



Webinar Series 2

Pay Raise for Teachers in Bhutan: Impacts on Teachers' Morale, Motivation and Professional Practices

Abstract

Pay is one of the most important factors for teachers across the globe. While higher pay motivates teachers in their teaching, lower pay often results in low morale and motivation leading to teachers feeling undervalued (Reid, 2010). This study investigated the impacts of the pay raise for teachers of the government schools in Bhutan on their morale, motivation and professional practices. Adopting the Interpretivist paradigm, the study collected quantitative data through questionnaires from 701 teachers and qualitative data through four focus group interviews with teachers, one-on-one interviews with four school principals and an email interview with one officer from the Ministry of Education.

The key findings of this study highlighted that the pay revision matter to teachers as the pay raise has made teachers' life more comfortable and financially more secure. However, the study also revealed that besides pay revision there are other equally important factors such as, facilities, training opportunities, school environment, workload and school leadership that impact teachers' morale, motivation and their professional practices. The study recommends the agency concerned to adopt a more holistic approach to help raise the morale, motivation and professional practice of teachers in the country.

About the Authors

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Dr. Tashi Gyeltshen works as an Assistant Professor at the Department of Arts and Humanities Education, Samtse College of Education. He specializes in Teaching of English to the B. Ed, PgDE and M. Ed students besides offering educational research modules. Prior to his joining the College, he worked as a secondary teacher and Principal in two middle secondary schools. He has M. Ed from University of Technology, Sydney and PhD from Queensland University of Technology, Brisbane, Australia.

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