

AN INVESTIGATION INTO HOW SECONDARY SCHOOLS
PRINCIPALS MOTIVATE SCHOOL WORKERS, A CASE OF
MAARA SUB-COUNTY, THARAKA NITHI COUNTY

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ABSTRACT

The research project on how secondary school principals motivate workers was carried out in Maara sub-county in Tharaka Nithi County. Education must meet the growing demand of the dynamic society. That is why the researcher based his research on motivating workers to produce quality education.

According to Peter R.S education offered in a county must be worthwhile. This study focussed on motivation of workers to produce fully functioning persons in the society who are capable of having independent thinking and be productive in their working areas.

This study focussed in chapter one, on the background of the problem, purpose of the study, statement of the problem and specific objectives of the study. It also indicated the importance of the study to parents, school workers and school administration.

The study reviewed various literature related to motivation of workers. The research will help all employees from the institutions from which this sample was drawn from. The data was collected and analysed using qualitative method. The descriptive statistics example frequencies, percentages and mean statistics were used.

Various ways in which schools can motivate workers were researched on. These ways include high remunerations, staff rewarding, good communication skills, training of the staff and attending motivational tours. The solutions were suggested by the secondary schools teaching and non-teaching staff in Maara sub-county.

The study used the survey research design, because this method facilitates the collection of data from a large group. Data collected showed clearly factors used by secondary school principals to motivate their staff. The study will help the government, parents, and school board of governors in planning and budgeting resources available and use them to motivate the staff.

The study was based on the survey research design. Two instruments were used to collect data. This was done through questionnaires which consist of a set of questions to be presented for the answers to be given. It consisted of both open ended and close ended questions on how principals motivate their staff. The researcher reassured the respondent of confidentiality on their feedback on the research for the future welfare of the respondents.