

**AN ASSESSMENT OF THE EFFECTS OF MOTIVATION
PROGRAMS OF TEACHER PERFORMANCE IN
NAIROBI COUNTY:THE CASE OF STAREHE DIVISION**

BEATRICE K MUCHIRI

**A RESEARCH PROJECT SUBMITTED IN PARTIAL
FULFILMENT OF THE REQUIREMENT FOR THE AWARD OF
A MASTER OF EDUCATION DEGREE IN LEADERSHIP AND
MANAGEMENT OF MOUNT KENYA UNIVERSITY**

AUGUST 2015

ABSTRACT

This study sought to assess the effects of motivation programs and principles on workforce performances among the public primary schools in Starehe division of, Nairobi County. The motivation programs considered for investigation for the study comprised of: goal setting, employee treatments, reinforcements and job design and how they influence workforce teacher performance among the public primary schools in Starehe division. The study was investigated under four objectives that comprised of: to assess how goals setting programs influence teacher performance , to establish how employee treatments (equity) program affect employee performance , to examine how job design program influence employee performance and to determine how reinforcements program influence teacher performance. The study adopted a descriptive survey design to research. The target population for the study was two hundred and forty six (246) teachers and a sample of 74 teachers was used as a unit of analysis. The study adopted random sampling technique in sampling its population. The data collection instrument comprised of structured interviews, semi structured, and questionnaires. The outcomes of the study have been presented using the frequency distribution, bar charts, pie charts and tables. The research outcome values has been shown in percentages and from the study it emerged that the PPS in Starehe have motivational programs comprising of goal setting, employee treatment, job design and employee reinforcement, and it was noted that each of the motivational approaches used among the PPS had an influence on teacher performance. This study recommends that the PPS in Starehe division redesign their motivational programs to help in improving teacher performance