

**EFFECTIVENESS OF MOTIVATION ON
TEACHING BIOLOGY IN SOME SECONDARY
SCHOOLS IN MINNA METROPOLIS**

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EFFECTIVENES OF MOTIVATION ON TEACHING
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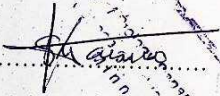
APPROVAL PAGE

This Project has been Read and approved as meeting the requirement of the fulfillment for the Nigeria Certificate in Education (N.C.E.)


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DEDICATION

This project is dedication to God almighty for the grace he has given me to write this project this project is also dedication to my parent, Brothers, Sister, Uncles and Friends. Whose gave me a good orientation from my childhood to date and sponsoring me up to this level for their love and care toward me, May almighty god bless them and bestow his blessing upon them (Amen)

ABSTRACT

The effectiveness of motivation on the teaching of Biology in some secondary schools in Minna metropolis was investigated.

Questionnaire and interview techniques were used to

Collect data from teachers of Biology in the Schools Studied.

The result of the work revealed that between 93.35 and 95.00 percent respondents disagreed that they were motivated

because of their salaries and allowances. Also between 78.30

and 85.00% percent teachers were teaching Biology because

of the of the desire to teach it. It is hereby recommended that

salaries and allowances of biology teachers in secondary

schools be improved upon.

TABLE OF CONTENTS

Title	i
Approval Page	ii
Acknowledgement	iii
Dedication	iv
Abstract	v

CHAPTER ONE

1.0 Introduction	1
1.1 A Brief History	1
1.2 Statement of Problem	3
1.3 Purpose of the Study	5
1.4 Significant of the Study	6
1.5 Statement of Hypothesis	6

CHAPTER TWO

2.0 Review of Literature	8
2.1 Theorist and Management	11
2.2 Reward Towards Motivation	12

CHAPTER THREE

3.0 Population and Sample	18
3.1 Procedure for Collection of Data	19

CHAPTER FOUR

4.1 Data Analysis and Result	23
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CHAPTER FIVE

5.1 Discussion	32
5.2 Recommendation	34
5.3 References	37

EFFECTIVENESS OF MOTIVATION ON LEARNING

BIOLOGY

CHAPTER ONE

INTRODUCTION

Teacher in the learning environment requires some form of motivation this could be basic or biological derives. Many teachers nowadays get bored of the profession and tend to be leaving to other jobs opportunity and those still remain seems to have their legs and arms crossed waiting vehemently for any existing opportunity.

* In the early eighties the gradually movement of the teacher in biology has being at alarming because of the security of unemployment of teachers in to their professional teaching.

The term motivation has no commonly accepted definition (Elias and Elias,1917) Maintained that there is no one all encompassing definition of motivation rather we have numerous specific models and focus on a specific type of motivation.

This project research is mainly concerned with effect of teacher motivation in learning biology and teaching environment. Motivation may concerned with the needs and drives which a person use to push behavior. These drives are the result of biological or psychological needs that creates state of arousal the state of arousal result in activity to satisfy the needs are the teachers satisfy with their demand this is a simple and complex question in teaching areas.

Innovation is a function of how attractive or desirable livelihood of attaining that goal. If greater number of students attained the pass score level the teacher is motivated and wishes to try harder while the opposite result affect the teacher.

Some research process that the study need that motivates people is a complex field in it self. Therefore there is no global theory or approach to the study of motivation. In this study we will be considering a variety of domain specific modes of motivation as put forward by theorists and how it affect teacher in learning environment.

1.2 Statement of Problem Biology

The problem of teacher motivation in biology in this country can not be over emphasized teacher or educator needs to be motivated so that green Vance from teacher unionism can be minimized if not totally solved. Educational authorities have to get people to understand that peoples effort is also needed to run the plan of schools. The problem most educational planner are facing is the falling standard of education which also result in political social and economic crisis.

For example let ask ourselves the following questions:-

- (A). Does it mean the present teacher are not doing their job effectively?
- (B). Does it mean community and other professional left the college leader to plan the educational system alone?

Biology education must go with change of time community at larger professional teachers and school administrators. These rend of educational planning become a pool of knowledge from different resources. Teachers being left alone to implement and execute the educational policy is

determinate factor because teachers are more directly affected in the teaching of all school curriculum and any additional responsibility will be a burden may be the government thought it is a wasteful resources to hold conference with teacher in designing of school curriculum this statement may not be a true reality of falling standard of education. Why are teachers accountable for its failure? A thorough explanation is beyond intentions however it seem possible to point out two broad sources.

1. Changing pressure of our time pressure are political social and economical changes.
2. Attempting to link education with a more virtue form of accountability on teachers a lone one may assume that teacher in a learning environment are facing great problem of being motivated such may include late payment of salaries to teacher removal of teacher allowance non health care facilities for teacher and further provision for a teacher to own a hose. Teachers are not accorded much respect.

In comparison to their colleague in other ministries and parietals this research project is to find more of these problem facing by biology teacher.

1.3 The Purpose of Study Biology

The purpose of this research is to know the importance of the effectiveness of motivation on learning biology in educational environment. It is set up to find out the problems and to investigate the prospects associated with the following objective of the study in mind.

1. To find out whether the school are properly staffed with enough qualified teacher whether good teaching methods are employed by the teachers so as to secure active participation on the part of learner.
2. To find out whether teacher are over loaded with work or classes with large number of learner's.
3. To find out of there is shortage of instructional material and if there is need for modern technique to motivated teachers.
4. To know if prefrontal support is being given to teachers.

The Significance of The Study Biology

This research is set to find out the importance of effect motivating teachers in learning environment as well as to suggest some possible solution to the problems it is there for believed that if the finding of the research are completed.

It is going to benefit school heads students in the same that it may enable them identify their weaknesses. On the part of the school head it will enable them to know the importance of effect of motivating teachers. This would enable them to adjust the structure of the school and also for students and teachers to understand each other and be able to help one another. This would be for the finding of the research expected to show out where problems lies on biology.

Statement of Hypotheses

The following are the hypothesis of this research work

- (1) Are the teacher motivated into teaching because of its salary structure?
- (2) Are the teachers motivated in to teaching because of basic allowance attached to the salary?

(3) Are teacher motivated into teaching under the influence of their friends?

(4) Are the teacher motivated in to teaching under the influence of their friend?

(5) Are the teacher motivated in to teaching because it is their goal?

(6) Are the teacher motivated into teaching because their have no alternative job?

(7) Are the teacher motivated into teaching because of standard of education?

(8) Are the teacher motivated into teaching because their bone to teach, a mode?

(9) Are the teacher motivated because is best job in educational field?

(10) Are the teacher motivated because the teaching is the best profession?

CHAPTER TWO

Review of Literature

The role of a school administrator can not be over emphasized. A review of the literature on the subject reveals at one time or another six roles have been proposed this is indicated by Richard and Gorton (1983) he indicated the six role as:-

- i. Manager
- ii. Instructional leader
- iii. Disciplinarian
- iv. Human Relation Facilitators
- v. Evaluator
- vi. Conflict mediation

It is unlikely that an administrator will be required to perform all six of these roles simultaneously how ever the feather is expected to be competent in each of the roles and Lead to performance it requires. Teacher morals for effective performing depend on the tactful role of administrator.

It is easier to administrator within group of non existing human beings school administrator is the chief executive that

issues order and control the management of the school. However a business owner system have effectively administration that can not exercise direct authority to obtain co-operation from the subordinate because of the nature of it organization. This makes the school setting on entire defend goal and objectives teacher morals depend much more on emphasis by the school administrator the school administrator work as they are various assign to a particular responsibility within school these individual need to be motivated to carry out their assignment successfully.

Mathis and Jackson (2003) define motivation as motivation is derived from word motive and it on emotion or desire operating on a person pushing and making that person to act. His definition gives on insight to the act of human behavior in other word motivation is an action devices. People act for one reason and this is very concrete. Just to determine a goal in a school setting the success of it organization is determine by the effort of people within the body. Approaches to understanding motivation differ individual theories approaches the problem from different point different ideas and

from different cultural expressions. These different views of approaches to motivation include Herzberg theory of motivation Maslow's approach to motivation and Porter and Lawler's model of motivation many of these approaches do not signify that one's approach to motivation is bad.

Motivation is a circular process of the administrator to come to work toward his/her goals of managerial in school if the administrator sets up a goal to achieve he must invite his employee to participate accurately to attain or reach his goal he cannot get the employee to participate unless they are highly motivated. Let us look vividly in to our society where a single man is entitled to marry many wives at a time the marriage of such people seems to fall apart due to lack of quality administering the wives and lack of administrator one more or the wives invisibly the chert course of divorce from one or more wives is the complement that to other while other wives view the husband as a hypocrite and the situation become totally confused and lead to cries. This could be apply to an administrator with his own employee especially where

different ethnic group or people exist or religion difference function and social economic value and political ethnics.

Theorist and Management

Douglas M.C Gregor expressed his view on self actualizations and presented two opposite set of assumption which he believe where basic to most managers. M.C Gregor (1960- page 33- 48) indicates that manager typically held one of those sets of assumption above human nature and accepted keeping with this assumption. These sets are labelled theory X and Y people are more like theory C

Theory "X"

People dislike work and will try to avoid it people have to be threatened with punishment if the organization goals are to be met. Most works like direction and will work responsibility people want security above all in their work.

Theory "Y"

People do not in here'll dislike work people do not like rigid control and threats under proper condition people do avoid responsibility people want security

but also have other needs such as self actualization and esteem.

In view of the above statement by M.C Gregor people in every organization try to avoid responsibility. It is now let to the administration to motivate every individual to carry out his/her responsibility to meet or achieve the administration's goals. It is strongly believed that a persons motivation depend on:-

- i His/her expectation that a particular behavior will result in a desired goal and.
- ii. The value person assign to that outcome

Reward toward Motivation

Porter and lauder (2013) indicated that there were two type of teachers.

In view of this statement teacher from the effected state are put to stress and not motivated. In the preceding chapter we will discuss factor that may improve teacher motivation in our educational environment.

It is stressed that quality education is presently needed and the only way of arriving at this goal is to have the best out

of the best teachers in school having the best teacher in school will improve standing of education.

Self Control in Organization Theory

Some theorist distinguished between imposed and self control the most pronounced theorist is Katz and Kahn their theory maintained that that organization must describe at least three categories of behavior to survive.

- i. Attracting Employees
- ii. Ensuring Dependable behavior
- iii. Inmaltative behavior

these Behavior require different motivational patterns

Attracting Employees

In the school situation administrator come cout with different rules and directive for their teacher the teacher comply with these rules or directive because they consider them legitmate job demand.

This according to Kalz and kabn is the basic pattern or motivation in the classical organization theory. Dressler (1980) said that motivation and the desire to comply bear no relation to the task ct self this gave as the insight that teacher comply

with rules and directives from their administrator because it is the law of the organization and acceptance of these laws is part of the contract the teacher enters into when he/she joins the organization.

Innovation Behaviours

This pattern is aimed at encouraging self control here motivation is so internalized that the performance of teacher becomes autonomous. M.C Gregor's theory X discussed earlier in this chapter seem to emphasize the ability of people to exercise self control and their desire to perform effectively. Dessler (1980) say that Evaluating a person on the basis of his/her output make him/her want to discipline them selves in other word to control behavior one must understand how that behavior one related to the actual output.

In the first chapter it was mentioned that the idea we should hold when discussing the effect of our educational system is reinforcement and motivation. How does one ensure that teacher carry out the task they have been assigned/ the use of reinforcement is a powerful motivation too it is based on the work of B.F skinner he believed that motivation is built

on two principal behavior that appear to lead to a positive and negative consequences positive behavior tend to be respected while negative behavior tend to be repented.

There are four type of reinforcement that school administrator could use in biology.

- i. Positive reinforcement
- ii. Negative Reinforcement
- iii. Extinction
- iv. Punishment

Positive reinforcement would include rewards like praises or raises Negative reinforcement focus on the reinforcing of the desired behavior.

Extension reinforcement is when reinforcement is with held so that with time undesired behavior disappear

Research Finding

In our study or motivating the employee it was found out that 73% of the student chose to go to work for employer they ranked in fitching their goals and demands in a study carried out among forty workers it was similarly found that high productivity WCCS instrumental .

In satisfying important goal therefore school administrator should be alert to the demands and goals of their teacher wages and payroll for teacher are not only a demand to motivated them but class size or number of student always contribute to the effectiveness of teacher participation in a school program.

Political Social and Economic Factors In Biology

In the first chapter it was concluded that changes in our society or educational organization is due to the three pressure these pressures one political social and economic factor. The three pressure are.

Inter-related and the failure or one result is the failure of others.

The question have is how does these pressure attest our present educational system/ let us take example of motivation and how it is used to attest or to encourage teachers.

Among other factor use to encourage teacher is a regular increase of their salary if a teacher in a school system is not paid for his work the teacher with out any official notice may

reduce on his or her normal class teaching and at the same time try to black-mail the authority concerned or the educational ministry.

In view of the above example when the teacher salary is stopped it has a great economic effect on him or her it breaks his or her teaching relationship with the student it is also stressed that setting it returns as a great impact of effect on political status on the educational ministry.

CHAPTER THREE

3.1 Population And Sample In Biology

Because of limited time and limited resources available at hand only two secondary school were for distribution of questionnaire the categories of population is also limited to secondary school teacher mistress and principals of such school due to some of the limitation mention above. Student of these school are not considered for respondent, since the hypotheses of this project is limited to investigate teacher morale and motivation in teaching environments.

Population of the teachers in government day secondary school, minna are seventy three in total how ever to enable a complete control of the research project only fifteen of the questionnaire were given to the school principal for distribution thirty-four of the total population in the school are male representing Fourth-seven (47%) appropcmaty of the teacher population similarly Thirty Nine are female also representing (53%) approximately of the total population. Only fourth (40) questionnaire were given to be distributed representing sixtysix.seven (66.7%) of the school similarly population figure in the school (Chanchaga) government day

junior secondary school Minna are (40) thirty of the percent of the population are male representing the sixty percent of the population.

However ten (10) are females representing forty percent (40) of the population out of which forty (40) questionnaires was give to the principal. All data population was given to me by the two respective principal.

Procedure for Collecting of Data in Biology. In biology the method of the investigation is through questionnaire the questionnaire is section A to E. section. A an introduction of questionnaire to the people section 'B' is a personal data of the respondent while section 'c' is to sick opinion of the respondent as it affect the teacher moral and long with the hypothesis. However section 'd' is a column check which ranges from excellent to poor, evaluating the school environment as it affect teacher moral.

The last aspect of the questionnaire section 'e' is a ranking order to the most important factor of increasing teacher morale.

120 questionnaires were distributed to two school the school are junior secondary school Chinchaga and government day secondary

school Minna. All questionnaires were submitted to this school on the same day respectively. I will accorded full co-operation of the principal when I introduce my choice of topic and how it affect the moral of teaching as a profession. All questionnaires were collected by the respective principal and distributed to various staff concerned.

However some few copies were held back as extra copies which the researcher has use to hold discussion with some few teacher in case they are not given one for response by the principal.

Day secondary school Minna is close to the researcher house and the relationship with some to the teacher and they discuss freely on their opinion on the moral and motivation as it affects learning environments.

Throughout the period of my visitation to junior secondary school Chanchaga and day secondary School Minna the principals of the respective school accorded me a warm reception which helped me in hastening up the collection of the data however pleaded for a grace of one day to come for the collection of the data.

The next day the researcher visited the two respective schools and collected the questionnaire from the respective principals. The entire staff respondent and submitted the exact (60-60) copies of the questionnaire. Some of the staff could not trace out who among the teacher could not respond well.

The principal of junior secondary school Chanchaga encourage me to dwell on this choice of topic or rather expatiate on of for presentation through the media. However the research lamented on the limitation of this nature of project but hopefully in due course the research may attain better chance.

3.2 Personal or Oral Interview in Biology.

Personal or oral interview is important in collecting of information in biology this allow me to go around the schools in the Minna, in other to find out the similarities from the teacher how they contribute in education and how the learning take place or the learning motivate the student. Some other school I check gave be co-operation like day Secondary School Minna which gave me a courage by the principal of the school who said that the learning is effective whenever the salary is being paid regularly and also if the teacher have not bang

paid it discourage the teacher from even coming to school which was confirmed as that the principal of the school is motivate to learning because of it professional in biology education.

CHAPTER FOUR

Data Analysis and Result

In this chapter the analysis and the results of the study (Table 1) will be in view to tabulate the data as a whole below show the two questionnaire. This table below contain statement that may represent opinion on the basic of the respondent belief. The respondent where instructed to checks their position on the statement first impress them. The score were accordingly arranges as (5) strongly agree (4) Agreed (3) undecided (2) Disagree (1) strongly disagree.

Further in the basis of respondent opinion is you are motivated into teaching because of it salary structure. Thirty (30) of the respond anent strongly disagree representing 50% of the population twenty six (26) disagree representing 43.3% two are undecided while other 2 agreed. It is believed that Federal Government is yet to improve employment of teacher in secondary and primary school salary structure. The implementation of teacher salary may improve qualified teacher in to the two level although one can speculated a

modified condition to be laid before one becomes a teacher in the two levels.

Similar basis allowance may be considered as a factor for motivation 3.3 of the respondent strongly disagree, 22 also disagree while 3 are undecided and other 3 agree. It would be recommended that teacher basics allowance should be improved upon.

Table 1: Responses on Salary Structure and Allowance

Item	Strongly agreed (5) number of responses	percentage	Agreed (4) Number of Percentage responses	Undecided (3) Number of percentag responses	Disagree (2) Number of percentag responses	Strongly Disagree (1) No of respond			
Are you motivated to teach because of its salary structure?	0	100%	2	3.3%	2	3.3%	26	43.35%	30
Are you motivated to teach becoase of basic allowance attached to the salary?	0	100%	3	5%	3	5%	22	36.7%	32

Contains statement that may represent opinions on the basis of the respondent belief. The (Table 2) respondent were instructed to check their position on the sales as the statement first impress them. The score were accordingly arranges as (A) Strongly Agreed (B) Agree (C) Undecided (D) Strongly disagreed.

Some people may be motivated to become teacher by profession under the influence of their community. 3.3% i.e two persons strongly agree 5% i.e 5 person agree while 6.7% (4 persons) are undecided. Similarly 28.3% (17 person) disagree while 53.3% strongly disagree. This statistics show that people are not motivated to teach under the influence of their community. For this reason there should be some more awareness to the community generally to encourage detaching as a profession.

The impression of peer groups to motivate one another into teaching is considered 56.7% (34) persons strongly disagree 32.4% (14) persons disagree 11.7% (7 persons) undecided 3.3% (2 person) agree and 5% (3 persons) strongly agreed.

Table 2: Responses On Influence Your Community And Friends

Item	Strongly agreed (5) number of responses	percentage	Agreed (4) Number of responses	Percentage	Undecided (3) Number of responses	percentage	Disagree (2) No of responses	percentage
Are you motivated to teach under the influence of your community/	2	3.3%	3	5%	4	6.7%	17	28.3%
Are you motivated to teach under the influence of your friends	3	5%	2	3.3%	7	11.7%	14	23.4%

You are motivated into teacher because it is your desired goal(Table 3).

This impression can be very positive since 52.3% strongly agreed 25% agreed 3.3% undecided 13.3% disagree and 5% strongly disagreed this show that more than average number of persons choose teaching because of its desire goals. This may include in service training and chances of progress in education.

Because there is no alternative job that motivate people to become teachers how ever 6.7% strongly agree 5% agree 3.3% undecided 68.3% disagree 16.7% strongly disagree.

Table 3: Responses On Your Desired Goals And Alternative Job

Item	Strongly agreed (s) number of responses	percentage	Agreed (4) Number of responses	Percentage	Undecided (3) Number of responses	percentage	Disagree (2) No responses	of percentag
Are you motivated to teach because it is your desired goals	32	53.3%	15	25%	2	3.3%	8	13.3%
Are you motivated to teach because you have no alternative job?	4	6.7%	3	5%	2	3.3%	41	68.3%

Falling standard of education is an impression that may motivate people to become teachers however 30% strongly disagreed 24% disagreed 3.3% undecided 13.3% agreed while 8.3% strong agreed (Table 4).

People chose teaching profession show that 6.7% strongly agreed 5% agreed 3.3% undecided 68.3% disagreed and 16.7% disagreed. Can teaching profession be considered the best the impression shows that 43.3% strongly agreed 16.7% undecided 6.7% disagreed and 3.3% strongly disagreed.

Table 4: Responses On Teaching Is The Best Profession And Falling Standard Of Education

Item	Strongly agreed (5) number of responses	percentage	Agreed (4) Number of responses	Percentage	Undecided (3) Number of responses	percentage	Disagree (2) No of responses	percentage
Are you motivated to teach because of teaching is the best profession?	26	43.3%	18	30%	10	16.7%	4	6.7%
Are you motivated to teach because of falling standard of education?	5	8.3%	8	13.5%	2	3.3%	15	25%

CHAPTER FIVE (5)

Discussion

Different research has been conducted on how morale of teacher could be improved. In this preceding chapter we will discuss this recent research project and some few research findings.

Do teachers possess high morale and are they satisfied in their work settings if one were to believe the previous teacher strike it will be difficult to answer yes.

Gorton and Richard(1983) stated that number of studies conducted through the 10s and into the 80s have indicated gradual education in teacher satisfaction.

In another study the (American) national Education Association Conducted a nation wide poll of teachers in 1980 and found that 35% of all public schools teacher were dissatisfied with their current jobs. (1980) forty percent of the teacher said they would probably not go into teaching if they had to do it all over again 10% were planning to leave teaching as soon as possible and 20 percent were undecided about how they would remain in teaching.

During this recent find 50% strongly disagreed on being motivate in to teaching because of the salary structure. The basis salary of teachers is an area that require serious redress in another hand this finding also process that 53.3% strongly agreed that they are motivated in to teaching because it is their desire goal and further more 43.3% also strongly agreed that teaching is the best profession.

Walshn (1979) maintain that among the more important indicators of teacher low morals are the following characteristics.

Loss of concern and detachment from the people with whom one works cynical and dehumanized perception of students accompanied by deterioration of the quality of teaching depressing and effort to leave the profession interestingly. A study by (Kalpa) and (Stertz)(1981) received six differences in regard to job satisfaction. Men were more dissatisfied but the primary factor affecting satisfaction was the extent to which teachers felt control over the work environment.

Blan and scott (1962 stressed on an additional cause of employees) dissatisfaction and low morale due to the bureaucratic Orientation of the administrator. The research finding has indicated the school administrator trait on competence 63.3% excellent and the friend lines 60% excellent. In view of this finding the administrators bureaucratic Orientation is in its excellent traits.

A bureaucratic Orientation is one which emphasizes staff compliance with rules and regulations and loyalty to the administration.

Recommendations

1. More effective staff meeting school principal cannot hop to develop and maintain high satisfactory on the part of the star unless he knows what is in their minds.
2. High Salary-At is applies to many institutions the federal government should listen to the cry -out of the secondary and primary school teacher for salary review which is due course may motivate those in the profession an in-coming.

3. Smaller Class Size- Reducing the number of student in class to an average of 20-25 per class will make more effective and gives more conducive environment for learning .

4. More attractive school building learning in a deteriorated building is not conducive and does not encourage a good atmosphere for leaning school building should be dated and meet the modern standard of the society. Offices are to be provided for principals and his supportive staffs.

5. Evaluating staff responsibilities; Principals and school administrators should be mandated to evaluate some traits of those assigned some special responsibilities.

This will enable the administrator to receive bets evaluation on how discharge their assignment and responsibility.

A nice and good conducive atmosphere for student and other teacher is faster to progress of leaning. A short form can be designed and submitted to staff or certain responsibility is performing. Some suggested list of staff that requires such evaluation may include.

a. Form master

b. Games Master

- c. Student Adviser
- d. Examination Officer
- e. Head of Department
- f. House Master
- g. Chairman of unions committee e.g parent teachers association.

In conclusion the research in teacher satisfaction and morale indicate that when staff feels a sense of accomplishment from teaching and receive due recognition for their efforts and performance staff satisfaction and morale are high.

Improving the condition under which the teacher works size of class teaching materials type of facilities quality of administrative and increasing opportunities for further studies are contribution which should increase the liprelihood that staff an obtain a sense of accomplishment from their endeavors.

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