

**AN INVESTIGATION INTO THE FACTORS INFLUENCING SECONDARY SCHOOL
TEACHERS RETENTION IN SELECTED SCHOOLS IN MBEERE SOUTH DISTRICT, EMBU
COUNTY**

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ABSTRACT

The purpose of this study was to investigate into the factors influencing Public Secondary Schools Teacher Retention in selected schools in Mbeere South District, Embu County. The objectives guiding the study included to establish the factors influencing Public Secondary School Teachers retention in Mbeere South District, Embu County, to establish motivation factors influencing teacher retention in secondary schools, to establish whether the workload for the teachers influences teacher retention and also to establish whether the working environment influences teacher retention in Mbeere South District, Embu County. The researcher used descriptive survey design to conduct this research which made use of questionnaires to collect raw data. The sample made comprised of 30 respondents from three selected schools, namely Nyangwa boys high school, Mayori secondary school and Kiambere secondary school, each of these selected schools had 10 respondents mainly those who had been employed by TSC. The data collected was analyzed using Frequencies, percentages and charts with the help of SPSS. The outcome of study revealed that the factors that affect teacher retention were low salary, poor remunerations, lack of promotion and heavy work load. The researcher concluded that for teachers to be effective in their performance and remain in the teaching career, the stakeholders such as Government, TSC, MOE, and society should change their attitude towards teachers and support them efficiently. In order to correct this, the researcher came up with several recommendations which will help promote crisis of teacher turnover