

JOB PERKS OUTLINED BY TEXAS AGRICULTURAL EDUCATION OPENINGS

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INTRODUCTION

Job perks  Incentives to motivate

 Higher success rates  Retain employees

 Recruitment tool






 Inadequate benefits reduce motivation (Mabaso, 2018)

 Job perks are a successful strategy for satisfaction (Nyamekye & Faustina, 2012)

CONCEPTUAL FRAMEWORK


Taradfar et al. (2024)

Job Satisfaction

-  Medical and healthcare
-  Food and Entertainment
-  Administrative privileges
-  Personal and Family related
-  Financial and Severance


RESULTS & FINDINGS

R02

 **Medical & healthcare**
13 Categories
9 Schools

 **Food and Entertainment**
11 Categories
26 Schools


 **Administrative privileges**
14 Categories
43 Schools

 **Personal and Family related**
1 Category
30 Schools

 **Financial and Severance**
1 Category
1 School

R01

 **Additional Stipend**
14.56%
f = 30

 **Health Care Contribution**
6.80%
f = 14

76%

of posting did **NOT** include job perks

REFERENCES




OBJECTIVES

R01 Determine the **frequencies** and **percentages** of the job perks listed on in Texas job postings.

R02 **Categorize** the job perks into categories outlined by Taradfar et al. (2024).

METHODOLOGY

 **Aa**
Text-based conceptual content analysis

 Texas Agriculture Teachers Association website


 January 17th 2024 to April 30th 2024

206
job postings analyzed

CONCLUSIONS, IMPLICATIONS, RECOMMENDATIONS

 Focus on **financial** and **medical and health care**

 **Benefits** should be listed for **recruitment** purposes (Nyguyen, 2015)

 Further investigate how job perks **motivate** teachers to stay with their districts, **move** to another district, or **stay/leave** the profession