

ABSTRACT

This study sought to assess the attitudes of permanent teachers on the performance of teachers on contract in public primary schools in Kabarnet division. This study examined the attitudes of permanent teachers on content delivery of contract teachers and assessed the attitudes of permanent teachers on job performance of teachers on contract in public primary schools in Kabarnet division. The study employed descriptive survey research. The study was guided by the two factor theory of motivation by Herzberg (1966) which stated that motivation of teachers play a major role in the academic performance of pupils. The study was conducted in all public primary schools in Kabarnet division, gathering information from permanent and teachers on contract and head teachers. The study used both purposive and random sampling techniques to select a sample of 135 permanent teachers, all the head teachers and all the teachers on contract in the selected schools. Data was collected using self administered questionnaires and interview schedules. The validity and reliability of the instruments were determined through evaluation by supervisor. The reliability of the study was determined using the Pearson product correlation coefficient calculated from the results of the test-retest results of the pilot study and values of 0.79 and 0.81 were obtained. Questionnaires were used to obtain data during arranged visits with head teachers in the schools while interviews were conducted at the same time. The study yielded both qualitative and quantitative data which was analysed using descriptive statistics such as frequencies, percentages and tables with the aid of the Statistical Package for Social Sciences (SPSS) Version 20. The study concluded that contract teachers exhibited high levels of professional conduct and had adequate knowledge on content delivery and job performance. The study recommended that the government should formalize employment of teachers on contract.. The findings were beneficial to the headteachers and the community at large because cases of teachers' shortages could be curbed down through teacher contracting. It also helps the government in promoting internal efficiency of the educational system that would result to better academic performance.