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**TEACHERS' PERCEPTION OF THE INFLUENCE OF INCENTIVES ON THEIR JOB  
PERFORMANCE IN SECONDARY SCHOOLS IN NAKALOKE TOWN COUNCIL,  
MBALE DISTRICT, UGANDA.**

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**ABSTRACT**

This study examined the perception of teachers' of the influence of incentives on their job performance in secondary schools in Nakaloke town council, Mbale district, Uganda. The objectives include: establishing the perception of teachers about the influence of working condition on their job performance; finding out teachers' perception about the influence of school accommodation on their job performance and establishing the perception of teachers about the influence of extra teaching allowance on their job performance. A cross sectional survey research design was used to gather detailed information from respondents. A total of eighty nine (89) respondents drawn from head teachers and teachers were selected as sample for the study with the use of purposive and simple random sampling techniques. The research instrument used to collect data for the study was questionnaire and its reliability was established with the use of Cronbach's alpha reliability with a value of 0.849 and validity was determined through face and content validity with a CVI value of 0.73. Eighty nine (89) questionnaires were administered to respondents in the four (4) secondary schools in Nakaloke town council, Mbale district in Uganda. However, seventy two (72) questionnaires were returned. The perception of teachers about the influence of working condition on their job performance is very low in secondary schools, the perception of teachers about the influence of school accommodation on their job performance is in secondary schools, and the perception of teachers about the influence of teachers' extra teaching allowance on their job performance is low in secondary schools. Based on these findings, it is recommended that all stakeholders in education especially government, school administrators and proprietors should improve the working conditions of teachers in their schools to ensure better job performance leading to effective teaching and learning, administrators and proprietors should provide enough accommodations for their teachers to assist them staying near schools and there should be timely payment of teachers' extra teaching allowances to serve as incentives to better their job performance.