



## REVIEW OF DIPLOMA THESIS

**Review type:** Opponent's Review

**Author of the diploma thesis:** Vana Čendo

**Title:** Work motivation of high school teachers in Split, Croatia: Self-determination theory perspective

**Author of the review:** Doc. Jan Kohoutek, PhD.

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The diploma thesis focuses on the issue of motivation for work among secondary school teachers. Although this issue has been already researched into, the thesis locates the corresponding research into Croatia where such enquiries are few and far between (p. 5). In general, the focus of the thesis falls into the public policy investigations and is relevant. The aim of the thesis is to determine the states of motivation prevalent among high school teachers in Split, Croatia. The more specific thesis goals develop the main aim. Reflecting upon the goals, the four hypotheses on the intrinsic/extrinsic motivation also covering satisfaction and frustration (p. 6). The thesis also lays out four research questions whose wording is derivate from the hypotheses (p. 7). The structure of the thesis follows the expected structure of public policy-focused empirical investigations and is logical.

The thesis utilises self-determination theory and selected insights from literature on human motivation to underpin the research conducted. The presentation of the theoretical underpinnings and their application to describe the Croatian educational context and formulate the corresponding hypotheses is probably the thesis' major strength. However, the explanatory potential of the theory is significantly limited by the applied research design and quantitative methodology, which attests to several major weaknesses identifiable in the thesis.

The first limitation is the absence of information and reasoning regarding the choice of the target population and its location. The reader is not given any argument why specifically secondary school teachers in Split were chosen for the enquiry (beyond the generic comment on the absence of such teacher motivation research in Croatia on p. 5). Do they exhibit the "ordinary" or some specific characteristics also in terms of theory, or was their choice driven by practicality and convenience? Second, and more problematically, this choice leads to the estimate (not verified number) of the population size for the enquiry, whose determination is however, rather spurious. Faced with the absence of the verifiable population size and with the sample size of 122 (RR 9.77%) obtained by applying CAWI, it follows one cannot proceed to statistical testing and correlation specifications, as the statistical non-significance of the sample does not allow for it. Hence, with the potential of the quantitative methodology of the thesis reduced this way, one has to resort to descriptive statistics. But in such a case the formulated hypotheses cannot be validly confirmed/rejected (can be used for indication of trends), as they are not accompanied by statistically significant tests (in this respect I contend with the respective wording and conclusions in the thesis). Overall, this constitutes a major limitation due to a faulty choice of research design. The thesis gives no indication why only one or two schools (instead of 22) were not chosen and the questionnaires distributed in the



way of keeping direct control over their handling during on-the-spot field research (why were headmasters used as proxy distributors)?

Formally and linguistically, the thesis is on par with the departmental standards, with only minor misspellings. The amount of referenced literature is quite satisfying. Overall, the thesis had a definite potential that was, however, greatly reduced by spurious decisions over the design of the empirical research and its application.

**For the above reasons, I recommend the diploma thesis for the defense.**

**My grading is "C-D".**

Questions for the defence:

“What were the reasons leading to the choice of the research design applied?”

“Would there have been any other design alternatives?”

“If so, identify and comment on them.”

Date: August, 22nd 2024

Signature: