expected to have better outputs than those who lack motivation and enthusiasm to do it.

Never-ending motivation to employees is a giant step to induce them to learn more and become productive members of the academic community and eventually to our society. Through motivation, we have the maximum potential to soar high and gear toward the realization of our common goal, **QUALITY EDUCATION!**

References: