

**AN INVESTIGATION OF THE INFLUENCE OF SCHOOL CHARACTERISTICS ON
TEACHER JOB SATISFACTION IN PUBLIC PRIMARY SCHOOLS IN
CHANGAMWE DISTRICT MOMBASA COUNTY**

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ABSTRACT

The purpose of this study was to investigate school characteristics which influence teachers' job satisfaction. The study was guided by the following objectives: To establish the influence of workload on teachers job satisfaction; to determine the significance of class size on teachers job satisfaction; to investigate the relationship between administrative support and the teachers job satisfaction; To find out the effect of students discipline on teachers job satisfaction. The study adopted the qualitative and quantitative methods. The study used the descriptive survey design. The target population was 20 public primary schools with a total of 420 teachers. The sample was obtained by stratified random sampling which was used to get a sample size of 128 teachers which is 32% of the total population, taken from 10 public primary schools of the 20 schools, which is 50 percent of the total population; Data was collected using a questionnaire for the teachers and an interview guide for the head teachers of the selected public schools. To establish validity, piloting of the research tools was done in schools that were not part of the sample the researcher also used test- retest to ensure reliability of the research instrument. The researcher obtained an introduction letter from Mount Kenya University and A research permit from the National Commission for Science Technology and Innovation (NACOSTI) Kenya and the Ministry of Education through District Education Officer, Changamwe Sub-County. The data was analyzed using descriptive statistics whereby the participant's responses were keyed on Statistical Package for Social Sciences (SPSS) software version. Descriptive statistical analyses such as frequencies, percentages, were used to analyze data; the analyzed data was presented in form of frequency tables, bar graphs and pie charts. Inferential statistical analyses such as Pearson correlation was used to compute the correlation coefficient which determined the extent to which the variables are related. The study established that the class sizes are too large to handle 78.9%,the workload is overwhelming 55.6%, the teachers are not happy with the level of discipline 62.5%,the teachers are happy with the administrative practices as they agreed with all the statements with more than 70% in all the statements. The research findings on the influence of school characteristics on teacher job satisfaction indicated that overload causes stress and teacher burnout that causes dissatisfaction and thus leads to ineffectiveness. The large class size that a teacher has to handle makes the teacher ineffective less productive which makes the teacher dissatisfied. It further revealed that teacher as well as head teachers do not consistently enforce discipline on learners. Based on these findings it is recommended among others that more teachers should be employed and regular data of the number of teachers and pupils in each school to enhance balancing, guidance and counseling be strengthened in schools so as to cater for students with discipline problems. The study suggests that further studies be done on variables such as teacher qualification, external environment on job satisfaction; the influence of these school characteristics on academic performance.