

TEACHERS' EMPOWERMENT AND ITS EFFECT ON THEIR JOB PERFORMANCE AND SATISFACTION

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The availability of teachers with the necessary teaching abilities is the main driver behind giving students a high-quality education. Teachers are better equipped to deliver engaging and successful learning experiences when they possess the necessary skills and knowledge. Such proficiency distinguishes student results and fosters a supportive and stimulating learning environment in the classroom.

According to Eggleston (2019), there is a strong correlation between job happiness and empowerment. Teachers are more content with their jobs when their administrators provide them with chances for professional development and include them in decision-making. According to studies, characteristics like authority, free will, and work satisfaction may be used to identify instructors who are empowered.

Nonetheless, there are differences in teacher empowerment and work satisfaction, with some research indicating a partial correlation. One important aspect of motivation is the cognitive processes involved in work-related tasks. Teachers' degree of job satisfaction affects their dedication to the company and their general job performance, which in turn affects the dedication and success of the educational system. There may be a relationship between job motivation, flexibility, and success, better performance leads to more happiness, health security, and satisfaction with basic needs.

Prus, and Roberts, (2017). Although prior research has shown conflicting findings, teacher empowerment is a critical component in forecasting children's academic success. In

education, empowerment frequently refers to giving students more decision-making authority and resolving power disparities between the government and educators.

The relationship between worker empowerment and output, however, is not always linear, according to studies. A key element of the traditional definition of empowerment, which includes both structural and psychological elements, is organizational commitment. Power, control, authority, resources, learning opportunities, and support are all granted to subordinates through structural empowerment. The main focus of psychological empowerment research is on its role as a mediator between employee attitude factors including work satisfaction, organizational commitment, and burnout.

Thus, studies have demonstrated links between teacher empowerment and work happiness, with supervisor efficacy, autonomy, and empowerment levels all having an impact on job satisfaction. Professional growth, decision-making, prestige, and recognition are all components of teacher empowerment, and they all contribute to teachers' increased work satisfaction. Participatory decision-making or employee empowerment are the foundations of the emphasis on the requirements of the subordinate as an individual. Overall, increased motivation, job satisfaction, and academic achievement are the results of teacher empowerment.

References:

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