## References

Andain, I. (1990) Protest of the undervalued, Guardian, 17 April.

Anon (1991) Which comes first, money or quality?, The Times Educational Supplement, 8 February, p. 23.

Argyle, M. (1972) The Social Psychology of Work, London, Allen Lane.

Atkins, M.J. (1984) Practitioner as researcher: some techniques for analysing semistructured data in small-scale research, British Journal of Educational Studies, Vol. 32, no. 3, pp. 251-61.

Baehr, M.E. and Renck, R. (1959) The definition and measurement of employee

morale, Administrative Science Quarterly, Vol. 3, pp. 157-84.

Ball, D. (1972), Self and identity in the context of deviance: the case of criminal abortion, in Scott, R. and Douglas, J. (eds) Theoretical Perspectives on Deviance, New York, Basic Books.

Ball, S.J. (1987) The Micro-Politics of the School, London, Routledge.

Ball, S.J. and Goodson, I.F. (1985) Understanding teachers: concepts and contexts, in Ball, S.J. and Goodson, I.F. (eds) Teachers' Lives and Careers, Lewes, Falmer Press.

Blackbourne, L. (1990) All's fair in the hunt for better jobs, The Times Educational

Supplement, 11 May, p. A4.

Bredeson, P.V., Fruth, M.J. and Kasten, K.L. (1983) Organizational incentives and secondary school teaching, Journal of Research and Development in Education, Vol. 16, no. 4, pp. 52-8.

CACE (1967) Children and Their Primary Schools, (The Plowden Report), Vol. 1,

London, HMSO.

Carvel, J. (1998) 'Super-teachers' to be paid up to £40,000: Blunkett unveils alter-

native for best classroom performers, Guardian, 3 March, p. 4.

Cattell, R.B. and Stice, G.F. (1960) The Dimensions of Groups and their Relations to the Behavior of Members. Final Report on Research Project NR 172-369, Contract N80mm-79600, Human Relations, Branch, Office of Naval Research, Champaign, IL, University of Illinois.

Chandler, B.J. (1959) Salary policies and teacher morale, Educational Administration

and Supervision, Vol. 45, pp. 107-10.

Chapman, D.W. (1983). Career satisfaction of teachers, Educational Research Quar-

terly, Vol. 7, no. 3, pp. 40-50.

Chapman, D.W. and Hutcheson, S. (1982) Attrition from teaching careers: a discriminant analysis', American Educational Research Journal, Vol. 19, no. 1, pp. 93-105.

Child, I.L. (1941) Morale: a bibliographical review, Journal of Educational Administration, Vol. 38, pp. 393-420.

Coughlan, R.J. (1970) Dimensions of teacher morale, American Educational Research Journal, Vol. 7, pp. 221–34.

Coulson, A.A. (1988) An approach to headship development through personal and professional growth. In Clarkson, M. (ed) *Emerging Issues in Primary Education*, Lewes, Falmer Press.

Elliott, J. (1991) A model of professionalism and its implications for teacher education, British Educational Research Journal, Vol. 17, no. 4, pp. 309–18.

Evans, K. (1986) Creating a climate for school leadership, School Organisation, Vol. 6, pp. 61–9.

Evans, L. (1997) A voice crying in the wilderness? The problems and constraints facing 'extended' professionals in the English primary education sector, *Teachers and Teaching: Theory and Practice*, Vol. 3, no. 1, pp. 61–83.

Evans, L. and Abbott, I. (1997) Developing as mentors in school-based teacher training, Teacher Development, Vol. 1, no. 1, pp. 135-47,

Evans, L. and Abbott, I. (1998) Teaching and Learning in Higher Education, London, Cassell.

Evans, L., Abbott, I., Goodyear, R. and Pritchard, A. (1995) Hammer and Tongue: The Training of Technology Teachers (interim report of the preliminary findings of the first year of a comparative study of school-administered and higher education-administered secondary PGCE initial teacher education), London, Association of Teachers and Lecturers.

Evans, L., Packwood, A., Neill, S. and Campbell, R.J. (1994), The Meaning of Infant Teachers' Work, London, Routledge.

Farrugia, C. (1986) Career-choice and sources of occupational satisfaction and frustration among teachers in Malta, Comparative Education, Vol. 22, no. 3, pp. 221–31.

Freeman, A. (1986) Management implications of teacher stress and coping, Educational Change and Development, Vol. 7, no. 7, pp. 10–12.

Fullan, M. and Hargreaves, A. (eds) (1992) Teacher Development and Educational Change, London, Falmer Press.

Galloway, D., Boswell, K., Panckhurst, F., Boswell, C. and Green, K. (1985) Sources of satisfaction and dissatisfaction for New Zealand primary school teachers, *Educational Research*, Vol. 27, no. 1, pp. 44–92.

Garner, R. (1985) Slump in morale affecting both staff and pupils, The Times Educational Supplement, 29 March, p. 10.

Gold, K. (1990) True confessions, The Times Educational Supplement, 4 May, p. C2. Goodson, I.F. (1991), Sponsoring the teacher's voice: teachers' lives and teacher development, Cambridge Journal of Education, Vol. 21, no. 1, pp. 35–45.

Grant, C.A. and Zeichner, K.M. (1984) On becoming a reflective teacher, in Grant, C.A. and Zeichner, K.M. (eds) *Preparing for Reflective Teaching*, Allyn & Bacon.

Guba, E.G. (1958), Morale and satisfaction: a study in past-future time perspective, Administrative Science Quarterly, Vol. 3, pp. 195–209.

Guion, R.M. (1958) Industrial morale: the problem of terminology, Personnel Psychology, Vol. 11, no. 1, pp. 59–64.

Haigh, G. (1991) Flattening out the hierarchy, The Times Educational Supplement, 25 January, p. 15

Halpin, D., Croll, P. and Redman, K. (1990) Teachers' perceptions of the effects of inservice education, *British Educational Research Journal*, Vol. 16, no. 2, pp. 163–77.

- Hargreaves, D.H. (1980) The occupational culture of teachers, in Woods, P. (ed) Teacher Strategies: Explorations in the Sociology of the School, London, Croom Helm.
- Hargreaves, D.H. (1994) The new professionalism: the synthesis of professional and institutional development, *Teaching and Teacher Education*, Vol. 10, no. 4, pp. 423–38.
- Hayes, D. (1996) Taking nothing for granted, Educational Management and Administration, Vol. 24, no. 3, pp. 291–300.
- Hayes, L.F. and Ross, D.D. (1989) Trust versus control: the impact of school leadership on teacher reflection, Qualitative Studies in Education, Vol. 2, no. 4, pp. 335–50.
- Herzberg, F. (1968) Work and the Nature of Man, London, Staples Press.
- Hofkins, D. (1990) More staff exit early, The Times Educational Supplement, 16 November, p. 3.
- Howard, J. and Bradley, H. (1991) Patterns of Employment and Development of Teachers after INSET Courses, Cambridge, Cambridge Institute of Education.
- Hoyle, E. (1975), Professionality, professionalism and control in teaching, in Houghton, V. et al. (eds) Management in Education: The Management of Organisations and Individuals, London, Ward Lock Educational in association with the Open University Press.
- ILEA (1986) The Junior School Project, London, ILEA Research and Statistics Branch.
- Johnson, S.M. (1986) Incentives for teachers: what motivates, what matters, Educational Administration Quarterly, Vol. 22, no. 3, pp. 54–79.
- Kalleberg, A.L. (1977) Work values and job rewards: a theory of job satisfaction, American Sociological Review, Vol. 42, pp. 124–43.
- Kasten, K.L. (1984) The efficacy of institutionally dispensed rewards in elementary school teaching, *Journal of Research and Development in Education*, Vol. 17, no. 4, pp. 1–13.
- Katzell, R.A. (1964) Personal values, job satisfaction, and job behavior, in Borrow, H. (ed) Man in a World at Work, Boston, MA, Houghton Mifflin.
- Lawler, E.E. (1973) Motivation in Work Organizations, Monterey, CA, Brooks/Cole. Leithwood, K.A. (1992) The principal's role in teacher development, Fullan, M. and Hargreaves, A. (eds) Teacher Development and Educational Change, London, Falmer Press.
- Little, J.W. and McLaughlin, M.W. (1993) Perspectives on cultures and contexts of teaching, in Little, J.W. and McLaughlin, M.W. (eds) *Teachers' Work: Individuals, Colleagues, and Contexts*, New York, Teachers College Press.
- Locke, E. (1969). What is job satisfaction?, Organizational Behavior and Human Performance, Vol. 4, pp. 309-36.
- Lortie, D.C. (1975) Schoolteacher: A Sociological Study, Chicago, IL, University of Chicago Press.
- Lowther, M.A., Gill, S.J. and Coppard, L.C. (1985) Age and the determinants of teacher job satisfaction, *The Gerontologist*, Vol. 25, no. 5, pp. 520-5.
- Maslow, A.H. (1954). Motivation and Personality. New York, Harper & Row.
- Maslow, A.H. (1970) A theory of human motivation, in Vroom, V.H. and Deci, E.L. (eds) Management and Motivation: Selected Readings, Harmondsworth, Penguin, pp. 27–41.

- Mathis, C. (1959) The relationship between salary policies and teacher morale, Journal of Educational Psychology, Vol. 50, no. 6, pp. 275-9.
- Mayston, D. (1992) School Performance Indicators and Performance-Related Pay, London, The Assistant Masters and Mistresses Association.
- McLaughlin, M.W., Pfeifer, R.S., Swanson-Owens, D. and Yee, S. (1986) Why teachers won't teach, Phi Delta Kappan, February, pp. 420-6.
- Mowday, R.T. (1996) Equity theory predictions of behavior in organizations, in Steers, R.M., Porter, L.W. and Bigley, G.A. (eds) *Motivation and Leadership at Work*, New York, McGraw-Hill.
- Mumford, E. (1972) Job Satisfaction: A Study of Computer Specialists, London, Longman.
- Nias, J. (1980) Leadership styles and job satisfaction in primary schools, in Bush, T., Glatter, R., Goodey, J. and Riches, C. (eds) *Approaches to School Management*, London, Harper & Row.
- Nias, J. (1981) Teacher satisfaction and dissatisfaction: Herzberg's 'two-factor' hypothesis revisited, *British Journal of Sociology of Education*, Vol. 2, no. 3, pp. 235–46.
- Nias, J. (1984) The definition and maintenance of self in primary teaching, British Journal of Sociology of Education, Vol. 5, no. 2, pp. 267–80.
- Nias, J. (1989) Primary Teachers Talking: A Study of Teaching as Work, London, Routledge.
- Nias, J., Southworth, G. and Yeomans, R. (1989) Staff Relationships in the Primary School: A Study of Organisational Cultures, London, Cassell.
- Osborn, M. and Broadfoot, P. (1992) A lesson in progress? Primary classrooms observed in England and France, Oxford Review of Education, Vol. 18, no. 1, pp. 3–15.
- Pepworth, R. (1991) Felled at the start, The Times Educational Supplement, 16 November.
- Pimenoff, S. (1995) Seeking the truth? Guardian Education, 11 April, p. 6.
- Pollard, A. (1980) Teacher interests and changing situations of survival threat in primary classrooms, in Woods, P. (ed) *Teacher Strategies: Explorations in the Sociology of the School*, London, Croom Helm.
- Pollard, A. (1982) A model of classroom coping strategies, British Journal of Sociology of Education, Vol. 3, no. 1, pp. 19–37.
- Poppleton, P. (1988) Teacher professional satisfaction: its implications for secondary education and teacher education, *Cambridge Journal of Education*, Vol. 18, no. 1, pp. 5–16.
- Pyke, N. (1993) Heads take experimental aim, The Times Educational Supplement, 24 September, p. 6.
- Rafferty, F. and Dore, A. (1993) 'Concerned' heads heckle Patten, The Times Educational Supplement, 4 June, p. 4.
- Redefer, F.L., (1959a) Factors that affect teacher morale, *The Nation's Schools*, Vol. 63, no. 2, pp. 59–62.
- Redefer, F.L. (1959b) Toward a theory of educational administration, School and Society, 28 March, pp. 235-7.
- Richardson, R.C. and Blocker, C.E. (1963) Note on the application of factor analysis to the study of faculty morale, *Journal of Educational Psychology*, Vol. 54, pp. 208–12.
- Rosen, R.A.M. and Rosen, R.A.A. (1955) A suggested modification in job satisfaction surveys, *Personnel Psychology*, Vol. 8, no. 3, pp. 303–14.

- Rosenholtz, S. (1989) Workplace conditions that affect teacher quality and commitment: implications for teacher induction programs, *The Elementary School Journal*, Vol. 89, no. 4, pp. 421–39.
- Sachs, J. and Smith, R. (1988) Constructing teacher culture, British Journal of Sociology of Education, Vol. 9, no. 6, pp. 423-36.
- Schaffer, R.H. (1953) Job satisfaction as related to need satisfaction in work, Psychological Monographs: General and Applied, Vol. 67, no. 14, pp. 1–29.
- Sergiovanni, T.J. (1968) New evidence on teacher morale: a proposal for staff differentiation, North Central Association Quarterly, Vol. 42, pp. 259-66.
- Shreeve, W., Goetter, W.G.J., Norby, J.R., Griffith, G.R., Stueckle, A.F., de Michele, B. and Midgley, T.K. (1986) Job satisfaction: the role of staff recognition, *Early Child Development and Care*, Vol. 24, pp. 83–90.
- Sikes, P. (1997) Parents Who Teach, London, Cassell.
- Smith, K.R. (1966) A proposed model for the investigation of teacher morale, Journal of Educational Administration, Vol. 4, no. 2, pp. 143-8.
- Smith, K.R., (1976) Morale: a refinement of Stogdill's model, Journal of Educational Administration, Vol. 14, no. 1, pp. 87–93.
- Smith, K.R. (c. 1988) The structure of morale in organisations, unpublished transcript provided by the author.
- Smith, L.M., (1978) An evolving pattern of logic of participant observation, educational ethnography and other case studies, in Shulman, L. (ed) Review of Research in Education.
- Southworth, G. (1994) School leadership and school development: reflections from research, in Southworth, G. (ed) Readings in Primary School Development, London, Falmer.
- Spencer, D.A. (1984) The home and school lives of women teachers, The Elementary School Journal, Vol. 84, no. 3, pp. 283–98.
- Stagner, R. (1958) Motivational aspects of industrial morale, *Personnel Psychology*, Vol. 11, no. 1, pp. 64–70.
- Steers, R.M., Porter, L.W. and Bigley, G.A. (1996) Motivation and Leadership at Work, New York, McGraw-Hill.
- Sutcliffe, J. (1997) Enter the feel-bad factor, The Times Educational Supplement, 10 January, p. 1.
- Tomlinson, H. (1990) Performance rights?, The Times Educational Supplement, 9 November, p. 11.
- Triggs, E. and Francis, H. (1990) The Value to Education of Long (Award Bearing) Courses for Serving Teachers, London, Institute of Education, London University.
- Vancouver, J.B. and Schmitt, N.W. (1991) An exploratory examination of person-organisation fit: organizational goal congruence, *Personnel Psychology*, Vol. 44, no. 2, pp. 333–52.
- Veal, M.L., Clift, R. and Holland, P. (1989) School contexts that encourage reflection: teacher perceptions, Qualitative Studies in Education, Vol. 2, no. 4, pp. 315–33.
- Vroom, V.H. (1964) Work and Motivation, New York, Wiley.
- Vulliamy, G. and Webb, R. (1991) Teacher research and educational change: an empirical study, *British Educational Research Journal*, Vol. 17, no. 3, pp. 219–36.
- Wall, T.D. and Stephenson, G.M. (1970) Herzberg's two-factor theory of job attitudes: a critical evaluation and some fresh evidence, *Industrial Relations Journal*, Vol. 1, no. 3, pp. 41–65.

Wallace, M. and Huckman, L. (1996) Senior management teams in large primary schools: a headteacher's solution to the complexities of post-reform management?, School Organisation, Vol. 16, no. 3, pp. 309–23.

Webb, R. and Vulliamy, G. (1996) The changing role of the primary-school head-teacher, Educational Management and Administration, Vol. 24, no. 3, pp. 301–15.

Williams, G. (1986) Improving School Morale, Sheffield, Sheffield City Polytechnic and PAVIC Publications.

Williams, K.W. and Lane, T.J. (1975) Construct validation of a staff morale questionnaire, Journal of Educational Administration, Vol. 13, no. 2, pp. 90-7.

Wilson, B.L. and Corcoran, T.B. (1988) Successful Secondary Schools, Lewes, Falmer. Wolcott, H. (1973) The Man in the Principal's Office: An Ethnography, New York, Holt, Rinehart & Winston.

Young, I.P. and Davis, B. (1983) The applicability of Herzberg's dual factor theory(ies) for public school superintendants, Journal of Research and Develop-

ment in Education, Vol. 16, no. 4, pp. 59-66.

Zeichner, K. (1993) Designing educative practicum experiences for prospective teachers, a keynote address presented at the International Conference on Teachers' Education: 'Teacher Education Toward the 21st Century', Tel-Aviv, 27 June–1 July.

La remark komet klassen i kosetski semistrati us la konili si PRE) – ist sekologije bos 1911. Istola

一种是一种的一种,这种是一种的一种,这种是一种的一种的一种的一种,这种是一种的一种,这种是一种的一种,这种的一种一种的一种,这种一种一种一种一种一种一种一种一种

de dolle miel de la comercia de la consumante la collègique de la collègique de la collègique de la collègique