

**EVALUATION OF JOB SATISFACTION AMONG TEACHERS IN  
PUBLIC PRIMARY SCHOOLS IN MANDERA EAST DISTRICT,  
MANDERA COUNTY**

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## ABSTRACT

Job satisfaction is a vital tool for the performance of the teacher in his/her duties. The effectiveness of a teacher depends much on his/her feelings about the job as a teacher. Mandera East is an arid District which has been marred with numerous problems of teacher shortage. This is occasioned mainly by massive transfers of teachers out of the District for various reasons. This study established the level of job satisfaction among the teachers working in Mandera East District and the factors that influence it. The study specifically investigated the demographical characteristics, job level, and environmental level factors that influence job satisfaction among teachers and the measures that can be taken to enhance the level of job satisfaction among teachers. The findings of the study gave insights into the measures that improve the teachers' job satisfaction which will be useful to the ministry of education and other educational stakeholders in the area. The study was based on job satisfaction theory of Locke (1976). The school level factors, environmental factors and demographic characteristics of the teachers will be the independent variables while level of job satisfaction among teachers will be the dependent variable. Both qualitative and quantitative information was collected. The target population was the all the primary school teachers and head teachers in Mandera East District. The researcher used simple random, purposive and stratified sampling techniques for sample selection. The sample was composed of 18 primary schools, 18 head teachers, and 100 teachers. The data was collected using questionnaires and interview guides. Validity of the instruments was determined using correlation analysis and testing predictive ability as well as review by supervisor while reliability was tested using the Cronbach's alpha coefficient. The questionnaire had Cronbach's alpha of 0.79. Data was collected during arranged visits with head teachers. Qualitative data was analysed thematically as per objectives. Descriptive statistics were used to analyse the rating of the factors. Inferential statistics: independent sample t-tests and One Way Analysis of Variance were used to test effect of demographic characteristics on job satisfaction. The person correlation was used to test the effect of school and environmental factors on job satisfaction. The results showed that teachers had low job satisfaction levels. Age, education level, teaching experience, school location and original home had significant effects on level of job satisfaction. The school factors; administrative support, teacher autonomy, and students behavior were all found to have positive correlation with job satisfaction. Environmental factors parental support, learner support, and teacher security and housing also were positively correlated with job satisfaction. The job satisfaction enhancement measures most valued by teachers were: : promotions and remuneration for extra duties done, automatic promotion to higher grades, provision of better housing within the school compound and improvement of respect and appreciation from parents and the community in general. The researcher recommends that the government should strive to provide security and housing for teachers, create awareness to the communities on the importance of good relationships with teachers as well as the importance of community support. The Teachers Service Commission should consider teacher biographic characteristics when posting teachers.