

**THE EFFECT OF TEACHERS' MOTIVATION ON TEACHERS'
CONTINUING PROFESSIONAL DEVELOPMENT OF PUBLIC
SCHOOLS IN VIENTIANE CAPITAL, LAO PDR**



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ABSTRACT

The aim of this research was to study the effect of teachers' motivation on teachers' continuing professional development (CPD) in the public schools in the Vientiane capital, Laos. The purposes of this paper were 1) to study the levels of teachers' motivation; 2) to study the levels of teachers' CPD; and 3) to examine the effect of teachers' motivation on teachers' CPD in terms of motivators and hygiene factors among teachers based on suitability of respondents in each area. The population of this study was 2,986 public schools teachers in 17 schools from 9 districts. The sample was 341 teachers from a population in Vientiane capital. In addition, the research instrument was survey questionnaires to measure the result of the study by statistically analyzing the data. It used "Statistical Package for Social Sciences". Descriptive statistics, such as Mean, Standard deviation, Frequency and Percentage for general information, the level of teachers' motivation and the level of teachers' CPD. Multiple Regression Analysis was used to examine the significance of teachers' motivation on teachers' CPD. The findings indicated that overall, teachers' motivation on teachers' CPD was rated at high level (mean = 3.83). However, the motivators were founded at a higher level than hygiene factors respectively (mean = 4.02 and 3.65), while the result also indicated that the high rated level of teachers' CPD was (mean = 4.06). The MRA result statistically found that two independents variables (motivators and hygiene factors) were the significant predictive factors of teachers' CPD with a coefficient of determination 40% ($R^2 = .400$).

KEY WORDS: TEACHERS' MOTIVATION, TEACHERS' CONTINUING PROFESSIONAL DEVELOPMENT, PUBLIC SCHOOLS' TEACHERS, MOTIVATORS, HYGIENE FACTORS