

Effect of Motivation on Job Satisfaction of Teacher Librarians in Government Schools in Sri Lanka: Special Reference to Vavuniya District

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ABSTRACT

Motivation refers to the forces within a person that affect his direction, control or explain the behaviour of human beings. Employees' job satisfaction is indispensable to perform their duties effectively. The main objective was to find out the level of job satisfaction of teacher librarians of Government Schools in Vavuniya district of Sri Lanka with regard to the working condition, compensation, recognition, promotional opportunity along with demographic factors. The study was conducted by using a survey, and data was collected using a pretested questionnaire. The data was analyzed using SPSS statistical package. The total population was 205 teacher librarians, and 100 teacher librarians were selected as sample by the adoption of random sampling method. The response rate was 97%. The findings indicated that out of four independent variables; working condition and compensation are associated with dissatisfaction, recognition was related with low level satisfaction, and promotional opportunity mostly related to dissatisfaction condition. Aspects like demographic factors such as; age, gender, marital status and qualification showed a significant relationship to job satisfaction. It was concluded that the teacher librarians are dissatisfied with the facilities provided within the schools and career prospects. However, results showed that 72% of respondents are delighted to work in the libraries as they feel, they can gain more knowledge from the library. Therefore, it was recommended to enhance the facilities of working environment with basic technological facilities, fair compensation and promotional policies by the Ministry of Education. Policies should be revised to confirm that, they are equitable, to provide more opportunities for career advancement by organizing training and professional development programs.

Keywords: Motivation, Job satisfaction, Work condition, Compensation, Recognition, Promotional opportunity.