

An investigation into the factors influencing job satisfaction of teachers in selected secondary schools in Mbale town

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**ABSTRACT:**

This study was carried out to investigate into the factors influencing job satisfaction to teachers in selected secondary schools in Mbale town. Satisfaction related to intrinsic factors (professional development and profession advancement) and extrinsic factors (remuneration, working conditions, supervision and interpersonal relationships) were examined. The instrument used was questionnaires and forty questionnaires were distributed to forty respondents, thirty were returned dully filled, the data collected was analyzed quantitatively by the application of percentages and the chi-square statistical techniques the data collected was to answer three research questions as follows:-

1. What are the opinions of teachers about job satisfaction with respect to instructional performance, interpersonal relationships and relation with administrators, non-teaching staff working conditions, remuneration, professional development and career advancement?
2. Is there any difference between male and female teaches in selected secondary schools regarding their job satisfaction

3. Is there any difference between graduate and non-graduate teacher regarding their job satisfaction in selected secondary schools in Mbale town

All the factors were analyzed against individual characteristics (gender and academic qualifications) using percentages and results were presented. The findings indicated that there is no difference between male and female teachers in selected secondary schools regarding their job satisfaction and there is a difference between graduate and non-graduate teachers in selected secondary schools regarding their job satisfaction. As a result of this study recommendations have been suggested to make the teaching profession more enjoyable and meaningful in selected schools in Mbale town.

It is recommended that more opportunities for personal development and career development should be provided for teaching staff in schools, fraternal parties should also be encouraged in schools to enable teachers know each other and socialize and more facilities be provided to improve on working conditions.

The school administrators should reward teachers basing on their qualifications rather than gender.

Further school administrators should try to encourage non graduate teachers to go for further training.