How do workload and experiences of discrimination impact teacher motivation and overall productivity?

Prepared By **DR.KABBA FATIMA EZZAHRA**

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Analysis of Teacher Motivation, Productivity, and Workload Trends
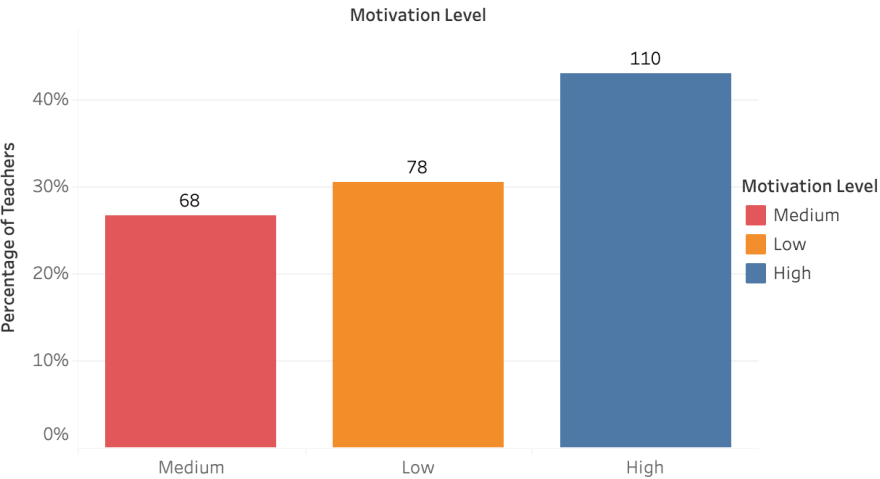
KPI SUmmary

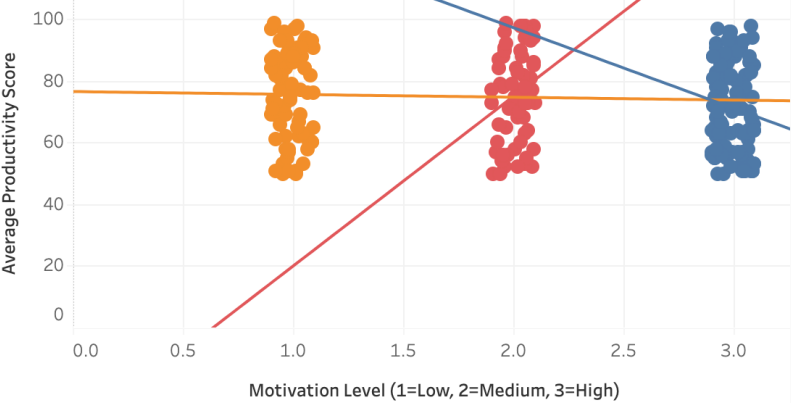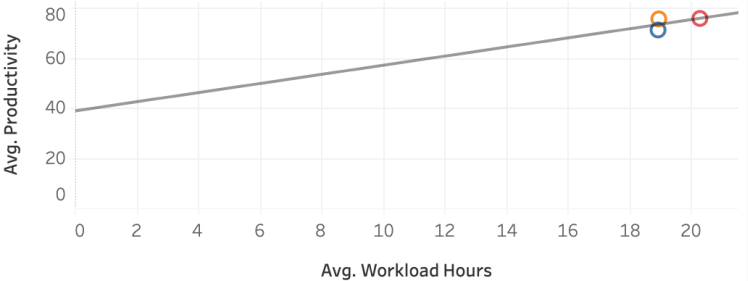| Average Productivity	Avg Workload per teacher	Discrimination Rate
73.79	19.30	21.09

Distribution of Teacher Motivation Levels (%)

Motivation Level

Motivation Level
- Medium
- Low
- High

Motivation and Productivity

Average Productivity Score

Motivation Level (1=Low, 2=Medium, 3=High)

Workload vs. Productivity

Avg. Productivity

Avg. Workload Hours

Motivation Distribution

Motiv.. ↕	
Medium	68
Low	78
High	110

Motivation Level
- ☑ (All)
- ☑ High
- ☑ Low
- ☑ Medium

Subject
- ☑ (All)
- ☑ Allemand
- ☑ Analysis Software
- ☑ ANglais
- ☑ Anglais SI
- ☑ Application pratique
- ☑ ARABE
- ☑ Attraction reetenti...
- ☑ Audit

Teacher

(All) ▼

The key questions for the analysis are:

1. How does the discrimination rate compare to the average workload and productivity levels?

2. What is the relationship between motivation levels and productivity, considering the discrimination rate?

3. Do teachers with higher workloads show lower productivity in the context of discrimination?

4. Is there a notable difference in productivity or motivation among teachers experiencing higher discrimination rates?

How does the discrimination rate compare to the average workload and productivity levels?

KPI Summary

KPI SUmmary

| Average Productivity	Avg Workload per teacher	Discrimination Rate
73.79	19.30	21.09

KPI Summary

- Although the productivity level is currently high, the notable discrimination rate may negatively affect motivation and productivity in the long run

KPI SUmmary (5)

Average Productivity	Avg Workload per teacher	Discrimination Rate
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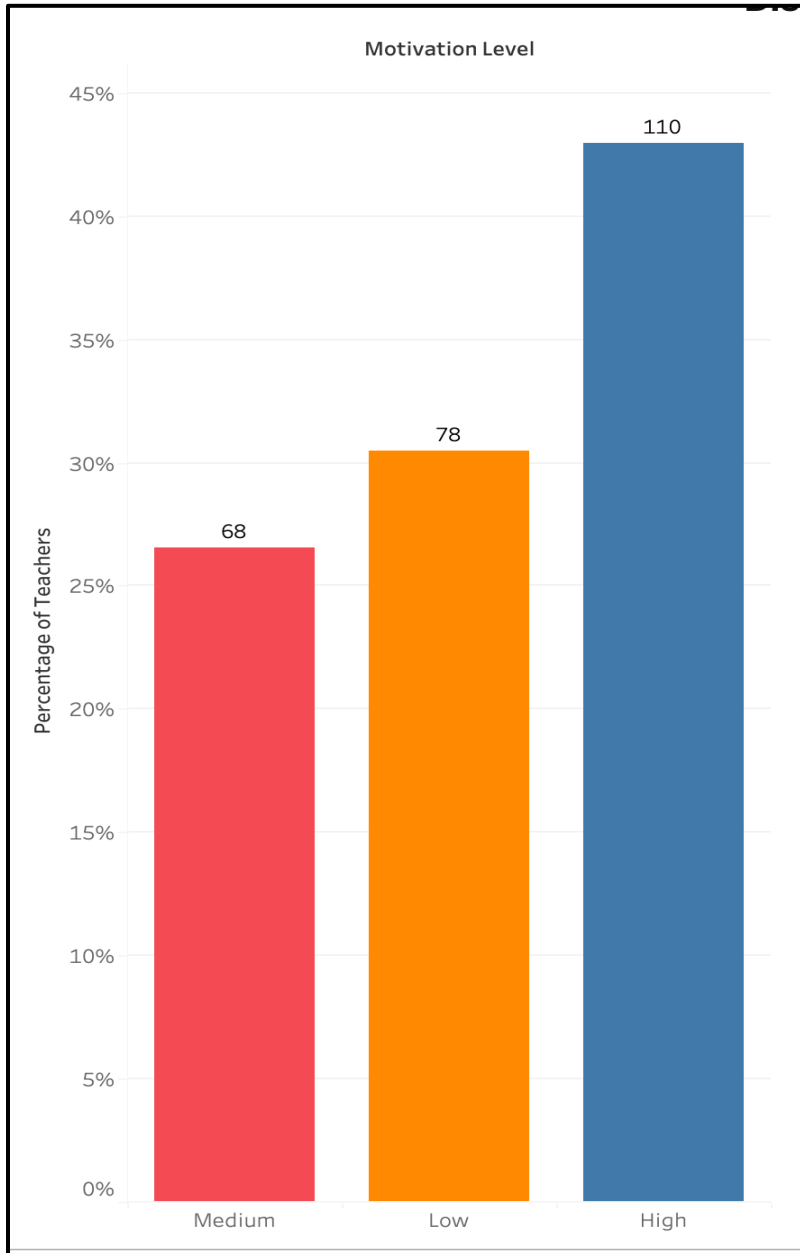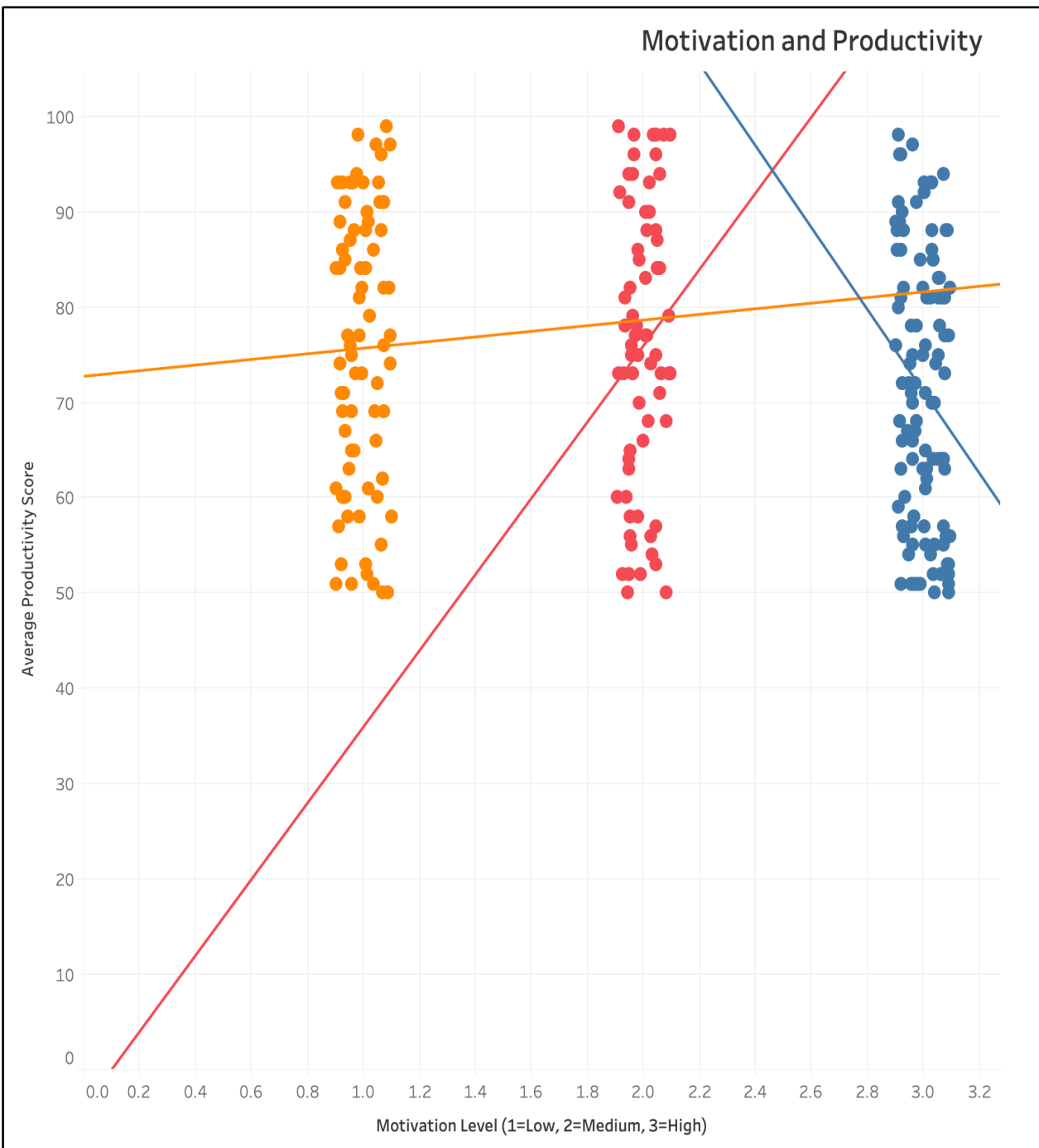
Motivation Level

-This bar chart illustrates the distribution of teacher motivation across three levels: High, Medium, and Low.

-Notably, 42% of teachers fall into the High Motivation category, while only 26% are in the Low Motivation category.

-While the majority of teachers appear motivated, further investigation is needed to determine whether factors such as discrimination or workload impact this balance
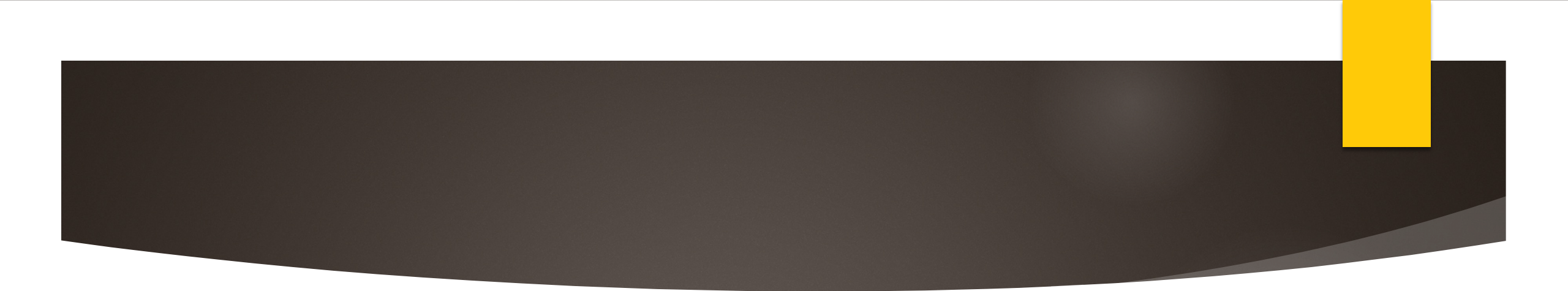
Do teachers with higher workloads show lower productivity in the context of discrimination?
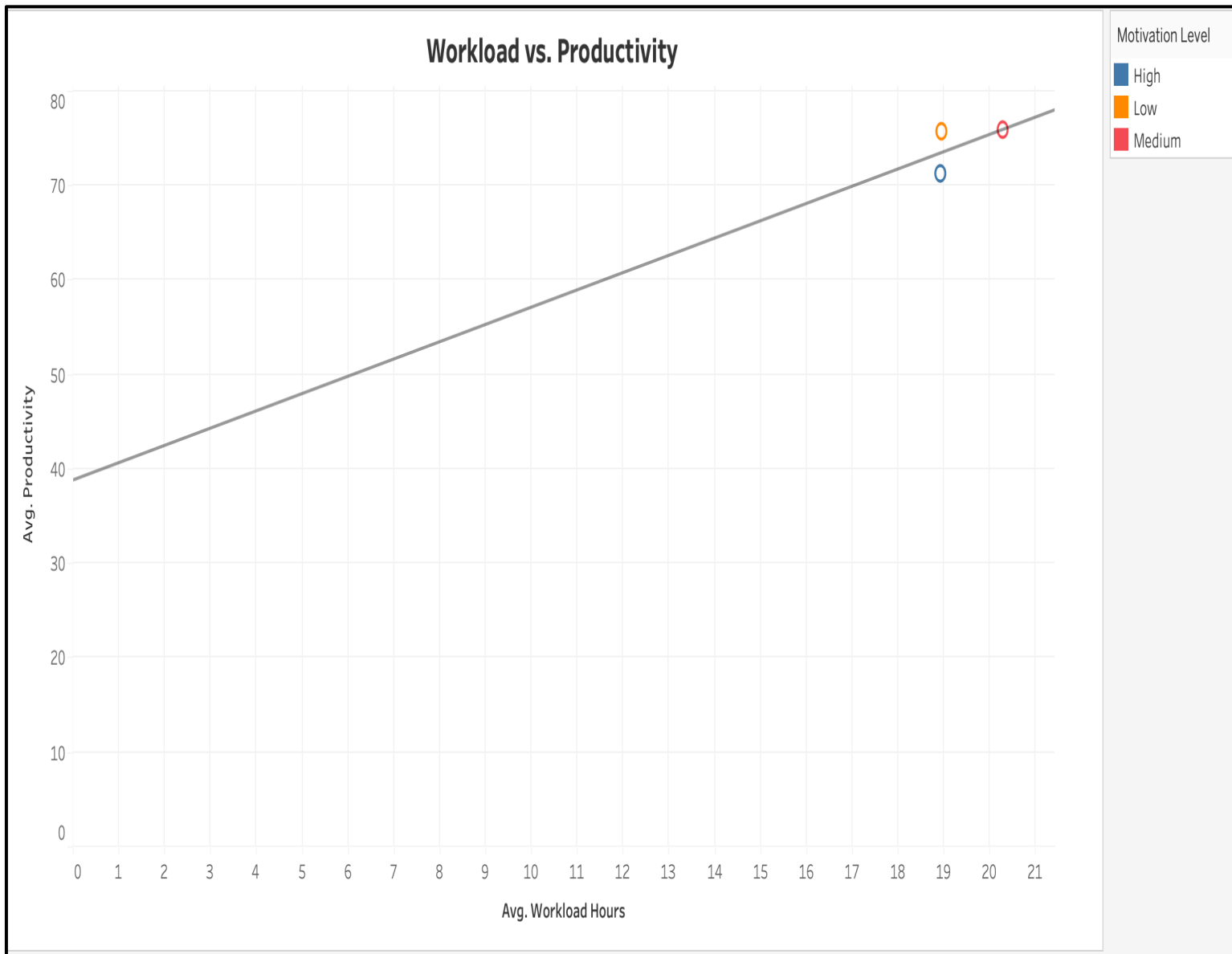
Motivation and Productivity

-**T**his scatter plot depicts the relationship between motivation levels and productivity. It reveals that teachers with higher motivation levels tend to achieve higher productivity scores. However, as motivation reaches extreme levels (either very high or very low), diminishing returns become evident

-**W**ith a discrimination rate of 21.09%, this factor could potentially impact productivity, even among individuals with higher motivation levels

Is there a notable difference in productivity or motivation among teachers experiencing higher discrimination rates?

-This chart illustrates the relationship between workload and productivity. It shows that productivity tends to increase as workload rises, but only up to a certain point. Beyond this limit, high workloads, especially when combined with discrimination, may create a tipping point where productivity starts to decline

Distribution of Motivation among Teacher

Motivation Distribution

Motiv.. ᶻₐ	
Medium	68
Low	78
High	110

- This table complements the bar chart by presenting the exact number of teachers at each motivation level.
- It provides detailed data for deeper analysis, offering a clearer and more specific view of the distribution

Insights

▶ High workloads and high discrimination rates may adversely affect teacher motivation and productivity.

▶ Medium motivation levels appear to result in the highest productivity outcomes.

▶ Reducing discrimination could significantly enhance both motivation and productivity.

▶ Careful workload management is crucial to sustaining teacher engagement and performance.

Conclusion

This dashboard addresses key business questions while providing a framework to analyze the relationship between workload, discrimination, motivation, and productivity

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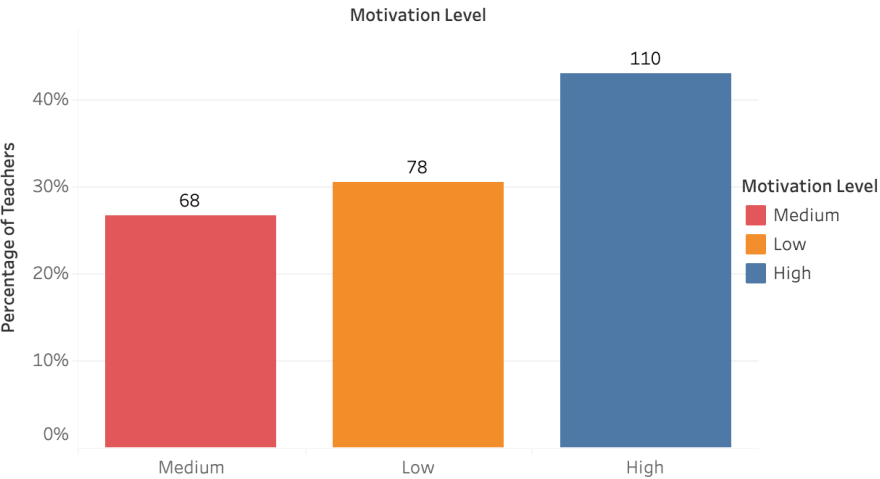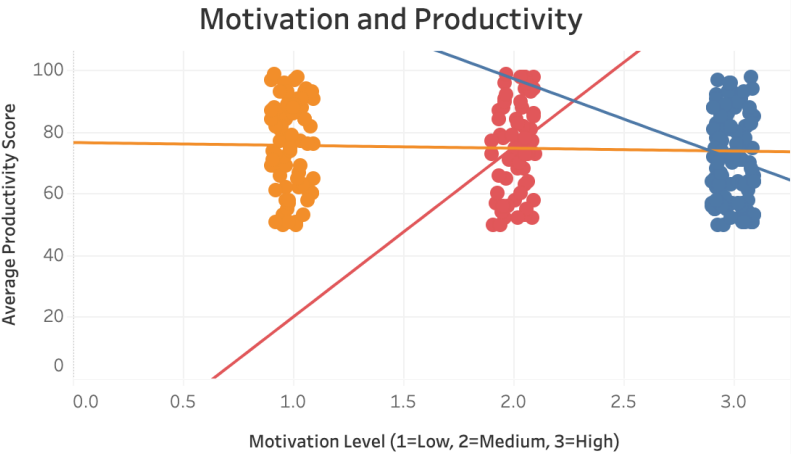
KPI SUmmary

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Workload vs. Productivity