

Factors Affecting Teaching Motivation Of Lecturers At Universities In Ho Chi Minh City

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Abstract

One key component affecting quality is thought to be how well teachers educate. college education When professors are happy with their job, they are willing to work hard to improve it day by day. This helps colleges succeed while also producing skilled labor to serve the nation. The aim of this study is to identify the variables influencing lecturers' effectiveness as teachers. The following elements were identified based on the survey, processing, and analysis of the study findings: coworker; infrastructure; salary; and direct management. The teaching staff is the cornerstone and sap of a growing institution. The caliber of instruction and learning is determined by the teaching personnel. Teachers' professional attitudes, sentiments, and actions will influence how pupils feel and behave throughout instructional activities. Therefore, a happy school starts with the instructors' own satisfaction. When it comes to a happy school, the teachers are also pleased, in addition to the pupils. To be able to instill kids with their zeal and excitement, teachers must be individuals who are happy in their lives. Students will feel happier at school if the teachers are cheerful.

Keywords: Education, University, Motivation, Teaching

1. Introduction

Each nation in the globe has its unique strategy for growth, but not a single nation can advance without investing in education. The quality of education is thought to be significantly influenced by how well a teacher teaches. Therefore, it is crucial for a university's performance to understand the elements that affect lecturers' ability to teach effectively at their workplace. Professors have successfully aided the institution in enhancing the quality of peaches and have helped to develop skilled human resources for the national service. Numerous studies show that the quality of the instruction impacts the outcomes of student learning and is a factor in making the most crucial choice to improve academic accomplishment. Comedy job satisfaction, according to Ellickson and Logsdon in 2002, is the degree to which people enjoy their work; it is based on attitude-based employee assessment (either positive or negative)

about the work or working environment. Simply defined, the workplace is more sensitive to requirements, beliefs, and characteristics. Employee satisfaction levels increase with job level. This study is being conducted in order to: (1) determine the elements influencing the teaching efficacy of teachers' tablets; and (2) suggest methods to enhance the effectiveness of instructors' teaching outcomes.

2. Literature review

In Vietnam, organizational growth in general and higher education institutions in particular are paying increasing attention to the issue of job motivation since lecturers' work involves intellectual labor. The lecturer is the one who guides the students in accessing and acquiring information via the use of effective teaching strategies, supporting materials, and research. Lecturers' professional activities must show the

progression of learning new information, techniques for teaching, and professional practice. Numerous scholars concur that motivation, which describes the nature, extent, and persistence of labor, is a goal-directed activity that emerges from the individual both inside and outside the individual. Their drive for their task may stem from either internal or external sources. Extrinsically driven conduct refers to those who labor for rewards from outside sources. Another researcher contends that intrinsic motivators are works that appeal to people's desire to learn in order to satisfy their curiosity and feel competent. To maintain motivated activity, intrinsic motivation is frequently required. Alternatively, it may be said that work motivation is what drives individuals to work joyfully, enabling them to develop their inner strength, get beyond challenging situations, and perform their tasks to the best of their abilities.

3. Research Methodology

A quantitative research technique has been used to accomplish the intended research goals and clarify the study hypotheses. A pre-made questionnaire is the key instrument for gathering data. The questionnaire is divided into two sections: part one

asks for demographic data, and part two uses statements on a 5-level Likert scale to assess aspects that impact teaching efficacy. 500 people made up the study's sample, which was conveniently obtained from all of City University's teachers Ho Chi Minh. Data input, coding, and cleaning with the SPSS program will follow data collection. The Cronbach's Alpha reliability coefficient approach was used to evaluate the scale's dependability. using the Alpha technique of Cronbach's reliability coefficient before doing an EFA component analysis to remove variables that do not match. Only measurements that are connected together or not are shown by Cronbach's Alpha reliability coefficient; it is impossible to determine which observable variables should be preserved and which ones should be excluded. The overall variable correlation coefficient is the correlation between a variable and the mean of the other variables on the same scale; the greater this is, the more strongly the variables are correlated with one another. the more significant the group's other variables.

4. Research result and discussion

Table 1: Demographics of Respondent (n=500)

Variable	Frequency	Percentage %
Gender		
Male	200	40
Female	300	60
Income		
Below 10 million VND	300	60
10 to 15 million VND	100	20
More than 15 million VND	100	20
Academic level		
Master	400	80
PhD	90	18
Associate Professor	10	2

According to Figure 1, 60% of respondents make less than 10 million VND per month, and the

majority are professors with a master's degree. 40% of the sample was made up of men who participated

in the study, whereas 60% of the participants were women. Additionally, 20% have an annual income of \$10 to \$15 million, while only 20% have an

income of over \$15 million, demonstrating the low pay for lecturers at the moment.

Table 2: Cronbach's Alpha

Variable	Observed variables	Cronbach's Alpha
Coworker	5	.776
Infrastructure	5	.788
Salary	5	.789
Direct management	5	.784

The Cronbach's Alpha reliability coefficient can be used to determine how appropriate a relationship between different observable variables and a research variable is. The correlation coefficient of the total variable will be used to help us decide which observed variables should be maintained and which ones should be deleted since they do not significantly add to the definition of the idea. The

dependability coefficient, however, merely reveals if the measurements are connected or not (Corrected Item - Total Correlation). All of the observations are taken into account in this model, as shown in Table 2. Cronbach's alpha measures internal consistency, or how closely connected a group of objects is. It is acknowledged as a scale reliability indicator.

Table 3: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.754
Bartlett's Test of Sphericity	Approx. Chi-Square	1713.231
	Df	182
	Sig.	.000

An metric for assessing the suitability of component analysis is the Kaiser-Meyer-Olkin (KMO) coefficient. The value of KMO must reach a value of 0.5 or above for factor analysis to be appropriate ($0.5 < \text{KMO} < 1$). Factor analysis is generally not appropriate for the research data set if

this value is less than 0.5. The results of the KMO and Bartlett's Test of Independent Variable, with $\text{KMO} = 0.754$ and $\text{Sig} = 0.000$, indicate that the test of the conceptual validity of the scale is sufficient for analysis.

Table 4: Rotated Component Matrix^a

	Component			
	1	2	3	4
CW1	.771			

CW2	.732			
CW3	.751			
CW4	.779			
CW5	.741			
IT1		.772		
IT2		.731		
IT3		.768		
IT4		.765		
IT5		.788		
SL1			.783	
SL2			.747	
SL3			.791	
SL4			.771	
SL5			.722	
DM1				.782
DM2				.831
DM3				.854
DM4				.822
DM5				.811

The results of the rotation matrix ensure convergence and discrimination at a reasonable level or above. Since the groups are not

substantially distributed and are completely overturned, the theory-based properties of variable groupings are lost utterly.

Table 5: KMO and Bartlett's Test of Dependent variable

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.827
Bartlett's Test of Sphericity	Approx. Chi-Square	181.721
	Df	120
	Sig.	.000

The KMO measure of sampling adequacy is a test that determines whether or not factor analysis should be used on the data set. The population correlation matrix's variables can either be correlated or uncorrelated using Bartlett's test of sphericity. The fact that $KMO = 0.827 > 0.5$ in

Table 5 shows that the data are suitable for factor analysis and that factor analysis is suitable for combining variables. Since the observed variables are connected, the Barlett's test has a significance level of $sig = 0.000$.

Table 6: Model Summary^b

Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate	Durbin-Watson
1	.572 ^a	.601	.682		.40120	1.631

Because the acquired DW value is 1, (placed between 1 and 3), and because the hypothesis of no first order series correlation is accepted as a dummy, the Durbin Watson coefficient used to test First order series correlation indicates the pattern no violation when applying recovery technique multiplicative. within the model. The multiple regression model is a result. fulfill the requirements for testing and evaluation suited for making conclusions from study. The ANOVA analysis of

variance revealed that the value F has a significance level of Sig.= 0.000 (less than 0.05), indicating that the input variables and collected data are statistically significant at the 5% level of significance and that the regression model fits them. F = 74,103 is the statistic used to test. The linear link is especially strong when it is has meaning to Sig. < 0.05. Consequently, the model's independent variables. The dependent variable Effect and the figure are connected teaching outcomes

Table 7: ANOVA^a

Model	Sum of Square	Mean Square	F	Sig
Regression	51.122	4.919	74.103	.000 ^b
Residual	24.141	.186		
Total	75.263			

Table 7 demonstrates that the multiple linear regression model is suitable for use and fits the data set. Additionally, they demonstrate the linear relationship between the independent and dependent variables and the model's compatibility with reality.

5. Recommendation

The school pays in line with ability and at a high rate compared to the average, and the welfare programs are varied and demonstrate a genuine interest in the teaching. Multiplication groups have enough revenue to cover their basic requirements. Members are a set of elements that have an impact on efficacy. The number of machines, equipment, and research topics for scientific study rises every year, fulfilling the need for training and scientific research, and gradually improving the lives of officials and employees. Financial resources for instruction are appropriately allocated, managed,

and used. The school has to have welfare regulations, as well as programs to help and fulfill students materially and maintain staff morale. Every year, the school has to plan fun holiday tours for all of the workers and relatives in order to demonstrate the house's care to all teachers at the university. Copper Time is a playground for individuals to get closer together, understand one another better, and improve unity to produce good working efficiency than. It also serves as a means of saving, learning, and sharing experiences. If at all feasible, the school should also provide professors with additional perks, such as health and safety regulations, gifts, bonuses for major events, and Tet breaks to demonstrate their appreciation for their hard work and to support it.

Renting a space forces people to be modest and cautious when making investments in facilities, particularly in equipment and laboratories. The credit-based training, which is the current essential

and advanced training path, cannot be organized properly if one is not proactive about the study location. This problem arises because many schools hurry to enroll students even when they lack the necessary facilities or are still having trouble obtaining land and approval. In addition to the lack of space, subpar labs, and substandard textbooks, newly founded schools also have a terrible library system. However, many recently formed universities and colleges still suffer from a severe lack of instructors. This is in addition to the subpar infrastructure. Some schools have neglected the quality of education in their quest of efficiency and profit, as seen by the hiring of more people than allowed or incompatible with the available resources and teaching personnel. Additionally, while some training disciplines require practice, schools have not yet paid attention to investing in facilities, particularly the system of practice and experimentation. These institutions are simply aware of the short-term advantages of lower investment costs and are not completely cognizant of the negative effects of subpar instruction.

Colleagues, in addition to family and friends, are a significant factor that can aid in stress relief. The Japanese once had a great analogy to describe the cooperative attitude. They consider each individual to be a treasure. Those diamonds, however, balked in making an attempt to unite. They don't produce a product that stands out as a consequence, but supporting a colleague can help you recall a lot of crucial information. While doing so, you have the chance to reconsider its correctness in light of your colleagues' observations. Supporting coworkers can assist you in developing a spirit and habit of sharing, boosting your confidence in efficiently giving information and voicing issues. Helping one another is a great work ethic, but you shouldn't allow your coworkers depend on you too much. Or the leader is accountable if they are unable to complete the task because they lack time management skills or are lazy. Helping them out of respect for them is unfair to you and the business.

Additionally, if the assistance is outside the scope of your competence, you shouldn't accept it.

There are several factors that contribute to company success. There is, however, one factor that consistently and predictably contributes to company success regardless of the industry position, new technology, unanticipatedly well-designed product, excellent strategy, or timing of the business's launch. It has to do with the organization's leadership style. Many members of the Board of Directors frequently concentrate on moves in order to lessen the unidentified, unneeded movements and movements in order to assess the quality and reputation of the school today. The superfluous processes in teacher professional development are not difficult nowadays; all it takes is a little adjustment to enable instructors relieve unneeded pressure to develop their competence. The teacher's duties include in-class instruction and yearly professional skill development. Focusing on professional growth therefore does not include doing excessively pointless effort. Teachers feel overworked and exhausted due to the numerous integrated educational activities, testing, special education, training, contests, and concurrently taking on other responsibilities in the school. negative effects on psychology and emotions, restricting the commitment and inventiveness of the teaching staff, resulting in education and training that is of a lower caliber and effectiveness than is appropriate for their positions. Conversely, continuously raise the standard of the school's educational and training management initiatives, including content management, training programs, and all-inclusive management of the teaching staff. Pay attention to and concentrate on developing a positive school culture; establish conditions that will encourage teachers' creativity; foster cohesion and mutual support among teachers for professional development; and ensure that teachers' accomplishments are fairly, equitably, and democratically recognized and evaluated. Making conditions for teachers to participate in the

formulation of school development strategies, to share and discuss publicly about school activities, to improve facilities and teaching equipment, to reasonably arrange teaching time, and to create a welcoming pedagogical environment are all examples of how to create a positive working environment.

6. Conclusion

When they work at a school with a welcoming, pleasant, open, and cohesive working culture, teachers are happier. There, school administrators help and encourage instructors to be innovative in their lessons, willing to discuss and recommend good and novel ideas for their colleagues to advance together, assuring their livelihood. For teachers to gain financial stability. Sincere ideas are always taken into consideration by managers, who therefore foster a relaxed environment free of stress for the instructors. Every day, the instructor is happy to see pupils arrive at school, stand in front of the class to transfer information, and receive praise for their commitment and labor of love from parents and students alike. The State has to establish policies to support and inspire the teacher workforce in addition to the issue of fostering settings that will enhance teachers' ability to educate. The role and duty of education managers in education and training are enormous since they are responsible for motivating workers and instructors to work. Managers want to instill a sense of drive in their staff members so that they can perform their jobs as effectively as possible. Teachers must be given authority and held responsible. Each employee's degree of job completion should be evaluated on a regular basis fairly, inspiring them to work and contribute.

Conflict of interests

None

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