

**The Impact of Motivation and Stress on
School Teachers' Performance in
Sri Lanka**



A Dissertation submitted

By

I.D.V. Rathnasekara

Registration No: FGS/02/10/02/2011/001

**The independent research study carried out as a partial fulfillment of
the requirement for obtaining master of Commerce (MCOM) Degree
Programe in academic year 2011**

ප්‍රවේශ අංකය:	979
විෂය අංකය:	

**Department of Commerce and Financial Management
Faculty of Commerce and Management Studies
University of Kelaniya
Sri Lanka.**

ABSTRACT

The impact of motivation and stress on school teachers' performance is very important analysis in considering the development of the education sector in a country. However, limited academic attention has been paid in this area in Sri Lanka. Accordingly, this study will highly contribute to fill this research gap. The research problem in this study can be stated as "To what extent motivational and stress factors impact on the performance of school teachers in Sri Lanka". Based on the problem this study finds the more important motivational and crucial stressful factors which relate on the performance of school teachers and also it determines the impact of motivational and stress factors on the performance of the school teachers in Sri Lanka. Then primary and secondary data were used for this study. Two national and three provincial schools from Colombo, Gampaha and Kaluthara districts were selected based on stratified random sampling and 225 secondary school teachers were selected among these 15 schools for the sample under the simple random sampling method. Inferential statistics and descriptive statistics were used to analyze the data of the study.

According to the findings training & development, working conditions and recognition can be identified as more important motivational factors and leadership style, workload and relationships at work as more crucial stress factors which relate on the performance of school teachers in Sri Lanka. Mainly it was found that recognition and training & development are the motivational factors which significantly affect to increase the performance but salary and working conditions are not significantly affect to increase the performance of school teachers in Sri Lanka. Moreover, stress causes from leadership style significantly affect the performance of school teachers but stress causes from work load, relationships at work and time pressure are not significantly influence to the performance of school teachers in Sri Lanka. Also, based on the findings, certain number of suggestions can be made as they would be fruitful to policy makers and to interested parties in this field. At last certain researchable areas have been presented to support future researchers.

Key words: Teacher, Motivation, Stress, Performance, Secondary Level, and Western Province