

# INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT

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**REINFORCING CONVENIENCE AND COMFORT FACTORS FOR MOTIVATING TRAINERS**

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**PACHAL**

**ABSTRACT**

*The trainers are one among the important sources for the successful implementation of the training. In rural development scheme, trainers are likely to face difficulties due to shortage of available facilities. The motivational theories propose the ideas to eliminate the difficulties which cause discomfort, inconvenience in work environment and resulted in job dissatisfaction. Further the well trained trainers are likely to leave the Organizations. This paper considered effect of hygienic factors - employment facilities, under "Herzberg's theory motivators and hygienic factors", on trainers job satisfaction. Relationship between Employment facilities, Age, Place of work, Job satisfaction were considered for analysis. Correlation analysis was done to know any correlation between employment facilities and Job satisfaction. It is found that there is significant difference between satisfaction levels on employment facilities and satisfaction with trainer job*

**KEYWORDS**

Motivation, Job satisfaction, Employment facilities.

**I. INTRODUCTION**

The involvement and cooperation from the trainers of training are considered as important for the successful implementation of the training. The motivational theories emphasized the basic needs and provision for opportunity to excel shall be made available to ensure satisfaction. Frederick Herzberg's theory of motivators and hygiene factors deals about job factors that motivate employees. It constructed a two-dimensional paradigm of factors affecting people's attitudes about work. He concluded that such factors as company policy, supervision, interpersonal relations, working conditions, and salary are hygiene factors rather than motivators. According to the theory, the absence of hygiene factors can create job dissatisfaction, but their presence does not motivate or create satisfaction. The Two-factor theory indicates that one set of factors at work cause job satisfaction, while another set of factors cause dissatisfaction. This paper considered Herzberg's hygienic factor which causes dissatisfaction when it is absent in the work environment.

**II. REVIEW OF LITERATURE**

It is essential to encourage the trainers to get involved in conducting the training by providing necessary facilities to perform their work efficiently. In rural development scheme, the trainers are expected to adjust with training timings, accessing remote location, basic knowledge and behaviours of trainees along with the employment facilities and environment. If they unable to cope up with difficulties in the work environment, they are likely to leave the jobs. Employee satisfaction has traditionally been defined as an important motivator for employee performance (Mak & Sockel, 2001). Channuwong and Kantatian, 2012, found that in today's ever-changing global and technologically demanding world, finding and retaining human talent has become a competitive battleground. Attracting, developing, and retaining individual with talent, skills, knowledge, and experiences sufficient to drive global business and solve social problems become the key strategies for creating sustainable growth of business. Gawel, 1997, explain why good teachers are being lost to other higher paying positions. Fullan, 2010 provides a list of "incentives that work for teachers" - good salaries; decent surroundings; positive climate; strong induction; extensive professional learning; opportunity to work with and learn from others; supportive etc. Further evidence from various studies shows that teachers choose to leave schools with poor work environments (Borman & Dowling, 2008). Thus, teacher turnover is driven not by teachers' responses to their students, but by the conditions in which they must teach. Hirsch, 2005 found the empirical links between teachers' working conditions and student achievement. Susan Moore Johnson, Matthew A. Kraft & John P. papay-2012 found the conditions in which teachers work matter a great deal to them and, ultimately, to their students. Teachers are more satisfied and plan to stay longer in schools that have a positive work context, independent of the school's student demographic characteristics.

**III. STATEMENT OF THE PROBLEM**

Motivation theories focused on employees in business but teachers/trainers are not considered. Many empirical studies were conducted on the need for motivation of employees of profit oriented organisation. While showing grave concern over increasing employee turnover in business organisation on one side and leaving trainers on the side requires attention in the light of rural development. It becomes necessary to view the seriousness of employment facilities for the trainers.

**IV. OBJECTIVES**

The objective of this study as follows:

1. The need for providing employment facilities and for motivating the trainers to get involved in their work with respect to age and place of work of the trainers.
2. To know the relationship between the employment facilities and job satisfaction of trainers.

**V. HYPOTHESES**

Hypotheses were assumed to study the satisfactory level of trainers on employment facilities as follows:

Hypotheses on Satisfactory level on Employment Facilities:

1. "There is no significant difference among the various age groups with respect to their average level of satisfaction on employment facilities".
2. "There is no significant difference between main and extension centre groups with respect to their level of satisfaction on employment facilities".
3. "There is no significant difference between satisfaction levels on employment facilities and satisfaction with this job".

**VI. METHODOLOGY OF STUDY**

The primary data were collected by using survey method by using interview schedule for trainers. The sample of 58 trainers has been drawn randomly from the same 23 institutions from where sample of beneficiaries were selected. The journals, books and websites were referred to collect secondary data.

The questions in the interview schedule for trainer cover the Socio-economic status of trainers, opinion on employment facilities. The details of aspects covered under employment facilities are as follows.

**EMPLOYMENT FACILITIES**

Trainer's opinion on their satisfaction level on employment facilities was collected with respect to employment rules and conditions which are as follows:

- A. Salary

- B. Promotion
- C. Leave rules
- D. Advance payments
- E. Work load
- F. Career development
- G. Grievances handling
- H. Timings of work
- I. Training to the trainers
- J. Cooperation from co-workers
- K. Supervision

**STATISTICAL TECHNIQUES USED**

The following statistical techniques such as Simple Average, Standard deviation, Likert's scaling techniques, Analysis of variance (ANOVA), 'F' test, 't' test and Chi-square test and correlation and regression analysis were calculated.

**VII. RESULTS & DISCUSSION****A. AGE AND EMPLOYMENT FACILITIES**

Respondent's opinion on satisfactory level on employment facilities and their age is analysed and this distribution is shown in the Table 1.

Hypothesis No. 1 states that "There is no significant difference among the various age groups in their average level of satisfaction on employment facilities".

Table 1A showed that 26-30 age groups expressed higher level of satisfaction than any other groups. Above 35 groups scored lower level of satisfaction on employment facilities.

**TABLE 1A: AGE AND SATISFACTION LEVEL ON EMPLOYMENT FACILITIES**

AGE	Mean	N	Std. Deviation
UPTO 25 YEARS	42.17	18	9.9661
26-30 YEARS	44.94	16	6.8163
31-35 YEARS	40.50	6	4.9295
ABOVE 35 YEARS	38.00	18	2.2229
Total	41.47	58	7.2722

**TABLE 1B: 'F' TEST FOR AGE AND SATISFACTION LEVEL ON EMPLOYMENT FACILITIES**

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	423.494	3	141.165	2.942	*
Within Groups	2590.938	54	47.980		
Total	3014.431	57			

\* Significant 5%

It could be inferred from the table 1B shows that calculated F value is greater than table value and result is significant at 1% level. Hence the Hypothesis No. 1, "There is no significant difference among the various age groups in their average level of satisfaction on employment facilities" is rejected. It can be inferred that significant difference is obtained various age groups in their average levels of satisfaction on employment facilities.

**B. PLACE OF WORK AND EMPLOYMENT FACILITIES**

Relationship between place of work and opinion on satisfaction level on employment facilities is shown in Table 2A. The table highlighted that in case of respondents from Extension centre, maximum of 66.7% of them exposed low level of satisfaction and 33.3% of respondents preferred in medium level. In case of main centre, maximum 41.9% of respondents expressed medium level of satisfaction and 29% of respondents equally reported for low and high level of satisfaction on employment facilities.

**TABLE 2A: PLACE OF WORK AND EMPLOYMENT FACILITIES**

		PLACE				TOTAL	
		HEAD OFFICE		EXTN. CENTRE		No.	%
		No.	%	No.	%		
Satisfactory Level on Employment Facilities	LOW	9	29.0	18	66.7	27	46.6
	MEDIUM	13	41.9	9	33.3	22	37.9
	HIGH	9	29.0	0	0	9	15.5
TOTAL		31	100.0	27	100.0	58	100.0

Hypothesis No.2 states that "There is no significant difference between Main and Extension centre groups with respect to their level of satisfaction on employment facilities".

**TABLE 2B: 'T' TEST FOR PLACE OF WORK AND SATISFACTION LEVEL ON EMPLOYMENT FACILITIES**

	PLACE	N	Mean	Std. Deviation	T	df	Sig.
Satisfactory Level On Employment Facilities	HEAD OFFICE	31	44.00	8.6487	3.043	56	**
	EXTN. CENTRE	27	38.56	3.6304			

\*\*Significant 1%

Table 2A shows that respondents of extension centre revealed lower level of satisfaction than main centre respondents on employment facilities. It could be observed from the table that the calculated t value is greater than table value at 1% level. Hence the Hypothesis No. 2, "There is no significant difference between Main and Extension centre groups with respect to their level of satisfaction on employment facilities" is rejected. It can be inferred that significant difference is obtained between respondents of Main and Extension centre in their average levels of satisfaction on employment facilities.

**C. SATISFACTION ON EMPLOYMENT FACILITIES AND SATISFIED WITH TRAINER JOB**

Correlation and regression analysis is calculated between satisfaction levels on employment facilities and satisfied with trainer job in Table 3.

**TABLE 3A: SATISFACTION ON EMPLOYMENT FACILITIES AND SATISFIED WITH TRAINER JOB**

	Mean	Std. Deviation	N
Satisfied with trainer job	4.05	.6047	58
Satisfaction level on employment facilities	41.47	7.2722	58

Table 3A shows that average score obtained by the satisfied with trainer job is 4.05 and the satisfaction levels on employment facilities group obtained score of 41.47. However the consistency is obtained in the opinion on satisfaction with job as standard deviation is 0.60. The Hypothesis No.3 states that "There is no significant difference between satisfaction levels on employment facilities and satisfaction with this job".



TABLE 3B: 't' TEST FOR SATISFIED WITH TRAINER JOB AND SATISFACTION ON EMPLOYMENT FACILITIES

	Regression Coefficient (B)	Std. Error	Correlation	T	Sig.
(Constant)	2.173	.392			
Total score on employment facilities	.045	.009	.545	4.864	**

\*\* Significant 1%

Table 3B explains that the correlation value 0.545 exhibits that there is good positive correlation between satisfaction levels on employment facilities and satisfaction with trainer job, meaning increase in score on employment facilities increases the overall satisfaction of trainers. The regression shows that employment facilities have a positive influence on satisfaction with this job. The regression coefficient value 0.045 (significant at 1% level) indicates that as the score increases by one unit the satisfaction level increases by 0.045 units in the scale 1 to 5.

The table 3B shows that the calculated t value is greater than table value at 1% level. Hence the Hypothesis 3 that "There is no significant difference between satisfaction levels on employment facilities and satisfaction with trainer job" is rejected. It can be inferred that significant difference is obtained between satisfaction levels on employment facilities and satisfaction with this job.

## VIII. CONCLUSION

It is inferred from the study, that higher age groups scored lower level of satisfaction on employment facilities. Significant difference is obtained among the various age groups with respect to their average level of satisfaction on employment facilities. The higher age groups are having family commitments which impacts on the satisfactory level on employment facilities. Significant difference is obtained between Main and Extension centre groups with respect to their level of satisfaction on employment facilities. Respondents of extension centre revealed lower level of satisfaction than main centre respondents on employment facilities. It implies that management of the training shall focus on the facilities in extension centre. There is good positive correlation between satisfaction levels on employment facilities and satisfaction with this job. The regression shows that employment facilities have a positive influence on satisfaction with this job. It is essential to improve the employment facilities to instill comfort and convenience to get the job satisfaction.

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