

**INFLUENCE OF HEAD TEACHERS' MANAGEMENT STYLES ON THE  
PRIMARY SCHOOL TEACHERS' JOB SATISFACTION IN CHUKA  
DIVISION, THARAKA NITHI COUNTY, KENYA**

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# CHAPTER ONE

## INTRODUCTION

### 1.1 Background to the study

Globally, educating a nation remains the most vital strategy for the development of the society throughout the developing world. Many studies on human capital development concur that it is human resources of the nation and not its capital or natural resources that ultimately determine the pace of its social and economic development. Okumbe (1999) contends that without proper management style, effective performance cannot be realized.

Koontz, Connel and Weihrich(2008) defines management as a process of designing and maintaining an environment in which individuals working together in groups efficiently accomplish selected aims. The conditions of teachers' working life are influenced by management provided by the head teacher, which directly influences the effectiveness of teachers. Effective management and employee job satisfaction are two factors that have been regarded fundamental for organizational success. Job satisfaction can be defined as an overall feeling about one's job or career which can be related to specific outcomes such as productivity, ownership of school goals and increase in self esteem (Rice,Gentile&McFarlin, 1991). A capable leader provides direction for the organization and lead followers towards achievement of desired goals.