

## The Relationship between Competency and Work Motivation of EFL Teachers at Public Secondary Schools in Yemen

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### Abstract:

The present study aimed to explore the levels of English as a Foreign Language (EFL) teachers' competency and work motivation and to investigate the relationship between competency and work motivation of EFL teachers at public secondary schools in Yemen. To this end, two questionnaires were used to elicit data on the study variables which are: EFL Teachers' Competency Questionnaire and Multidimensional Work Motivation Scale. The sample of the study consisted of 300 female and male EFL teachers at public secondary schools who were selected by using a simple random sampling technique to be the participants of this study. The findings revealed that the overall level of EFL teachers' competency was high. In addition, the overall level of their work motivation was moderate. Additionally, it is found that there was a statistically significant, strong positive correlation between EFL teachers' competency and their work motivation. The results also showed that female EFL teachers had a higher level of competency than male EFL teachers. In contrast, the effect of gender on EFL teachers' work motivation was not confirmed. Finally, results indicated that the greater the level of experience, the higher the levels of competency and work motivation among the EFL teachers. The researchers recommend performing professional training and improving conditions of EFL teachers at public secondary schools in order to gain a higher level of work motivation and improve outcomes of the EFL teaching-learning process.

**Keywords:** Competency, EFL teachers in Yemen, public secondary schools, relationship, work motivation

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