

ASSESSMENT OF PUBLIC SECONDARY SCHOOL TEACHERS' LEVEL OF NEEDS
SATISFACTION AND THEIR RELATIONSHIP WITH MOTIVATION IN KITUI
CENTRAL DISTRICT, KITUI COUNTY, KENYA.



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ABSTRACT

Teachers' job motivation and needs satisfaction is critical to the achievement of their mandate. In this view, teachers are influenced by many factors that they interact with on their day to day work. Some of these factors researched on include working conditions, workload and salaries that cater for their basic needs. This study sought to establish the level of needs satisfaction and their influence on the job motivation of teachers in public secondary school teacher. The objectives of this study were to assess the level of teachers' needs satisfaction, to determine the influence of needs satisfaction on job motivation and to establish the solutions to the challenges faced relating to needs' satisfaction and motivation among public secondary school teachers in Kitui District. This study adopted descriptive research design which used both qualitative and quantitative research approaches. The target population in this study was 247 teachers in the 31 public secondary school teachers in Kitui Central District. Stratified and simple random sampling techniques were used to 50 teachers who were 20.2% of the target population. Schools in Kitui Central District were stratified into two strata schools near urban centres and those located in rural areas after which teachers were randomly selected as part of the sample. To answer the research questions, primary data was collected using the questionnaire and interview methods and analysed using statistics package of social sciences, (SPSS). Quantitative data was then presented in tables and figures while qualitative data was presented in form of narratives. Data will be presented using frequency tables, graphs and tables. This study found out that all teachers' needs were substantially met except salary adequacy, promotion at work, and enhanced pension and gratuity on retirement. Further, study findings revealed that needs satisfaction affects job motivation. The study also found out that overcrowded classrooms, heavy workloads, poor pay, and lack of adequate learning material and equipment were the main challenges faced by teachers in public secondary schools in Kitui Central. Consequently, this study recommends allocation of additional financial resources to public secondary schools, review of teachers' pay, and review of duties allocated to teachers, and regular training of teachers.