The Influence of Non-material Motivators on Incentive of Music Lecturers at Institutes in Taiyuan, China

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Abstract

This research was in two objectives to determine the effectiveness of Non-material motivators and investigate to prove in the incentive on music lecturers at Institutes in Taiyuan. With collected the data of 218 music lecturers in universities in Taiyuan. Descriptive results from this study found that the majority of the respondents were female, ages less than 30, most in master degree, group of vocal music performance major, position in assistant professor. And following with suggestions: 1) Set up post reasonably, 2) Strict employment process, 3) Management after employment should be strict, 4) Improve training programs, 5) Adopt different training content for different levels of lecturers, and 6) Hold regular academic exchange activities, invite some well-known experts and scholars to make reports and lectures in the college.

Keywords: Non-material motivators, Incentive of music lecturers, Music Lecturer

Introduction

Music teachers of college are a special group in Chinese college education. Music lecturers in colleges and universities have high professional quality, which is mainly reflected in the unification of knowledge and skills. In recent years, with the promotion of the enrollment expansion policy of colleges and universities, In the process of promoting the development of science and technology and promoting the progress of society, colleges and universities undertake extremely important tasks.

At present, from the perspective of the incentive mechanism of the management of colleges and universities in Taiyuan city, there are still problems of imperfect incentive system.

Research Questions

1. What is the influence of Non-material motivators in the incentive on music lecturers at Institutes in Taiyuan?

2. How to make the incentive on music lecturers at Institutes in Taiyuan better?

Research Objectives

1. To determine the effectiveness of Non-material motivators in the incentive on music lecturers at Institutes in Taiyuan.

2. To investigate ways to improve the incentive on music lecturers at Institutes in Taiyuan.
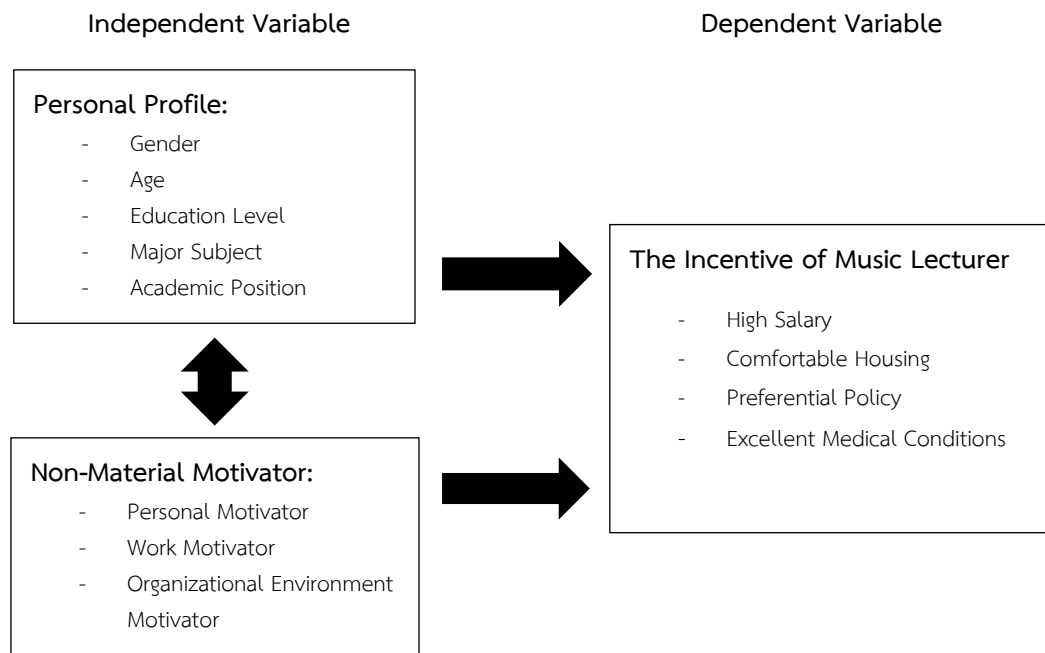
Conceptual framework

Figure 1 From Original Research

Hypotheses

The research hypothesis of this paper is that personal motivators, work motivators, and organizational environment motivators have significant influence on the motivation of music lecturer in Taiyuan University.

Research methodology

This study used both qualitative and quantitative methods. The process of this research is divided into two main parts: (1) By using questionnaires, and (2) By using semi-structured interview.

The population of this research was people who are music lecturers at institute in Taiyuan city. In this paper was employs Yamane (1973)'s equation formula to calculate for the sample size and use quota sampling in order to collect the data from the samples.

A survey was conducted on the music lecturers at 6 institutes of Taiyuan city, 218 of them were selected and according to the proportion of the number of lecturers in 6 universities, and questionnaires are issued. In this research, primary data were collected by using both self-administered or close-formed questionnaire and interview administered in china. Data collection conducted by using non-probability sampling technique in type of convenience sampling at music lecturers at institute in Taiyuan city.

Expected findings and discussion

The majority of interviewees were female and the majority of age was lower than 30 years. The majority of the respondents' educational level were Master Degrees, the majority of respondents' major was Vocal music performance. The majority of respondents were Assistant Professor.

Table 1 Demographic profile of respondents Classified

Factor	Frequency	Percentage
Gender		
Male	88	40.37
Female	130	59.63
Age (Year old)		
< 30	68	31.19
31-40	64	29.36
41-50	51	23.39
> 50	35	16.06
Educational Level		
Bachelor Degree	34	15.6
Master Degree	142	65.14
Higher Master Degree	42	19.27
Major Subject		
Vocal Music Performance	65	29.82
Piano Performance	53	24.31
Instrumental Music Performance	60	27.52
Music Theory	40	18.35
Academic Position		
Normal Lecturer	65	29.82
Assistant Professor	53	24.31
Associate Professor	60	27.52
Professor	40	18.35

Reliability Analysis of the Questionnaire

A good questionnaire should firstly ensure the consistency, stability, and reliability of the measurement results, so it is necessary to carry out reliability analysis.

Table 2 Reliability Test Results of Scales

Scales	Number of Items	Cronbach's α
Total Table	20	0.85
Personal motivator	5	0.77
Work motivator	5	0.67
Organization environment motivator	6	0.65
The incentive of music lecturers at institutes in Taiyuan	4	0.68

From Table 2, The Cronbach's **α** values of sub scales are greater than 0.6(**α**>0.6) and that of the total questionnaire is greater than 0.8(**α**>0.8), indicating the consistency of questionnaire is good.so each item has meaning and need not be deleted.

Table 3 KMO and Bartlett's Test Results

Scales	KMO	Bartlett Sig.
Total Table	0.839	0.000
Personal motivator	0.791	0.000
Work motivator	0.729	0.000
Organization environment motivator	0.706	0.000
The incentive of music lecturers at institutes in Taiyuan	0.726	0.000

*Sig<0.05, **Sig<0.01, ***Sig=0.00

From Table 3, the results show that the correlation between variables is (KMO>0.7, Bartlett Sig.<0.01), indicating that the validity of the questionnaire is ensured and suitable for factor analysis.

Descriptive Analysis of three variables

This part conducts a descriptive analysis on the specific items of the four variables of Personal motivator, Work motivator, Organizational environment motivator, which used five-point Likert's scale in part two of the questionnaire.

Table 4 Descriptive Analysis of Personal motivator

Factors	N	Min.	Max	Mean	S. D.
Ability Utilization	218	2	5	3.596	0.66
Promotion	218	1	5	3.206	0.814
Training	218	2	5	3.803	0.751
Achievements	218	2	5	3.922	0.643
Participative management	218	1	5	2.927	1.027

From Table 4, it shows that music lecturers are relatively satisfied Achievements and Training, and are relatively dissatisfied with Participative management.

Table 5 Descriptive Analysis of Work motivator

Factors	N	Min.	Max	Mean	S. D.
Academic position	218	3	5	3.780	0.557
Competent	218	3	5	4.073	0.587
Work independently	218	2	5	4.078	0.657
Work interest	218	3	5	4.376	0.604
Work innovation	218	2	5	3.826	0.824

From Table 5, it shows that music lecturers are relatively satisfied Work interest and Work independently, and are relatively dissatisfied with Academic position.

Table 6 Descriptive Analysis of Organization environment motivator

Factors	N	Min.	Max	Mean	S. D.
Teaching place	218	1	5	3.564	0.664
Teaching system	218	1	5	3.734	0.594
Leadership quality	218	1	5	3.761	0.802
Interpersonal relationship	218	2	5	3.844	0.714
Family and work balance	218	2	5	3.858	0.646
Physical and psychological health	218	1	5	3.876	0.691

From Table 6, it shows that music lecturers are relatively satisfied Physical and psychological health and Family and work balance, and are relatively dissatisfied with Teaching place.

Linear Regression Analysis of Hypotheses Testing

In this section, the Linear regression analysis was employed to test the hypotheses of this study.

Table 7 Regression Analysis Result of Influencing Factors and Personal motivator

Model 1	B	Std.Error	t	Sig.
(Constant)	2.418	0.19	12.755	0.000
Personal motivator	0.333	0.054	6.21	0.000
R2	0.151			
Ajust R2	0.148			
F	38.559			
Sig.(F)	0.000			

The results from table revealed that: There is a significant influence from the Personal motivator in the incentive of music lecturers at Institutes of Taiyuan. Therefore, the SubH1a of this study accepted.

Table 8 Regression Analysis Result of Influencing Factors and Work motivator

Model 1	B	Std.Error	t	Sig.
(Constant)	(Constant)	0.300	7.018	0.000
Work motivator	0.367	0.074	4.955	0.000
R2	0.102			
Ajust R2	0.098			
F	24.555			
Sig.(F)	0.000			

The results from table revealed that: There is a significant influence from the Work motivator in the incentive of music lecturers at Institutes of Taiyuan. Therefore, the SubH1b of this study accepted.

Table 9 Regression Analysis Result of Influencing Factors and Organizational environment

Model 1	B	Std.Error	t	Sig.
(Constant)	1.834	0.28	6.542	0.000
Organizational environment motivator	0.462	0.074	6.26	0.000
R2	0.154			
Ajust R2	0.15			
F	39.18			
Sig.(F)	0.000			

The results from table revealed that: There is a significant influence from the Organizational environment motivator in the incentive of music lecturers at Institutes of Taiyuan. Therefore, the SubH1c of this study accepted.

Discussion

According to the investigation, the current non-material incentives in music lecturers have the following problems:

The promotion evaluation standard of Academic position is single. In terms of professional title promotion, the degree of satisfaction of music lecturers is only around 27.98%. The music lecturers' comments focused on three areas:

1) Music lecturers have high expectations for the fairness of the professional title appointment and evaluation system.

2) The Academic position appointment system lacks the thought of classified guidance.

3) Music lecturers also need to undertake a large number of teaching and performance tasks while completing strict scientific research indicators.

The results of the training were not satisfactory. In the questionnaire survey on training, music lecturers' satisfaction reached 52.29%. However, during the interview, we know that music lecturers hold different opinions on the effect of training, mainly in two aspects:

1) Some music lecturers believe that the training incentive system loses its significance.

2) Many trainings cannot play a guiding role in practical work immediately.

Conclusion and Recommendations

The objectives of this study were to collect the data of 218 music lecturers currently working in universities in Taiyuan by questionnaire survey and interview, and to analyze the data by linear regression analysis and in-depth interview.

The results of this study points out that problems of the process of non-material incentive of music lecturers at institutes in Taiyuan and puts forward the following Suggestions including: Set up post reasonably, arrange promotion according to post, Strict employment process, Management after employment should be strict, Improve training programs, increase training efforts, and provide financial support, Adopt different training content for different levels of lecturers, and Hold regular academic exchange activities, invite some well-known experts and scholars to make reports and lectures in the college.

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