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## **CONTENT ANALYSIS OF ARTICLES AND THESES ABOUT TEACHER MOTIVATION**

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### **Abstract**

The subject of motivation is encountered in many areas where living things exist. In this context, the motivation factor is a very important issue for the teacher element in the education and training process. The increasing motivation of teachers is very important for the top management of schools. This importance activates students and other motivational factors that take part in the core of the education and training process. As a result of the research, it is revealed that it is necessary to be motivated both students and teachers and the motivated teachers provide more participating students for in-class activities. As specified in the body of literature, many pieces of research are examined in this subject. While the research is conducted, the literature review method is used, theses and articles are examined. Totally 72 articles are reviewed, it is observed that behaviour of the management has a strong and determinant role on the motivation of teachers. It is observed that the subject of leadership is frequently studied in the articles that mostly examined in the teacher motivation. In this regard, long-term researches should be performed for evaluation of the teacher motivation development boundedness.

### **Keywords**

Teacher – Motivation – School – Article

### **Para Citar este Artículo:**

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## Introduction

In order to adapt to science and technology in our rapidly changing, developing and transforming world, quality manpower is needed. The main objective of education is related to the competence of people on this ground. This is of course the most important factor in determining the future of nations. This condition is the most important factor in the future determination of nations. In this regard, the quality of training management and efficiency of education administrators are the subjects that education world work on all the time. Tyler defines education as “it is a process of changing a person's behavior patterns”<sup>1</sup>.

Each philosophical movement and approach has a target that expected in education. Every individual included in the education and training process are expected to adapt himself socially and culturally to the society, change and develop by impressing it. It is possible to collect education functions under six titles; social, humanistic, politics, cultural, technique and economic<sup>2</sup>. In this process, the role of the teacher in education management should take into consideration. According to Fidan, teacher definition is “the specialists who train, teach and guide individuals”<sup>3</sup>. Therefore, it is thought that recognizing and evaluating the teacher motivation resources by administrators that play a crucial part in school operations would contribute to a system which produces successful results<sup>4</sup>. The aim of this research is to examine resources regarding teacher motivation and collect scientific studies in literature within the frame of educational administration.

## Literature

Wright and Custer<sup>5</sup> revealed that teacher satisfaction and student success are closely related. Findings showed outstanding successes of students are partly belong to the moral and motivation of the middle-school teachers. Similarly, student successes tend to increase depending upon high motivation of teachers. Moral and motivations of the teachers are accepted one of the highly important student success increasing factor. The literature about teacher satisfaction indicates that there are many job satisfaction factors related to each other.

According to the research results of Bernaus, Wilson Gardner<sup>6</sup>, they revealed that motivation methods used by teachers are related to their motivation level. As a result of the conducted research, it is presented that both students and teachers should be motivated and in the highly motivated teacher's lectures, students are more participative in class activities.

- A limited number of studies were performed related to environmental conditions especially teacher motivation affecting working conditions of the entire school system, behaviour and habits of students.

<sup>1</sup> R. W. Tyler, *Basic Principles of Curriculum and Instruction* (Ankara: Pegem Academic Publications, 2014), 47.

<sup>2</sup> K. Yılmaz, *Development, Learning and Teaching* (İstanbul: Remzi Bookstore, 2009).

<sup>3</sup> N. Fidan, *Learning and teaching in school* (Ankara: Pegem Academic Publications, 2012), 78.

<sup>4</sup> V. Sönmez, *Introduction to the teaching profession* (Ankara: Anı Publishing, 2017).

<sup>5</sup> M. Wright and R. Custer, “Why They Enjoy Teaching: The Motivation of Outstanding Technology Teachers”, *Journal of Technology Education* Vol: 9 num 2 (1998).

<sup>6</sup> M. Bernaus; A. Wilson and R. C. Gardner, *Teachers' motivation, classroom strategy use, students' motivation and second language achievement*. Porta Linguarum. 2009.

- Intenser studies should be performed related to in-class training environment that extremely affected by teacher motivation.
- Long-term studies should be conducted for evaluation of developing teacher motivation limitedness.
- Different professional activities of teachers may cause to different effects on their motivations. For instance, teach by age group, teamwork, attend to on-the-job training activities to create a sense of novelty in a class.

As a result, education is the most important factor in economic development activity and speed. Education expresses a social value by the reason of changing and developing social relations of many people regarding their knowledge and education. Education provides individuals to become qualified and active members of economic changes. Management of organizations in the field of economy show similarity with school system management. Management functions are assigned to administrators and leaders respectively. An opportunity of making an effort should be given to leaders and administrators to create a positive working environment by means of their management, instructions and plannings. While people are inclined to be motivated and guided administratively, they do not enjoy to be frightened or controlled. Instead of unwieldy critical opinions in the school system, participatory approaches would be more helpful<sup>7</sup>.

## Method

The relevant articles and Theses in Turkey and TRNC are examined with literature review method to support the qualitative side of the research. The literature review includes an examination of written resources related to a subject or fact. The layout of this research related to a combined research model is presented as the following.

In the literature review extend related to qualitative data of the research, homogeneous sampling is based as a purposive sampling and “teacher motivation” themed theses and articles are collected as a sample to analyze from Council of Higher Education database, Ulakbilim Social Sciences database and database of universities in TRNC.

## Findings

Findings of the research are presented below:

NO	Title	Researcher	Year	Article/Theses
1	Events of providing motivation by administrators in primary schools	Semra Ünal	2000	Article
2	Research of elementary school teachers' motivation (About Ağrı city)	Fatma Atmaca	2004	Thesis (PG)
3	Source of motivation for music teachers and occupational burnout	Özlem Korkmaz	2004	Thesis (PG)
4	The effect of the head teacher's attitude and behaviour to teachers motivation	İbrahim Kocabaş Turgut Karaköse	2005	Article
5	The effects of teachers expectations in private and public schools on their job satisfaction and motivation	Turgut Karaköse İbrahim Kocabaş	2006	Article

<sup>7</sup> I. Tasić, Management Theories in Education I International Symposium Engineering Management And Competitiveness (EMC2011), June 24-25, Zrenjanin. Serbia. 2011.

6	The effect of organizational culture formed by human resources management to teacher's motivation	Filiz Ebru Öztay	2006	Thesis (PG)
7	The influencing factors of teacher motivation and job satisfaction for teachers in elementary school	Doğan Şafak Yıldırım	2006	Thesis (PG)
8	The comparison of primary and secondary stage elementary school teachers motivation and job satisfaction	Nevra Bostancı	2007	Thesis (PG)
9	Perception and expectation of elementary school teachers regarding communication and motivation skills of school directors (Istanbul European side sample)	Kadir Güneş	2007	Thesis (PG)
10	Avcılar district, The effect of secondary school directors motivation on teacher's motivation	Meral Karaboğa	2007	Thesis (PG)
11	The analysis of the relation between teacher motivation and leadership behaviours of school administrators	Ayça Sucu	2016	Thesis (PG)
12	Buyukcekmece district, The effect of secondary school administrators leadership traits on teachers motivation	Rabiş Yurdakul	2007	Thesis (PG)
13	Examination of motivational tools for teachers and directors in primary schools.	Oğuz Kulçu	2008	Thesis (PG)
14	The relation between contemporary inspection of primary school teachers directed to school administrators and professional motivation	Erkan Küçük	2008	Thesis (PG)
15	The opinions of primary school teachers and directors regarding reward system	M.Cevat Yıldırım	2008	Article
16	The field research about teacher opinions and satisfaction level of motivational tools in primary schools (Silivri Sample)	Mesut Coşkun	2009	Thesis (PG)
17	Motivation resources of class teachers	Özlem Çiçek	2009	Thesis (PG)
18	Career management as a motivation factor and an implementation in primary schools (Esenler Sample)	Metin Delipoyraz	2009	Thesis (PG)
19	The effect of career stages application on teacher motivation	Barış Deniz	2009	Thesis (PG)
20	The effect of primary school directors educational leadership behaviours on teacher motivation (Manisa Sample)	Yusuf Ergen	2009	Thesis (PG)
21	The effect of exhibited behaviours by managers during management process on personnel motivation: application in educational institutions	Ayvaz Gündüz	2009	Thesis (PG)
22	Motivation providing factors in occupational efficiency of Anatolian high school teachers (Besiktas Sample)	Hatice Nevra Soysever	2009	Thesis (PG)
23	External motivation effects implemented by primary school directors to increase success of teachers (Extrinsic Motivation)	Yusuf Şenol	2009	Thesis (PG)
24	The relation between communication skills of primary school directors and class teachers motivation	Ayşe Bektaş	2010	Thesis (PG)
25	The motivation influencing factors in job environment of teacher	Lütfü Büyükses	2010	Thesis (PG)

26	The motivation influencing factors of visual art teachers: Konya Sample	Melek Gökay	2010	Article
27	The motivation influencing factors of class teachers in primary schools	Sezin İner	2010	Thesis (PG)
28	The effect of administrator inspection sense on professional motivation level: A path analysis study	Engin Karadağ- Nuri Baloğlu- Erkan Küçük	2010	Article
29	The effect of democratic attitude and behaviours of school administrators on teachers motivation	Mukadder Boydak Ozan-A. Zülfü Türkoğlu-Gönül Şener	2010	Article
30	The relation between teacher perceptions related to executive power resources used by pre-school administrators and teacher motivation	Sultan Polat	2010	Thesis (PG)
31	The effect of teachers in schools on the motivation of other co-worker teachers	Şeyda Özkan	2016	Thesis (PG)
32	Mobbing motivation and peace at the workplace: Teachers expect a lot? Mobbing victims on teachers	ErkanYaman- ÖzgeVidinlioğlu- NihanÇitemel	2010	Article
33	The level of motivation provided by the elementary school managers at their schools	Hüseyin Yanmaz	2010	Thesis (PG)
34	An evaluation of the motivation levels of primary school teachers in terms Herzberg's two-factor theory	Bora Yıldız	2010	Thesis (PG)
35	The relation between the ethical leadership behaviors of school principals and organizational justice, motivational levels of physical education teachers	Gökhan Acar	2011	PhD Thesis
36	The examination of relation between violence perception in primary schools and motivation	Funda Aşpanık	2011	Thesis (PG)
37	The Relations between Teachers' Career Steps Practice, Motivation and Organizational Commitment	Cevdet Canbolat	2011	Thesis (PG)
38	The relational research about performance assessment system perceives teachers by school administrators and motivation level of teachers	Ceylan Demirci	2011	Thesis (PG)
39	The relation between organizational citizenship behavior of primary school teachers and their motivation	Toris Serap Köprülü	2011	Thesis (PG)
40	Personal benefits differences between covenanted and staff teachers in primary schools and job motivation	Osman Demirci	2011	Thesis (PG)
41	The effect of democratic attitude and behaviours on teacher motivation and student success	Mustafa Cüneyt Arslan	2012	Thesis (PG)
42	The examination of executive approaches in teachers motivation (About Kocaeli Gölcük City)	Harun Çalış	2012	Thesis (PG)
43	The examination of relation between administrator, teacher and student violence perception and motivation levels	Münevver Çetin- Funda Alpanık	2012	Article

44	The relation between teachers motivation in official primary schools and organizational health perception	Pınar Özkan Ebcim	2012	Thesis (PG)
45	Emotional abuse (Mobbing) and primary-secondary school teachers in the motivations of the effect of a field on research	Emine Acar	2013	Thesis (PG)
46	Motivation factor of teachers	Şükrü Ada- Durdağı Akan- Ahmet Ayık-İsa Yıldırım-Sinan Yalçın	2013	Article
47	The effect of communication skills of and administrators work in Istanbul Arnavutkoy city secondary schools on teacher motivation and their academic burnout	Muzaffer Çelik	2013	Thesis (PG)
48	Teachers opinions about motivational tools in secondary schools and satisfaction levels of a field on research	Samet Elibol	2013	Thesis (PG)
49	Motivation approaches that school administrators use	Mehmet Akif Helvacı-Hüdayi Başın	2013	Article
50	The effect of exhibited behaviours by administrators during management process on workers motivation: An application in educational institutions (Kadıköy district)	Adem Kırıştı	2013	Thesis (PG)
51	The relation between the social communication skills of school administrators in secondary schools and the motivation of branch teachers	Osman Koçak	2013	Thesis (PG)
52	The effect of instructional leadership behaviors of public primary and secondary school principals on teachers motivation	Başak Kurt	2013	Thesis (PG)
53	The effect of secondary school administrators on teachers motivation	Merve Küçüksayraç	2013	Thesis (PG)
54	The effect of improving educational environment on administrators and teachers motivation	Yücel Sarıca	2013	Thesis (PG)
55	Applied strategies by primary school administrators to increase motivation of teachers (Samsun City)	Mustafa Şener	2013	Thesis (PG)
56	Motivation factors used by school administrators and teacher opinions	Naile Duman	2013	Thesis (PG)
57	Examination about influencing motivation factors of administrators and teachers work in educational institutions (Adana/Seyhan Sample)	Sami Akün	2015	Thesis (PG)
58	The examination of relation between mobbing and living level of teachers (Düzce district)	Latif Avcı	2015	Thesis (PG)
59	The expected motivation approaches of teachers from school administrators	Hacı Recep Candoğan	2015	Thesis (PG)
60	The relation between teachers motivation and quality of life	Emine Çelik	2015	Thesis (PG)

61	The role of leader's motivation in an education institution on managed persons	Ebru Kurt	2015	Thesis (PG)
62	The effect of transformation in education on teacher motivation	Oya Emine Okçu	2015	Thesis (PG)
63	The role of extrinsic motivation efficiency to increase success of primary-secondary school administrators	Cevat Özdemir	2015	Thesis (PG)
64	The role of intrinsic motivation efficiency to increase success of primary-secondary school administrators	Yusuf Yalçın	2015	Thesis (PG)
65	The expectations of class teachers regarding communication and motivation skills of school administrators	Günay Yıldırım	2015	Thesis (PG)
66	The relation between leadership behaviours of administrators in public education centre and motivation level of workers	Şükriye Yılmaz	2015	Thesis (PG)
67	The evaluation of the effect of the TRNC private education center manager thoughts and behaviours on the motivation of teachers	Ali Basmacı	2013	Thesis (PG)
68	Assessing the effects of the ideas and behaviours or TRNC secondary education institutions managers on teachers motivation	Bülent Sümer	2012	Thesis (PG)
69	Motivation in management	Çimen Deniz	2003	Thesis (PG)
70	Teacher motivation skills of school administrators	Ali Soysal	2005	Thesis (PG)
71	Comparative opinions of teachers regarding the ability of principals working at the secondary education institutions to provide motivation	İsmet Aşıksoy	2013	Thesis (PG)
72	A study on motivation and job satisfaction of language teachers at the European University of Lefke English preparatory school	Ezgi Umur	2010	Thesis (PG)

Table 1  
Article List

### Literature Review Form

In the research, following literature review form is used to examine scientific studies (article and Theses) in Turkey and TRNC body of literature.

Identification tag	Body of Literature	Method
Year	The approach of motivation issue in the research title	Research method and model
Publishing Type	Other subjects correlated with the motivation in the research title	Sample type and size
Thesis Level	Keywords of the research	Data collection tool
Field of the thesis	Subject headings in the body of literature	Data analysis
Which journal published the article		

Table 2

The descriptive analysis technique is used in the research to analyze teacher motivation themed scientific thesis and articles. The required basic chapters for research are written and necessary questions are formed under the basic chapters. For instance, in the method chapter, required titles such as research approach (qualitative, quantitative, combined), research model (review, case study vs), sample type (random, stratified, maximum variation), survey tool (questionnaire, interview, observation form) and data analysis techniques (descriptive, relation, gap analysis) are determined and descriptive analysis is performed.

Journal	N
Turkish Journal of Educational Sciences	2
Atatürk University Journal of Institute of Social Sciences	1
Dumlupınar University Social Science Journal	1
Journal of Theory and Practice in Education	1
Journal of Electronic Social Sciences	1
Firat University Journal of Social Sciences	1
Journal of Educational Administration in Theory and Practice	1
Marmara University Atatürk Faculty of Education Journal of Educational Sciences	1
Pamukkale University Faculty of Education Journal	1
International Journal of Human Sciences	1
<b>Total</b>	<b>11</b>

Table 3  
Journals

In the analysis of Table 3, it is observed that “the role of school administrators in teachers motivation” themed Turkish articles and thesis have much-performed after the year 2000 especially between the years of 2010-2014. The greater part of researches are thesis (61 theses, 11 articles); and the greater part of the theses are at a level of post graduate (60 epost graduate, 1 doctoral thesis). When the field of the theses is analyzed, the greater part is observed in the department of educational administration and supervision (43 theses).

University	N
Yeditepe University	18
Beykent University	8
Near East University	6
University of Okan	4
Gazi University	3
Marmara University	3
Maltepe University	3
University of Gaziantep	2
Toros University	2
University of Uşak	2
Others *	10
<b>Total</b>	<b>61</b>

Table 4  
Literature review regarding in which university theses are conducted

In the analysis of Table 4, it is observed that most of “the role of school administrators in teachers motivation” themed Turkish theses were conducted in Yeditepe University, and then Beykent University, Near East University respectively. Under the other title, universities that conducted a research once are presented. The aforementioned universities are; Celal Bayar University, Cumhuriyet University, Fırat University, İnönü University, Istanbul University, Aydın University, Kırıkkale University, 19 Mayıs University, Pamukkale University, Selçuk University and Süleyman Demirel University. From “the role of school administrators in teachers motivation” themed Turkish articles, two in Turkish Journal of Educational Sciences, five in university journals and four in national refereed journals are published within the context of the research.

<b>Motivation concept in the title</b>	<b>N</b>
Motivation	46
Motivation level	7
Motivation tools	3
Motivation skills	3
Motivation providing	3
Motivation resource	2
Motivation factor	2
Motivation approach	2
Extrinsic motivation	2
Other *	2
<b>Total</b>	<b>71</b>
<b>Secondary motivation concepts in the title</b>	<b>N</b>
Leadership behaviours	6
Job satisfaction	5
Communication skill	5
Psycho-violence	4
Career management	3
Administrative audit perception	2
Burnout	2
Other *	13
<b>Total</b>	<b>40</b>

Table 5  
Motivation related words located in the titles of researches

According to table 5, in the examination of research titles based to performed literature review, it is observed that word "motivation" is included at most and "motivation level" is ranked number two. Motivation concept related words are presented above which were repeated in the research titles twice or thrice. Non-repetitive words, in other words only once used motivation words are presented under the other title. The relevant words are intrinsic motivation and motivation condition. Considering literature review 72 pieces of research are based, no "motivation" word is mentioned in one research (reward is used).

As a result of literature review, it is observed that only motivation concept is discussed in some studies; and in some studies more than one secondary concept are present. Totally 40 secondary concepts are mentioned above. Leadership behaviours with motivation, in a similar way motivation relation with job satisfaction and communication skills are examined within these concepts. Under the other title, the concepts of motivation relation with organizational culture, organizational justice, organizational commitment, organizational citizenship and organizational health are analyzed. In addition, motivation relation with concepts of executive power resources, performance assessment, personal



rights, student success, educational environment, mobbing, quality of life and transformation in education is examined.

<b>Key Words</b>	<b>N</b>
Motivation	50
Motivation in education institutions	3
Intrinsic motivation	3
Extrinsic motivation	3
Teacher motivation	3
Motivation approaches	3
Motivation tools	2
Motivation factors	2
Administrator motivation	1
Motivation theories	1
Professional motivation	1
Motivation management	1
Demotivation	1
Total	74

Table 6  
Keywords related to motivation in the examined researches

The commonly used keyword within the context of the 72 pieces of research that literature review performed is "motivation".

<b>Motivation subject in the body of literature</b>	<b>N</b>
Motivation concept	53
Motivation theories	53
Motivation in education institutions	36
Motivation promotive tools	34
Motivation management	18
Other variables related to motivation	16
Total	210

Table 7  
Body of literature chapter related literature review findings  
in the motivation themed researches

The undermentioned titles are emphasized in regard to motivation concept:

- Definition of motivation (subject)
  - Importance of motivation (necessity)
  - Features of motivation
  - Principles of motivation
  - Motivation process (the process of formation, historical process)
  - Motivation types
  - Motivation influencing factors (increasing-decreasing factors)
  - Other concepts related to motivation
  - Benefits of motivation
  - Lack of motivation
- Motivation Theories
- Classification of motivation theories

- Content theories (Manifest Needs Theory-Murray, Maslow's hierarchy of needs, Alderfer – ERG theory: Existence needs, relatedness needs and growth needs, Theory X, Theory Y-Douglas McGregor, Need For Achievement-McClelland, Herzberg's Two Factor Theory, Self-determination theory- Deci&Ryan)
- Process theories (Reinforcement Theory- Skinner&Pavlov, Equity Theory- Adams, Expectancy Theory-Vroom, Goal Setting Theory- Locke &Latham, Expectancy Theory- Lawler&Porter)
- Contemporary Theories (Self Determination Theory- C. Rogers, Maturity Theory -Argyris,Theory Z-William G. Ouchi)
- Classification of motivation models
- System 4 Model
- Simplified process model (Cranney&Smith)
- Cornell Model (Job satisfaction)
- Job characteristics model (Hackman&Oldham)
- TAT Model (ThematicApperceptionTest)
- Force Field Analysis
- Comparison of motivation theories
- Discussion of the contribution of motivation theories to an education management

#### Motivation in Education Institutions

- Importance of motivation in education
- Motivation in school (importance of education environment regarding motivation)
- Motivation in the learning process
- Motivation of school administrator
- Motivated/unmotivated teacher
- Motivation management in education institutions (The role of school administrator on teacher motivation)

#### Motivation promotive tools

This title also contains subjects of “methods for increasing motivation or methods for motivating”, “triggers for motivation” and “motivation development”.

- Economic (ücret, prim, ödül, iş güvencesi)
- Psycho-social (admiration, acclaim, constructive feedback, reassure, pay attention to social activities, appreciate, respect privacy, initiative in working, employee-manager relations, development and success, social facilities, providing social status, provide prestige)
- Organisational-Executive (promotion and career, agree with the decision, open management policy, well-working conditions, providing work order, attractive and important status of the work done, performance assessment, good communication system, authority and responsibility, have a vision, fair and continuous discipline system, orientation-job preparing system, good education system, job security)

#### Motivation Management

- Motivation in organizations (motivation increasing techniques in organizations)
- Motivation in management, the role of the leader in providing motivation, the importance of motivation regarding administration and administrator, motivation competence of administrators
- Motivation in regard to management mentality
- Motivation in regard to traditional management mentality

- Motivation in regard to human relations model
- Motivation in regard to human resources approach
- Motivation in regard to a contemporary management model
- Benefits of motivation management
- Mismanagement related to motivation

Other variables related to motivation.

Findings related to this title were not presented due to not to fall into repetition.

<b>Approach of the research</b>	<b>N</b>	<b>Sample person/item</b>	
Quantitative	62	Teacher	70
Qualitative	8	Administrator	16
Combined	1	Student	2
Editing	1	Total	88
<b>Total</b>	<b>72</b>	<b>Sample size</b>	<b>N</b>
<b>Model of the research</b>		0-99 persons	9
General survey	31	100-199	16
Correlational survey	18	200-299	20
Causal-comparative	2	300-399	10
Phenomenological	2	400 and above	16
Case study	1	Total	71
	18	<b>Data collection tool</b>	
<b>Total</b>	<b>72</b>	Scale	33
<b>Sample type</b>		Questionnaire	29
Random	37	Interview form	9
Cluster	5	Document analysis form	1
Universe	4	Total	72
Stratified	3	<b>Validation-Confidence</b>	
Maximum variation	2	Confidence data is present.	46
Snowball	1	Validation data is present.	19
Criterion	1	Total	65
Homogeneous	1	<b>Data analysis</b>	
<b>Total</b>	<b>54</b>	Gap analysis	59
<b>Sampling education level</b>		Descriptive statistics	54
Primary	53	Relation and regression	23
Secondary	20	Normality	10
Pre-school	4	Content analysis	8
Higher education	1	Chi-square & crosstab	5
Public education	1	Total	159
Special education	1		
<b>Total</b>	<b>80</b>		

Table 8

Literature review findings of research related to method information

The literature review results in table 8 showed that the large part of researches are conducted with quantitative research approach (62) and a limited number of research are conducted with qualitative research approach (8). As a research model, general survey model is the most frequently used (31) and besides correlational survey model is also included (18). Random sample type is selected mostly as a sample type and it is also revealed that primary schools are used more as sample according to other educational institutions. In the researches, teachers (70) are on the first rank as a sample and a quite balanced approach is observed in the sample sizes. In the frequently used data collection tools scales and questionnaires, interview form and literature review form as located according to qualitative research number. Confidence data (46) and validation data (19) are also presented in the table. As data analysis, gap analysis (59), descriptive statistics (54) and relation&regression (23) are also stated in table 8.

<b>Resource Result Allocation</b>	
Influencing factors of teacher motivation	1
School administrator motivation practices	7
Motivation level of a teacher	6
Gender differences	7
Motivation resources of a teacher	8
Job satisfaction variables	6
Career planning	3
Opinions of teachers regarding school administrators	2
Economic prospects	0
Leadership	0
Appreciating increases motivation	0
Reward and punishment applications	
Difference between private and public schools	
Motivation of school administrators	
Effect of human resources management	
Motivation influencing problems	
Opinions of teacher regarding school	
Violence perception in a school	
Equitable management mentality	
Motivation problems of teachers	
Personal rights of teachers	
Vision and mission effect	
Insufficient pay	
Teacher performance assessment	
Communication	
Lack of interest	
Absence in participation	
Teacher expectation	

Other opinions related to the profession of a teacher	
Respectability of teaching profession	
Teacher opinions related to school administration	
Lack of equipment and technology	
Working conditions	
Inadequate academic hours	
Institution culture	
Teacher improvement	
Burnout	
Teamwork	
<b>Total</b>	<b>25</b>

Table 9  
Analysis findings related to results of researches

In the analysis of revealed results, the large part is composed of influencing factors of teacher motivation (51). Besides, the most frequent other results are presented respectively; school administrator motivation practices (47), motivation level of a teacher (36) and gender differences.

<b>Literature review and Suggestion distribution</b>	<b>N</b>
Perform detailed scientific researches	106
Motivation methods	72
In-service training	37
Participation should be promoted	27
Communication	26
Improvement of a school administrator	24
Equitable approach	24
Material-Technology improvement	24
Teacher development	21
Career planning	20
Recognition of teacher motivation resources	20
Appreciate behaviour	12
Leadership	11
Improvement of payments	11
Increasing respectability of the teaching profession	9
Legislative regulation	9
Human resources management approach	8
Improvement in education	6
Performance management	5
Consultancy service to teachers	4
Control mechanism	3
Self-reliant working opportunity	2
Social organizations	2
Teamwork	1
<b>Total</b>	<b>484</b>

Table 10  
Analysis findings related to suggestions in researches

According to the analysis findings related to revealed suggestion in table 10, the most frequent one is observed as performing detailed scientific researches (106) and respectively; motivation methods (72), in-service training (37), methods to increase participation (27).

## Discussion and conclusions

Totally 72 articles are examined in the research. According to the finding of the research, especially the subject of "the role of school administrators on teacher motivation" is reviewed after the year of 2010 (Table 3). This finding indicated that the subject is brought into the forefront in recent years. In this context, the strong and determinant role of "administrator behaviours" on teacher motivation is demonstrated.

When the table 4 examined, it is observed that teacher motivation related theses are mostly performed in foundation universities. The situation showed that foundation universities are more responsive to the subject compared to public universities.

Almost half of 71 documents analyzed in the research, reviewed the concept of motivation and the rest reviewed motivation related concepts (motivation level, tools and skills). This showed that the subject is evaluated from the viewpoint of the holistic approach.

During the literature review process, especially "motivational relation of leadership behaviours" is examined. This condition indicates that leadership is analyzed with priority compared to social issues<sup>8</sup>.

When the research approaches analyzed, the results showed that quantitative approaches related motivational preparation factor is related to educational administrators. Due to the large part of the population is composed of administrators and teachers, showed that the subject generally does not review as holistic. As a consequence, the subject of teacher motivation changes according to unstable living and working conditions. This process should be followed up, updated permanently and solutions should be proposed.

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