

**EFFECTS OF MOTIVATION OF TEACHERS ON JOB PERFORMANCE IN
PUBLIC PRIMARY SCHOOLS IN MURUNGARU ZONE, NYANDARA
COUNTY**

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ABSTRACT

The purpose of this study was to analyze effects of teacher motivation on academic performance of learners in public primary schools in Murungaru zone, Nyandarua County. The study was guided by the following objectives; to establish how the teacher job satisfaction affects the performance of learners in public primary in Nyandarua county, to find out how the teacher motivation affects the academic performance of the learners, to establish the effects of teacher training and experience on the academic performance of learners in primary schools and to establish the strategies that can be employed to improve on the performance of learners in primary schools. This study was guided by Affective events theory developed by organizational psychologists Howard Weiss and Russell Cropanzano (1996). The theory explains how emotions and moods influence job performance and job satisfaction in workers. The design for this study was descriptive survey design. This study entailed mixed methodology. The target population for this study will be all the 2142 class 7 and class 8 pupils, 610 teachers and 94 head teachers in the primary schools in Nyandarua County. Stratified random sampling was applied to select a sample of 12 schools. The study utilized two sets of data collection instruments which are questionnaires and interview schedule. Piloting was done in two schools that were not included in the study using 20 pupils 10 teachers and 2 head teachers sampled by the same criteria described in the section of sampling procedure. To validate the research instrument the questionnaires were tested in two pilot schools that were not included in the study in the same county. The researcher sought and obtained permission from the Ministry of Education, County Director of Education, and County Commissioner to conduct the research within the Nyandarua County. The result of data analysis was presented using frequency distribution tables, bar graphs and pie charts. Data from the field was collected, cleaned, coded and recorded. Data collected by use of the questionnaire, were coded, and analyzed, using Statistical Package for Social Sciences (SPSS 17). Quantitative analysis entailed analyzing numbers about a situation by choosing specific aspects of that situation. Descriptive statistics were used to analyze the quantitative data obtained. After collecting and analyzing the data the main findings were that, job security, fair play, friendly working atmosphere, team work, safe and pleasant environment were the very important motivators to employees. The research finally recommends that all the above motivators needs to be provided by any employer. Employer further needs to be aware that motivation greatly affects performance. The government further needs to undertake regular studies to establish how well motivated the teachers are for optimum job performance.