



Action Research Study

Recruitment

Engaging California Community College Managers & Administrators on
the issues of ***Motivation and Discipline***.

Presented by

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Introduction: Motivation in Public Education

Exploring the Core Relationship

I seek to explore the relationship between employee motivation and job performance.

Applying Key Theories

Implications of motivation theories (Maslow, Herzberg, Vroom, Deci & Ryan) to public education.

Addressing Critical Gaps

Address existing knowledge gaps in applying motivation theories in California community colleges.

Problem Statement:

The Motivation Challenge

Limited Hygiene Factors and Tools

Managers lack financial tools to motivate staff.

Disciplinary Limitations

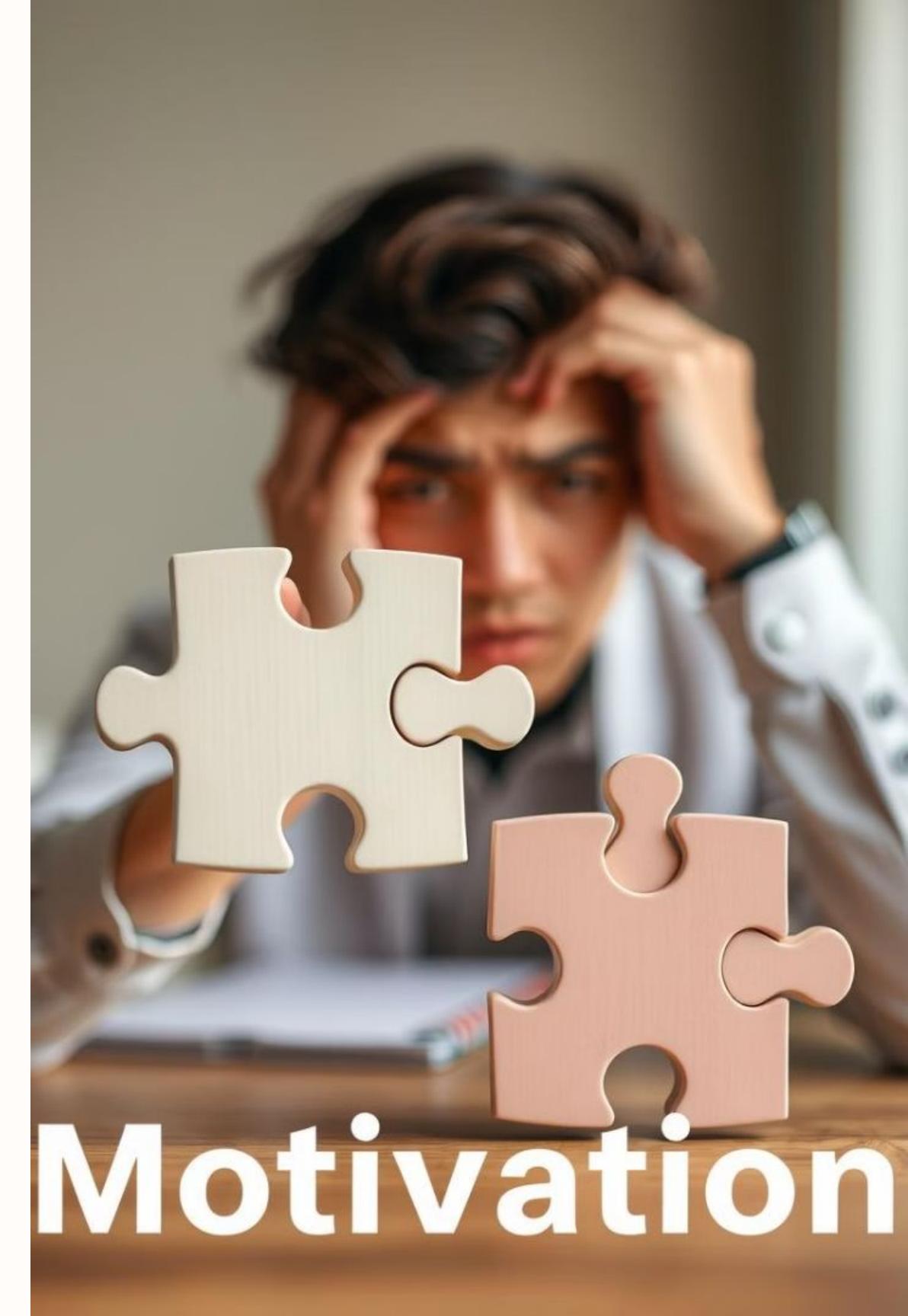
Disciplinary tools are limited. The process can be lengthy.

Strategies for a Highly Diversified Workforce

Creating an effective culturally responsive strategy can be complicated

Lack of Clear Guidance

Managers do not always have clear directions on motivation and discipline.





Research Objectives:

1

Identify Key Factors

Identify key factors influencing motivation strategies of classified managers.

2

Implement Evidence-Based Practices

Implement evidence-based motivation practices that produce good results.

3

Evaluate and Refine

Evaluate effectiveness and refine strategies based on feedback.

PAR Research Methodology:

A Collaborative Approach

1

Phase 1: Survey and Discussions

Assess current strategies with surveys and discussions.

2

Phase 2: Develop & Implement

Develop and implement interventions based on Phase 1.

3

Phase 3: Evaluate

Evaluate effectiveness via focus groups and follow-up surveys.



Who Can Participate?

1 Classified Managers

California Community College classified managers.

2 Experience Required

Experience in managing non-academic staff.

3 Willingness to Engage

Willingness to engage in an action research study.

4 Interest in Workforce Development

Interest in developing motivation strategies.





Ethical Considerations: Your Safety Matters



Informed consent: Participants will receive detailed study information.



Confidentiality: Data will be anonymized and securely stored.



Voluntary participation: No obligation to continue; withdraw anytime.



Time Commitment: Minimal Effort, Maximum Impact

2

Zoom Sessions

Two 1-hour sessions on Zoom.

10

Weeks

Between April and mid-June of 2025.

Ongoing

Collaboration

On-going collaboration via email and shared files.

Why Join This Study? Ans: Make a Difference

Improve Leadership

Contribute to improving leadership strategies.

Collaborative Research

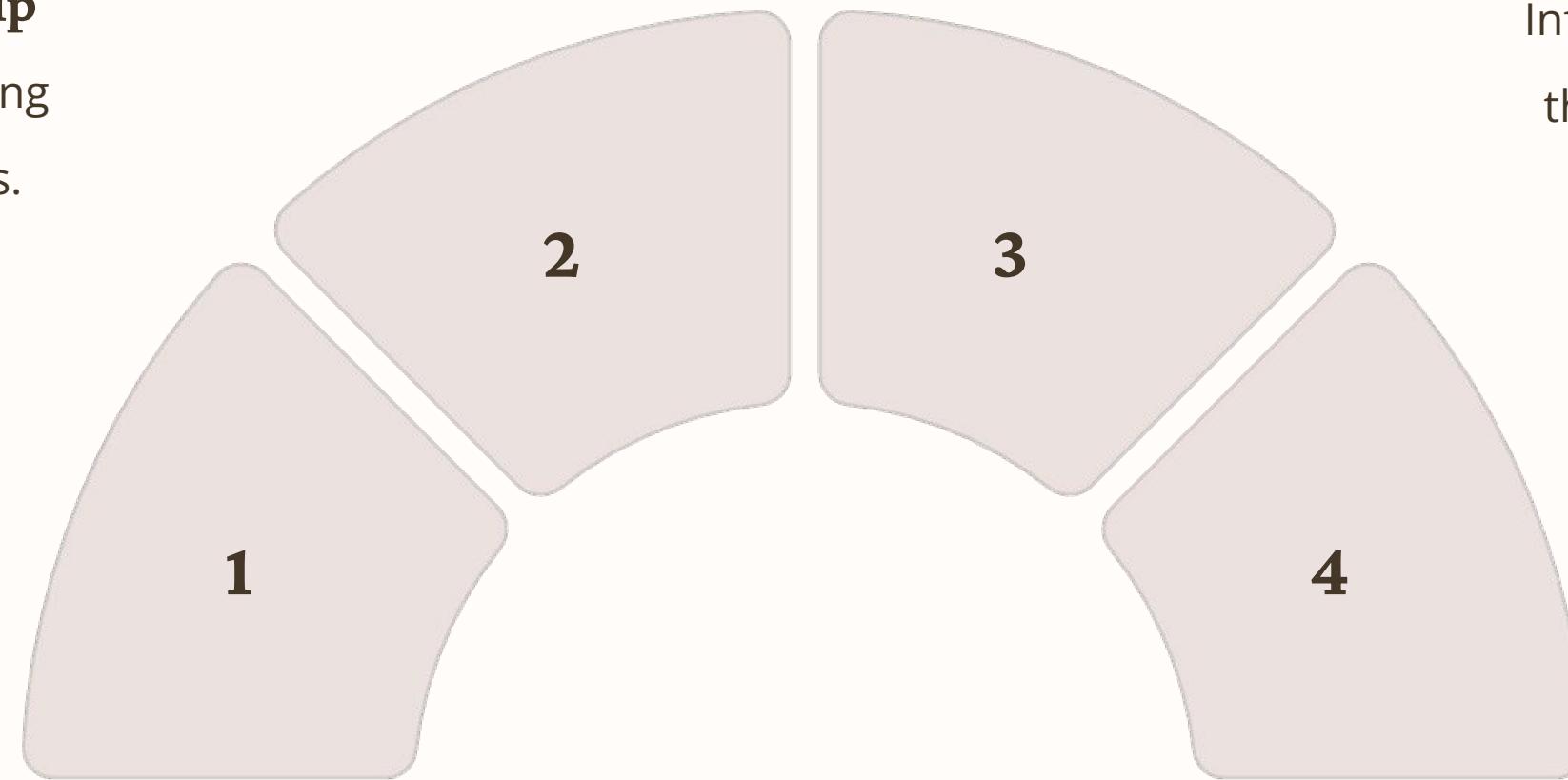
Be part of a collaborative research effort.

Enhance Skills

Enhance your leadership and management skills.

Influence Policies

Influence future policies for the California Community College system.





We Can Do This Together!

Contact Information

For more details or to participate, contact:

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