

**THE RELATIONSHIP BETWEEN WORK RELATED FACTORS AND
TEACHING PERFORMANCE**

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ABSTRACT

The purpose of this study is to explain and empirically test the relationship between work related factors (independent variable) and teaching performance (dependent variable) of teachers in Maha Oya educational zone in Ampara District. Work related factors related to supportive work conditions, internal work experience, autonomy and management. Teaching performance related to teaching skills, management skills, discipline and regulatory and interpersonal relation. The research gap of impact of employees work related factors on the organizational performance such as quality of goods and services, efficiency and effectiveness of the organizational processes as well as teachers teaching satisfaction and turnover rate.

In order to achieve this primary aim, data were collected through open ended questionnaires from 103 teachers who are working in the Maha Oya educational zone. Hence, quantitative research approach was used in this study. The research method was descriptive correlative type and it was based on the objective of the method applied. The stratified sampling method was used to make the sampling frame work of the study. The data were analyzed using univariate and bivariate analyses to take the descriptive statistics. Univariate analysis was used to find out the levels of work related factors and teaching performance and bivariate analyses were used to investigate the relationship between work related factors and teaching performance.

The results indicated that the levels of work related factors and teaching performance exist in selected teachers in Maha Oya educational zone in were high level and the work related factors is significant positive impact on teaching performance. The findings of the study provided several important implications for teachers and decision makers of the school. The SPSS package was used in conducting the correlation, regression, ANOVA analysis. Accordingly, the study was contributed to the enhance teaching performance by filling the gaps in the management literature and by substantiating the findings of previous research while the study generates considerable theoretical and practical contribution.

Keywords: Work Related Factors, Teaching Performance.

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