

**INFLUENCE OF TEACHERS WORKING CONDITIONS ON ACADEMIC
PERFORMANCE IN PUBLIC PRIMARY SCHOOLS IN NYAHURURU
DISTRICT, LAIKIPIA COUNTY, KENYA**

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ABSTRACT

Working condition is fundamental to the whole process of education. This study is geared to investigate selected factors that influence teachers' working condition in public primary schools. The study is preferred due to the study conducted of poor working condition of teachers in public primary schools causing low morale among teachers resulting to poor curriculum delivery, indiscipline and poor academic standards. To carry out the study, research objectives were formulated on the factors relating to teachers working condition that influence academic performance. The study adopted a Descriptive Survey Design to carry out the investigation. Random sampling was used to acquire the sample. The sample comprised of 13 (20.00%) of 65 schools and 65 (8.86%) out of 734 teachers in the Nyahururu district Laikipia County. Data was collected using questionnaires which were constructed in line with the objectives of the study. This study used the Test Retest technique where the instrument were administered twice to the same group of subjects and the higher the coefficient obtained the higher the reliability of the instrument. Data analysis was done using descriptive statistics such as means, percentages, and parametric statistics such as median. Statistical Package for Social Science (SPSS) version 20 software was used to analyse the data. The research found out that academic performance of public primary schools within Nyahururu district is influenced by the teachers' working conditions indicators namely school facilities, job motivation and working environment. The study concluded that indeed working conditions are key contributors for academic performance as observed in public primary schools in Nyahururu District in Laikipia County. Important recommendations highlighted to benefit head teachers and other educators in improving teachers' working conditions for better performances in primary schools by advocating for political and economic stability, adequate facilitation, provision of timely and fair incentive compensations, security of tenure and gender tolerance.