

**EMPLOYEES MOTIVATION AND THE ACADEMIC PERFORMANCE IN SECONDARY  
SCHOOLS IN KIERA EDUCATION ZONE, MAARA DISTRICT, THARAKA NITHI  
COUNTY**

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## **ABSTRACT**

The study examines the employees' motivation and the academic performance in secondary schools in Kiera Education Zone, Maara District in TharakaNithi County. This study has focused in chapter one the background of the problem, purpose of the study, statement of the problem and specific objectives of the study. It has also shown significance of the study to parents, government and school administration. This study has reviewed various literature related to teacher motivation. The content has been organized into levels of teacher's needs satisfaction and influence of needs satisfaction on job motivation. This research methodology helped all employees from the institution from which this sample was drawn. The data was collected and analyzed using qualitative and quantitative method. The descriptive statistics such as frequencies, percentages and mean statistic will be used. Various and different ways was investigated in which the education institutions can improve employees motivation. This included low remunerations, staff rewarding and better terms of services employees' investments on decision making, good channels of communication, employees benefit and regular training of the staff. The survey is important as bring out the most important factors that affect the motivation of staffing in an organization. The solution was suggested by the staff as a way of improving motivations on performance. This study has used the survey research design as this facilitates the collection of data from the large group. The study has discussed various factors that affect this condition, staff promotions and training and improving staff knowledge, skills and attitude. From this data collected and analyzed it was clear that employees' motivation is affected by several factors and greatly affects their performance. The study will help the government, parents and school management committee in planning and budgeting resources available. The study on employees' motivation and academic performance is based on the survey research design. It has been useful when studying the interrelation between the variable on conceptual frame. Qualitative research design was being used where researcher planned to observe, discover, describe, compare and analyze the characteristics underlined in unit three. Primary data was factual data collected to address three problems at hand. Two instruments were used to collect this data. This was done through questionnaire. It consisted of set of questions to be presented for the answers given. This questionnaire consisted of both open ended and closed questionnaire covering issues on motivation and academic performance. The researcher would have to reassure the respondent of confidentiality on their feedback. The research used internal consistency to check validity of the research instrument. Pilot respondents were not included in the study. Correction analyses of the result of the study were used to test for predictive ability, concurrence and convergence of the item. Research permit was sought from different levels such as Ministry of Education, Science and Technology and other relevant institutions.