

Factors Motivating Experienced Secondary Teachers to Remain in the Teaching Profession

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Abstract : Teaching is a noble profession that involves an effective imparting of holistic learning. Consequently, it requires a driving force called motivation. This research aims to determine the motivating factors, problems encountered, solutions made by experienced secondary school teachers to remain in the teaching profession. A mixed unstructured/structured questionnaire was used for gathering data among public secondary school teachers. The researchers have arrived to a conclusion that the dominant motivating factors of teachers to stay in the profession are altruism, extrinsic factors, and self-efficacy. Meanwhile, the prevalent problems these experienced secondary teachers experienced are mutual dilemma, work overload, and personal issues. Teachers have varied methods on solving the problem which are: a) Direct Solution; b) Indirect Solution; and c) Pseudo-Solutions. Lastly, the factors, problems, and solutions, have influential effects on how long a teacher would sustain in teaching which would manifest as positive, negative and neutral effects.

Keywords : motivation, common problems of teachers, strategies in solving problems, teaching profession

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