

**AN ASSESSMENT ON THE RELATIONSHIP BETWEEN TEACHERS
WORKING CONDITIONS AND KCSE PERFORMANCE IN PUBLIC
SECONDARY SCHOOLS IN GITHUNGURI SUB COUNTY , KIAMBU
COUNTY**

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**A RESEARCH PROJECT SUBMITTED TO THE SCHOOL OF
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ABSTRACT

There has been a lot of concern from stake holders in education on whether the government huge expenditure on teachers' wage bill can be justified. The return on investment cannot be easily quantified yet the Kenyan teachers continue to complain of inadequate remuneration, allowances, low entry behavior of the learners among other factors. The purpose of this study was to investigate the relationship between teachers' working conditions and KCSE performance in public secondary schools in Githunguri Sub County, Kiambu County. The ex post facto design was used in this study. Target population was made up of 390 teachers in 30 public secondary schools in Githunguri sub county that have presented candidates for the Kenya Certificate of Secondary Education (KCSE) examination. The study adopted stratified random sampling to select 9 schools stratified into county, sub county boarding and sub county day. 117 teachers were selected through purposive sampling. Questionnaires were administered through drop and pick method. Content analysis was done on the qualitative data. A descriptive approach to data analysis was used to analyze collected data. Statistical Package for Social Sciences (SPSS) will be used as a tool for data analysis. Tables and other graphical presentations such as were used to present the quantitative data collected. A multiple regression was done for the quantitative data using SPSS. The study found that there was much workload in the public secondary schools in Githunguri sub county that affected KCSE performance in the area. The study further found that the infrastructure was poor. The study further found that the respondents indicated that infrastructure affected KCSE performance in public secondary schools in Githunguri. The findings show that most of the respondents indicated that permanent classroom, permanent toilets, Permanent houses, and the Library were fairly adequate with water tanks, computer lab and science laboratory as inadequate. The study found that majority of the respondents indicated that they resided in school and performed better compared to the ones commuting. The study found that the remuneration and allowances was poor and included house allowance, hardship allowance, travel allowance and medical allowance. The study found that remuneration and allowances affect KCSE performance in public secondary schools in Githunguri sub county to a great extent. Instructional materials affected KCSE performance in public secondary schools Githunguri Sub County. The researcher found that some of the materials were available. The study found that text books and Atlases were fairly adequate with teachers guide books, wall maps and ICT facilities were inadequate. The study found that the respondents agreed that KCSE mean grade in their subjects were improving. The study however found that the respondents disagreed that teachers in their schools were always punctual for duty and that the KCSE results in their schools had been improving. The researcher found that a positive relationship between infrastructure, remuneration, instructional materials and KCSE performance with a strong negative relationship between workload and KCSE performance. From the findings the study concludes that workload, infrastructure, remuneration and instructional facilities affect KCSE performance in public secondary schools in Githunguri Sub County. The study further concludes that there is so much workload, with poor facilities and pay for the teachers in the public secondary schools in Githunguri sub county, Kiambu County. The study recommends that TSC to employ more teachers, the government equip the schools with infrastructure and instructional facilities and increase the allowances and remuneration for teachers in public secondary schools. The study recommends an in-depth study to assess the impact of teachers teaching strategies on the performance of public secondary schools.

