

**INFLUENCE OF EXTRINSIC REWARDS ON TEACHERS' JOB  
COMMITMENT IN SELECTED PUBLIC PRIMARY SCHOOLS, MANGA SUB-  
COUNTY, KENYA.**



**OBWOCHA BYRRUM GETERI**

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## ABSTRACT

This study investigated the influence of extrinsic rewards on teachers' job commitment in selected public primary schools in Manga Sub-county Kenya. The objectives of the study were to determine the extent to which provision of monetary rewards influence the levels of teachers' job commitment, establish how provision of accommodation in schools influence teachers' job commitment, establish how provision of meals influence teachers' job commitment and to analyze the influence of household items rewards on teachers' job commitment. The study applied descriptive survey research design and the data was gathered using a questionnaire. The study targeted a total 320 teachers from 40 public primary schools. The sample involved 96 teachers. The data was coded cleaned and categorized manually using excel program. It was then analyzed using descriptive statistics: frequencies, distribution tables and percentages. The study employed the use of questionnaires as the instrument for data collection. Validity of the questionnaire was enhanced through pilot study in two schools which were not included in the study. In order to test reliability of the instrument, test-retest method was used. The questionnaire was administered twice at an interval of two weeks. The study found out the majority (50.0%) and (42.7%) of teachers felt that they received insufficient house allowance. Provision of house hold rewards for teachers was below (50%) a situation that lowers job commitment. The recommendations are; BOM and school management in public primary schools should ensure that they establish monetary policies, provide households rewards that give teachers impetus to work harder. TSC should ensure that they formulate policies that improve the terms and working condition of teachers by considering salary increment annually, house allowance so as to improve their level of job commitment. MOE should ensure that they provide free meals in public primary schools and formulate strategies that can improve commitment of teachers in public primary schools in the country