

**AN INVESTIGATION OF THE DRIVES INFLUENCING TEACHER TURNOVER IN
PRIMARY SCHOOLS IN KISUMU EAST DISTRICT – KISUMU COUNTY, KENYA**

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ABSTRACT

Turnover is the movement of employees out of an organization or any permanent departure beyond organizational boundaries. Turnover has become increasingly important in debates about the teaching profession in the world. For the last five years there has been many teachers quitting the teaching profession to other jobs. Teacher turnover poses a threat to the education sector by limiting or reducing the availability of qualified teachers to undertake teaching services. Despite various complaints by parents, teachers and employers in relation to teacher turnover, drives contributing to turnover have not been adequately addressed. The purpose of this study therefore is to assess how remunerations, motivation and work conditions influence teacher turnover in primary school in Kisumu East District, Kisumu County. The objectives of the study were to, assess the extent to which remuneration affect teacher turnover in primary schools, examine the effects of work condition on teacher turn over and assess how motivation affect teacher turnover in primary schools. The study's findings would be beneficial to the employer and Ministry of Education as the recommendations would assist to focus on teachers' welfare towards controlled teacher turnover. Human capital theory was used to explain the concept of teacher turn over and A conceptual framework was used to guide the study. The research design was descriptive survey design and mixed methodology. Stratified sampling and simple random sampling techniques was used to get the study sample and the sample population respectively. The questionnaire was administered to the head teachers; teachers and ex-teachers while the interview was conducted for head teachers and education officer. Content validity was ascertained by experts from the school of education, Mount Kenya University. A pilot study was carried out to ascertain reliability through test retest technique, outcome of the pilot was used to remove ambiguities, inconsistency and weaknesses noted. Quantitative data from closed ended section of the questionnaire was analyzed using the descriptive statistics such as tables. The research found out that teachers are faced with a lot of drives that compels them to move out of the profession. The employer is not keen to provide adequate teacher remuneration, conducive work environment, incentives for teacher motivation and fringe benefits. The research recommends that policy makers should work on improving the professional prestige of teaching.