

PREFACE

This thesis is submitted for the degree of Doctor of Philosophy of the University of North Bengal. The research work was conducted under the supervision and guidance of Professor Palas R. Sengupta , in the Department of Commerce , University of North Bengal . The study pertaining to the thesis sought to explore the various factors that affected the workplace motivation of school teachers and create a systemic model to map the influences of the various factors.

The study was based on a series of focus group discussions and individual interviews with teachers , heads of schools and experts in education followed by a set of seven questionnaire surveys with a randomly chosen sample of respondents who were full- time teachers in schools situated in the districts of Jalpaiguri and Darjeeling in North Bengal . A set of 73 different variables were studied through 9435 data points . A total of 138 hypotheses were tested in the course of this study. Seven tools of Workplace Motivation Assessment with acceptable internal reliability as well as face , content and construct validity were developed . The various parts of the thesis have been presented through the publication of eight academic research papers .