

**AN INVESTIGATION INTO FACTORS CONTRIBUTING TO WORK
APPRECIATION AMONG SECONDARY SCHOOL TEACHER'S IN
KAMACHARIA ZONE, MURANGA COUNTY**

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ABSTRACT

This study was based on Broom's expectancy theory. Expectancy theory concerns choice of behaviours that can lead to desired rewards. Objective of the study were to determine the extent to which amount of salary can lead to work appreciation to secondary school teachers, to determine whether working conditions can lead to job appreciation among high school teachers, to determine whether promotion of job can lead to work appreciation among high school teachers in Kamacharia zone and to determine how personal variables of age, gender, educational level and experience can lead to job satisfaction. a descriptive survey was adopted for the study. The method was chosen in achieving the stated objectives since it enables data collection from a large sample. The research instrument used was a questionnaire. The sample was obtained from all the 16 public secondary schools in Mathioya division of which all the TSC teachers was obtained from the district education office. Simple random sampling technique was used to select the sampled population. The data collected from the respondents was summarized and tabulated.