


# TEACHER PERCEPTION OF BENEFITS FROM WORKPLACE LEARNING AND TEACHER JOB SATISFACTION

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## Research Framework

- The **aim** of the study is to identify opportunities for improvement of the quality of education through teachers' workplace learning.
- Target audience – teachers
- Research methods:
  - literature analysis,
  - questionnaire,
  - data processing and analyses

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## Quality of education *(Coate, 2009; Sammons, Hillman, Mornore, 1995)*

- high learning achievements of the students
- quality of school management
- **quality of the teachers professional work**
  - knowledge, skills
  - professional properties
  - motivation to work
  - **initial education**
  - **further education (continuous professional development)**

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## Job satisfaction *(P.E.Lester)*

• Factors which determine the level of job satisfaction

- Salary
- Recognition
- Specifics of job
- Responsibility
- Security
- Advancement
- Work condition
- Colleagues
- Supervision



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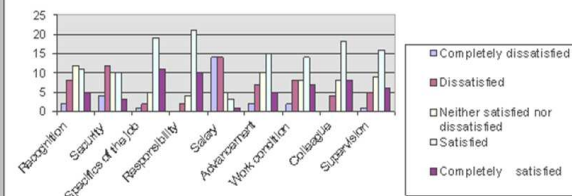
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## Teachers job satisfaction in Latvia

Teachers job satisfaction scales



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## Benefits from workplace learning

I have benefited from learning at work in the following ways: [This question is not relevant for me, because I have not learned at work]

		Frequency	Percent
Valid	Not selected	343	94
	Yes	22	6
	Total	365	100



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I have benefited from learning at work in the following ways:[Personal growth and self-identity]			
		Frequency	Percent
Valid	Not selected	197	54
	Yes	168	46
	Total	365	100
I have benefited from learning at work in the following ways:[Job security]			
		Frequency	Percent
Valid	Not selected	230	63
	Yes	135	37
	Total	365	100
I have benefited from learning at work in the following ways:[Doing my job better]			
		Frequency	Percent
Valid	Not selected	234	64,1
	Yes	131	35,9
	Total	365	100


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I have benefited from learning at work in the following ways:[Salary rise]			
		Frequency	Percent
Valid	Not selected	351	96,2
	Yes	14	3,8
	Total	365	100
I have benefited from learning at work in the following ways:[Promotion]			
		Frequency	Percent
Valid	Not selected	356	97,5
	Yes	9	2,5
	Total	365	100


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Conclusions	
<ul style="list-style-type: none"> <li>•The explicitly high teacher job satisfaction is the specifics of the job.</li> <li>•Benefits from workplace learning mentioned by teachers include benefits related to self-development</li> <li>•Teachers feel very unsatisfied with the material benefits, such as received salary and promotion.</li> </ul>	


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