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THE ROLE OF HEAD TEACHERS RECOGNITION OF TEACHERS JOB COMMITMENT EFFORTS IN PUPLIC PRIMARY SCHOOLS IN IRINGA DISTRICT COUNCIL

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Abstract: This study presents the findings on assessing the role of head teachers' recognition of teacher's job commitment efforts in public primary schools in Iringa District Council. Using a sample of 93 respondents from 9 different schools. The study employed mixed approaches. Data were collected through interview, questionnaire and document search. The collected data were analyzed through content analysis for qualitative data and descriptive statistics for quantitative data with the help of Statistical Package for Social Science (SPSS) version 20. The findings revealed that head teachers in public primary schools were using various ways and technique on motivating teachers in public primary schools like through recognizing their work performance, involving teachers in decision making, transparency and accountability, democratic leadership style, equal opportunity for further studies, seminars, workshop and training were provided. The study findings revealed that as more as teachers were motivated the more they worked hard in the school. The findings also revealed that teachers in public primary schools were motivated both intrinsically and extrinsically as the heads according to the situation of the school management in case of availability of resources in the schools.

Key words; role, head teachers, recognition, teachers, job commitment.

1. Introduction

There is a motive or a string of motives behind every kind of behavior in all situations. Almost everyone in some ways is motivated. The motive might be to achieve something, to accomplish a task among others. According to Sirima (2010), the main factors of motivating people is to give the individual a sense of success. An individual's motivation level depends on the material and social gains from the institution they work in. It is not just the physiological need of employee to be met by the organization they work for. The individual also has social and psychological needs to be met by an employer.

In a study by Austin (2012), he found that teacher's motivation is because of the freedom to try out new ideas, assignment of appropriate responsibility levels and intrinsic work elements. It is explained that job satisfaction is derived from the gratification of higher order- needs rather than lower order needs

According to Gitonga, (2012) in a study conducted in Kenya, he found that teacher motivation enhances classroom effectiveness and improves schools. Sirima (2010) reported in a study he did in Busia District in Kenya about perceived factors influencing public secondary school teachers job satisfaction stated, the main perceived factors influencing teachers job satisfaction are work place condition, education policies, promotion opportunities, recognition of teachers, in-services courses and if their terms and conditions are improved.

Recently, the Government of Tanzania in recent times has demonstrated with ample evidence, the commitment to improve education delivery through policy interventions like, the school feeding program, capitation grant and free education. The universally subscribed goal is that by 2015 all children, particularly girls, children in difficult circumstances and those belonging to ethnic minorities, would have access to complete free and compulsory basic education of good quality. This can only be achieved if teachers are motivated. However, a cursory observation revealed that the concerns of teachers who are pivotal in the education delivery process have not been properly addressed.

The study was guided by the key research question:

To what extent do head teacher's recognition to teachers job commitment efforts influence motivation in public primary schools in Iringa District Council?

2 Literature Review

2.1 Teachers Recognition

In Kenya, the study conducted by Fatima (2015) suggested that in fact, there are two aspects of employee recognition. Firstly, it reflects the receptive frame of mind of superiors whether they even realize that their employees are doing good job. Secondly, when superiors recognize people's good efforts on different formal and informal communication media then it results in a great positive impact on employee's motivation, innovation, and above all, working relationships. Therefore, employee recognition is highly regarded as a powerful communication technique. For a number of people in an organization, receiving a generous note of thanks is far more important than receiving something in terms of monetary rewards because one of the greatest employee's needs is to feel appreciated at the workplace.

The study conducted by George Mikovich (2013) suggested that indeed, human beings naturally like to feel appreciated in recognition of their good deeds. Employee compensation and recognition are the two most important functions of human resource professionals. It encourages members of the organization to bring their best performance that would contribute in meeting strategic business needs. It can only be possible if employees are motivated enough to perform within organizational constraints with available tangible and intangible resources. It was revealed that there is a significant impact of empowerment and recognition of efforts on employee's motivation.

The study conducted by (Manzoon, 2012) emphasized that employee recognition programs are very useful in economic downturn which causes freezing of training programs, layoffs, reduced increments and increased workload on each employee. In this kind of environment, employee recognition programs may be very useful to motivate employees. In fact, this is the non-financial measure to enhance employee's motivation and commitment.

In Pakistani the study conducted by Shah (2012) suggested that employees were not found much satisfied with the work itself in comparison to supervision and reward and recognition. Teacher's participation in the decision making process and performance recognition may make them more courageous and enthusiastic towards working in the institution. Employees given task according to their expertise may cause high satisfaction and motivation. Precisely, the management should focus at transparent, equitable and competitive compensation system. The periodical salary

increments, allowances, and other compensations on regular and specific periods keep their morale high and make them more motivated and satisfied.

3 Methodology

The study was done in Iringa district council were by nine primary school included and it targeted head teachers, deputy teachers and teachers, it used mixed research approaches, this mixed approach involved for the best understanding of the research study. The researcher used a case study in investigating the problem this study used a simple random sampling technique to select teachers and a purposive sampling technique to select Head teachers. The qualitative data was analysed through content analysis and quantitative data through descriptive analysis

3.1 Ethical Consideration

Privacy, in this study, the collected data from the participants were coded to protect them and ensure their privacy. When interviewing the researcher used more positive words to avoid making the informant fearful and uncomfortable. However, the researcher also had a private room for interviewing the interviewees so that they feel free to express their opinions. In this study, the confidentiality and anonymity of respondents were observed. Confidentiality was ensured in the sense all information gathered was treated confidentiality and used only for academic purposes. In reporting the findings the names of schools, teachers names, included in the sample did not appear in the study.

4 Results and Discussion

4.1 The Extent of Teachers Recognition Efforts Influence Motivation in Public Primary Schools

This aimed to determine how recognition of teacher's effort influences motivation in public primary schools. The researcher posed questionnaire to teachers and made interview to head teachers and come up with information on the extent of teacher's recognition effort influence motivation in public primary school.

The information collected through interview made with head teachers indicated that head teachers were recognizing teacher work performance. This recognition made teachers to feel comfortable with their work performance in schools.

To compliment this information one of the head teachers from school E said that:

Recognition is the most motivational tools I use in my school because my teacher feel more motivated when I appreciate their effort and commitment in teaching process. I always appreciate each and every teacher in their decision making and plan for school development. Teachers in my school become active and innovative in their job as I motivate them through job performance recognition. They always work together as a team and collegiality as they appreciated on what they do. I have witnessed the joy of appreciated teachers to their fellow teachers though their own word that they enjoyed that I recognized them as part and parcel of this school and each and every teacher is able to help me in supervising the school (interview with HT E; 16/07/2021).

Likewise another head teacher from school C said that:

Appreciation and recognition has a special power on teacher's motivation. I have recognized that teachers in my school they are most motivated through recognition rather than giving them fringe benefit and allowance especially when they remain to teach standard IV class and standard VII class during their holiday, Of course I used to give them a little allowance as motivation but they always feel better when I appreciate them for their work performance (Interview with HT C: 16/07/2021).

Also another head teacher from school D said that:

Recognition of teacher's performance motivates teachers a lot than any other motivation methods in my school. Teachers seemed to work comfortably especially when they are recognized. Teachers recognition is the major tools for motivating teachers in any school if the head teachers is about to bring school development. I always feel speechless as I know that appreciation of teacher's performance would result to incalculable motivation and satisfaction in their job (interview with HT D: 15/07/2021).

On the other hand the information collected though questionnaire that guide to teachers on their recognition and work performance. The study finding formed that there were a great relationship between teacher's recognition and motivation.

Table 1: The Influence of Teacher Recognition and Their Motivation

Category	Y e s		N o		T o t a l	
	N	%	N	%	N	%
I am satisfied with recognition and appreciation I get from head teacher	6 4	7 6	2 0	2 4	8 4	1 0 0
Appreciation encourage me in my work	6 9	8 2	1 5	1 8	8 4	1 0 0

I feel better when head teacher recognize my effort in the school management	5	2	6	2	3	2	3	8	8	4	100
I am very committed when the my work done is recognized	7	0	8	3	1	4	1	7	8	4	100
There are always occasions where head teacher praised/appreciated for the work well done	5	1	6	1	3	3	3	9	8	4	100
I even work overtime when the head teacher appreciate my work done.	3	9	4	6	4	5	5	4	8	4	100
A v e r a g e m e a n	5	8	6	8	2	6	3	2	8	4	100

Table 1 indicates that majority 64(76%) were satisfied with recognition and appreciation they get from head teacher. Majority 69(82%) were appreciated and encouraged them in their work. Further, majority 52(62%) agreed that they felt better when head teacher recognized their effort in the school management. Furthermore, majority 70(83%) were very committed in their job when they were appreciated. The study findings revealed that majority 51(61%) agreed that their head teacher had appreciation tendency to all teachers who performed well their duties. Finally, majority 45(54%) disagreed that they were even worked twelve hour in order to make their head teacher appreciate their job performance.

The study findings revealed that teacher’s recognition stimulated a lot on work performance. It was further revealed that teachers were motivated more on recognizing their work performance than even giving them allowance. It was reported that head teachers appreciated teachers on their work performance as this were the main motivation tool which were in their ability to offer to teachers. Further the study findings disclosed that through recognition teachers was very active in their work they become punctual as they were motivated by their heads through appreciation.

The study findings revealed that head teachers appreciated teachers in their work done and decision making they made in their departments. Likewise the study findings revealed that teachers were motivated as head teachers understood their commitment, offer on teaching process, this resulted on teachers been motivated in the schools. Head teachers appreciated teachers as they did a single good job which influenced each and every teacher in school to struggle hard so as to be appreciated before other teachers. This situation made teachers to like their work as they were recognized as part and parcel of the schools and hub of students’ academic performance. Therefore the contribution of head teachers’ motivation skills in recognition of teachers ‘effort, helps to motivate teachers to be committed to their job.

These study findings corresponds with that of Muranda (2015) suggested that in fact, there are two aspects of employee recognition. Firstly, it reflects the receptive frame of mind of superiors whether they even realize that their employees are doing good job. Secondly, when superiors

recognize people's good efforts on different formal and informal communication media then it results in a great positive impact on employee's motivation, innovation, and above all, working relationships. Therefore, employee recognition is highly regarded as a powerful communication technique. For a number of people in an organization, receiving a generous note of thanks is far more important than receiving something in terms of monetary rewards because one of the greatest employee's needs is to feel appreciated at the workplace

Likewise these study findings coincide with that of Newman, & Gerhart (2013) suggested that indeed, human beings naturally like to feel appreciated in recognition of their good deeds. Employee compensation and recognition are the two most important functions of human resource professionals. It encourages members of the organization to bring their best performance that would contribute in meeting strategic business needs. It can only be possible if employees are motivated enough to perform within organizational constraints with available tangible and intangible resources. It was revealed that there is a significant impact of empowerment and recognition of efforts on employee's motivation.

5 Conclusions

This study focused on assessing the role of head teachers' recognition of teachers' job commitment effort in public primary school .The study findings portray that the strategies of head teachers used to manage schools and teachers were the main hub on teachers' motivation especially, head teachers who knew the important of teacher's motivation on school success. The findings revealed that head teachers used varieties of techniques and strategies to motivate teachers such as, involvement of teachers in decision making, transparent and accountability, recognition of teacher work performance, teamwork and collegiality, fair selection of teachers for seminars, workshop, and training, and bonuses according to their work performance which were provided depending on the financial situation in schools.

The study findings also reveal that head teachers were appreciating teacher work performance in order to build work morale to teachers in public primary schools.

5.1 Recommendations

The study provides recommendations that educational stakeholders including the government, should deal with in order to improve teacher's motivation in public primary schools for school success. The researcher also provide recommendations that other studies would develop to find up plenty information on school management and teacher motivation. Communities particularly

parents should always show appreciation for teachers effort in the task of training and educating their children that will increase teachers morale in performing their job.

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