



INTRINSIC MOTIVATION OF THE LORDS TEACHERS:

A CASE STUDY

A Project submitted in partial fulfillment of the requirement for the degree of MSc in HRM at School of Professional Advancement, University of Management and Technology Lahore

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School of Professional Advancement

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ACKNOWLEDGEMENT

My last two years in UMT have been professionally fruitful. I would like to quote one of my favorite lines from literature, James Joyce in his beautiful novel ‘A portrait of an Artist as a Young Man’ writes “to live, to err, to fall, to triumph, and to recreate life out of life!” I have experienced it all in this institute. My first word of thanks is for this institute that let me be a part of itself and its multicultural environment.

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With the payers of my grandparents, constant push of my parents and competitive attitude of my friends I have been able to complete my quality research. I hope and pray that one day I become able enough to serve my country and make my parents and teachers proud.

FATIMA TANVIR

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DECLARATION OF ORIGINAL WORK

This declaration is made on August 20,2015.

Student's Declaration:

I, Fatima Tanvir, hereby declare that the work entitled "Exploring the factors effecting intrinsic motivation of The Lords teachers: A Case study" is my original work, except where due reference or acknowledgment is made clearly in the text.

(Fatima Tanvir)

ABSTRACT

This is case study research on intrinsic motivation, undertaken in The Lords International School System in Lahore, Pakistan. The project is intended to explore the factors of intrinsic motivation effecting the teachers of Lords School and may guide management with regard to the current predicament of teachers.

The study draws attention to relevant aspects of intrinsic motivational factors operating in Lords Schools. The methodology used for this project is exploratory case study. This strategy works well when the problem is not clearly defined. It provide significant insight into a given situation. The problem in the case study was diagnosed through cooperation of the management and observational skills of the researcher. When the problem area was identified which was the intrinsic motivation of the teachers of Lords School literature review was conducted to gather the knowledge of studies already done on this subject.

The method of data collection was the semi-structured in-depth interviews carried out in the premises of Lords School. The selection of the School was pragmatic as the researcher had an access to the School through management. The teachers interviewed were selected at random because the research was focused on the factor of intrinsic motivation of all teachers nothing in specific and no filter was put whatsoever.

Mayring's qualitative content analysis was used to analyze the data of interviews. The content analysis surfaced many factors effecting the intrinsic motivation of the teachers of Lords school which were then put into themes and sub themes. The four major themes in the order of most effective to least are; Proactivity, Training and professional development, Workplace environment and Image of profession.

A synthesis was drawn with the factors identified from the literature and the ones from the analysis of interview data to serve the purpose of validation and know if there is any factor absent in the literature and present in the context of this research. It can prove both useful for this research and researchers who intend to dwell on the subject of intrinsic motivation. Most of the factors were overlapping with an exception of a few. Emotional stability is an example of one such factor absent in the layers of literature.

The report concludes that teachers in this context specifically can be intrinsically motivated to work. Despite the fact that the extrinsic factors of motivation cannot be subsided these teachers are willing to give more to the school then just what is worth their salary. Some of the visits of the researcher to The Lords School are recorded in a journal form and the episodes are attached to this project report. The personal observations of the researcher are mentioned in the journal.

The report ends with the recommendations for the management to look into and provide an enrich environment where the factors effecting the intrinsic motivation of these teachers can flourish. An emphasis has been drawn on the professional development of the teachers which is an invaluable investment for the career of teachers and our future generation.

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