

**FACTORS INFLUENCING JOB SATISFACTION AMONG TEACHERS IN  
PUBLIC PRIMARY SCHOOLS IN KAGUMO DIVISION, KIRINYAGA  
WEST DISTRICT**

**JOYCE WAKUTHI NGARI**

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## ABSTRACT

The Kenya Vision 2030 aims at achieving a globally competitive and quality education, training and research for sustainable development. One major reason why people join and work in an organization is to satisfy their personal needs. Therefore the most important information to have regarding an employee in an organization is the factors influencing job satisfaction at the work place. This study investigated factors influencing job satisfaction among public primary school teachers in Kagumo division, Kirinyaga West district. The objectives of the study were to establish the influence of work situation factors on job satisfaction, to investigate how social economic factors influence job satisfaction, establish how staff training influence job satisfaction and establish how reward systems influence job satisfaction among public primary school teachers. The study was guided by Herzberg's motivation hygiene theory. A descriptive survey design was carried out in a population of 229 primary school teachers. Stratified random sampling and purposeful sampling was used in this study resulting to a sample of 140 primary school teachers. A questionnaire was used to collect data. Ten primary school teachers were used for Pilot testing before the commencement of the study. Data analysis was done using Statistical Package for Social Sciences and Ms Excel. Descriptive statistics were computed and data was presented using tables and bar graphs. From the study findings, some of the factors influencing job satisfaction amongst teachers in Kagumo division include work related factors such as work overload, remuneration of teachers, and on job training. It was recommended that the work load of teachers to be minimized through hiring of more teachers. This will enable the teachers to handle manageable lessons per week and even the right class size hence increasing productivity and consequently leading to job satisfaction. TSC should revise the salary scale for teachers which would enable them meet their needs and therefore increasing job satisfaction. The training should be made available regularly to all the staffs which will also increase productivity of teachers hence increase in job satisfaction. Good performers should be rewarded regularly and where appropriate consult them on the kind of reward they would prefer. This would motivate the teachers to give better results.