

Excessive Work Pressure in University Often Hampers Motivation of Academic Staffs to Work at Their Optimal Level

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Abstract

Motivated academic staff is the key resources in building a national and international reputation for themselves and their university. However, many of the academic staff are not working to their fullest because of excessive work pressure. The purpose of the article is to make aware of a significant aspect that the work pressure on academic staff reduces their work spirit; hence, they produce less output than that of their usual performance. In a nutshell, views of this article indicate an organizational focus on academic staff to keep them motivated and getting the best out of their potential resources can upsurge the standard of the university.

Keywords: Academic staff, motivation, university, work pressure, work productivity

Although there are quick changes of the modern world, have instigated the Higher Education System to face a great diversity of new challenges. Nevertheless, the academic staff still remains as the critical resources of the overall development of any university. As the university is the home where novel concepts sprouted, grows, and matures. Their performances have grown out of these usual productivities seen in the past. Their active participation in academic research is not only part of their personal and institutional growth; further, it also contributes to the overall development of their nation. One of the past researchers reveals that universities and other academic institutions have always served a feeder for the overall development of nations through scientific research.^[1] The important aspect of the educational system is keeping their staff enriched with their potentials with the fullest support to them since they are the key recourses who bring higher ranking for their universities putting their best efforts in research performance. The past literature indicates that some countries rank their higher education institutions according to their research performance.^[2] The staff of higher education institutions are the important research resource. Indeed, academic faculty members are taking a significant portion of university budgets but also contribute towards financing system reaching objectives of the educational system. Thereafter,

lecturers/professors play an essential role in generating a fund of any university. It has been learned through past literature that academic staff, in particular, account for a significant component of the budget of higher education institutions and have played an important role in achieving the objectives of the institution.^[3]

To face the national and international challenges and competition, universities need to focus on different approaches to motivate academic staff with the aim being to improve their research performance. Else, there are chances of academic staff developing fatigue and cause low productivity. Subsequently, various university and faculties realize the issue of the urgent need of the educational system, does not pressurize academic staffs as their which resulted in a positive outcome. Past literature depicts that the Chinese government periodically invests a huge amount of money in the 100 Chinese key universities in the 21st century with the aim of facilitating their

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teaching and research development.^[4] The most important fact is to focus on creating a competitive atmosphere among academic staff. In the educational system, there are many factors that have an impact on academic staff motivation such as working conditions, rewards and pay structure, promotion, and stress-free environment. Moreover, for some, motivators are intrinsic to the job itself. They are closely linked to job content such as the desire for achievement, sense of responsibility, performance recognition, job potential, job significance, and personal growth. There should be a realization that such achievement motivation should not be hampered by workload and pressure by employers. Based on the literature review, the external factors and internal factors are quite relevant to academic staff motivation of doing research work.^[5]

In the process of enriching the fame of educational system, it should be taken care that the academic professionals who are the core resources of the system are not overloaded with the work pressure. That can lessen their work productivity. One of the earlier research reported that higher education systems' individuals are under increasing pressure to be more productive in research.^[6] Pushing forward the development of science, technology is a leading aspect of organizational growth in the educational system. That may, in turn, pressurize the academic staff as its tool for the growth. This kind of exploitation is one possibility of psychological ill health among professionals. There was literature on enhancing pushing forward the development of science, technology, and culture to improve overall capacity and international competitiveness and laying the foundation of training high-level professional manpower, mainly within the educational institutions.^[7]

A significant aspect of enrichment in the educational system is that the factors motivate the academic staff. University to produce such high quantity and quality researchers, academic staffs, and to maintain educational prosperities, need to motivated different levels of the academic faculties so that lectures can cope with any differences. There is an argument forwarded by one of the previous studies, that is, that a motivated person may not necessarily motivate another person because there are many different factors that may affect the motivational level of different employees.^[4,8] It has been realized that increase the work-load among academics staffs especially in higher education institutions, actually halted growth opportunities of the lecturers/professors because of poor organizational support and opportunities. Indeed, lack of this aspect may reduce their productivity. These organizational facts have been spelled in one of the past literature which reveals that interventions should be made to ensure that academics have variety, learning opportunities and autonomy in their jobs. Such job characteristics contribute to the psychological meaningfulness of work. Indeed, this is an important consideration in the current management culture in higher education institutions.^[9-11] The programs for mental stability and healthiness among academic professionals should realize their needs and work spirit. This fact has been supported by one of the previous

literature that interventions should be implemented to ensure organizational support, including role clarity, good relationships with supervisors, communication, information and participation in decision-making. Such interventions contribute to feelings of psychological safety of staff members.^[12] In a nutshell, academic leaders should see into the matter that their academic staff who are an integral part of the educational system should get organizational support. Frequent interviews regarding their functional problems in the organizational setting and their motivational level should be assessed for better productivity. Literature in the past had revealed that the basis of the development of educational system functioning properly with professional development, and career development was educational intervention among academic faculty. The advancement of academics can be promoted with the reward systems which can pave the way for the overall advancement of the educational system. Earlier study discloses that promote work engagement; it is necessary to acknowledge and reward good performance instead of exclusively correcting substandard performance.^[13]

CONCLUSION

Article determines the academic staff are the essential resources of the educational system for the growth of the institution and the nation as well; on the other hand, it is an organizational responsibility to keep these resources with their optimal spirit supporting them in a possible way. The administration in the educational system needs focus on academic staff to keep them motivated and get the best out of their potential.

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