



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.



Motivation



Research Objectives:



Identify Key Factors

Identify key factors influencing motivation strategies of classified managers.

Implement Evidence-Based Practices

Implement evidence-based motivation practices that produce good results.

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

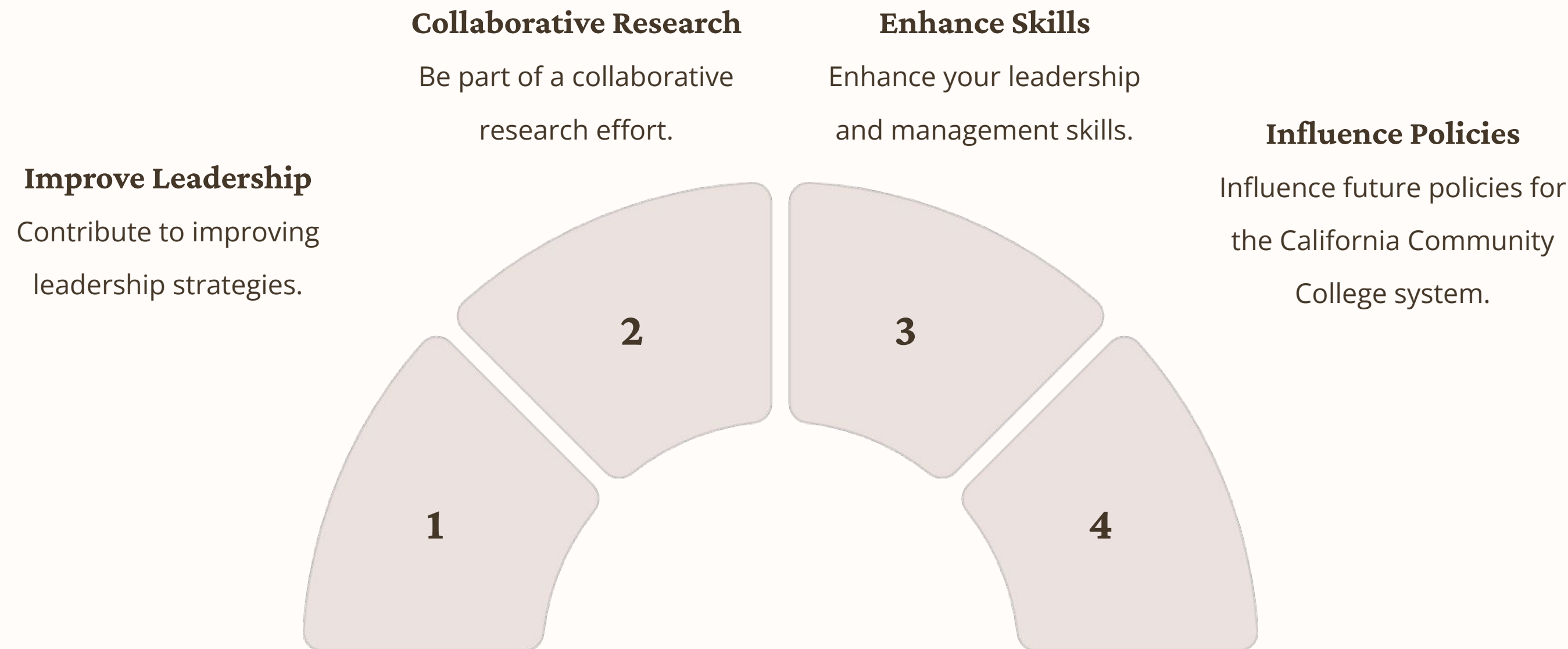
Between April and mid-June of 2025.

Ongoing

Collaboration

On-going collaboration via email and
shared files.

Why Join This Study? Ans: Make a Difference





We Can Do This Together!

Contact Information

For more details or to participate, contact:

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