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-109-035063-03818**

**THE EFFECT OF MOTIVATION ON THE PERFORMANCE OF THE TEACHING STAFF
IN SECONDARY SCHOOLS IN BUSIA MUNICIPALITY
BUSIA DISTRICT NOVEMBER, 2013**

ABSTRACT

The study sought to assess the effect of motivation on the performance of teaching staff in secondary schools in Busia Municipality, Busia District. The schools were Busia secondary school, Bananda high school, St. John secondary school-Busia, musanya memorial vocational secondary school, Forward secondary school, Luma Eastern College, Taslim high school and Howard Christian secondary school. It was guided by four specific objectives which included to; assess the effect of salary on the performance of teaching staff; examine the effect of allowances on the performance of teaching staff; analyze the effect of recognition on the performance of teaching staff; and find out the effect of promotions on the performance of teaching staff in secondary schools in Busia Municipality, Busia District. The study sampled 104 out of the 247 respondents who were drawn from both private and government aided boarding, day and mixed schools. The study found out that teachers' salaries in their respective schools are inadequate i.e ranged between shillings 100,000/= to shillings 1,400,000/=per month, untimely and irrelative to the cost of living. Salary is regarded as a motivational factor to teachers' performance as the respondents revealed that salaries keep them regular at school, prepare their schemes of work, participate in co-curricular activities and regular assessment of students which results into quality and improved academic performance. Further, allowances have not made teachers work very effectively and efficiently in their selected schools, however; some teachers agreed that the allowance they get have boosted their hard work and made them achieve the school targets. Teachers agreed that it is through recognition that their identity and hard work is acknowledged and that public recognition helps teachers feel special and appreciated for the good work done in the school they therefore attend to their duties regularly, participate in co-curricular activities, and have regular assessment of children that improves their performance. Promotions do not make teachers more regular, prepare instructional materials, and frequently asses students as anticipated and this according to the respondents interviewed was due to the fact that there were no or little financial implications as it would have been for salary increment. However, it was revealed that promoted teachers benefit from an increment in salary because of the increased roles and responsibilities that improve performance of teachers. The researcher recommends teachers' salaries in their respective schools to adequate i.e. by 20%, timely every 28th day of the month and relative to the cost of living. The allowance policy scheme needs to be effective and efficient that it motivates teachers to be regular at school, asses students regularly, participate in co curricular activities that improves performance of teachers since the findings showed that the allowance scheme is inefficient and ineffective. Schools ought to ensure that teachers are morale boosted by an allowance of shillings 10,000/= and given un discriminatively in order to improve the performance of their teachers. There is a need for government and school authorities to ensure that promotions in schools are accompanied by salary increment and any other financial implications such as housing, health facilities etc.