

# **FACTORS AFFECTING THE JOB PERFORMANCE OF TEACHERS IN PUBLIC SECONDARY SCHOOLS IN BOMET COUNTY, KENYA**

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## **ABSTRACT**

For decades, teachers' job performance has been a major concern for schools and other learning institutions in developing countries. Teacher job performance encompasses both academic and non-academic disciplines. Many studies have been conducted on teachers' job performance, however, the previous studies appear to focus much on the relationship between the factors affecting teachers' job performance and students' performance in examinations rather than the actual performance at teaching job. The purpose of this study was to examine factors affecting teachers' job performance in public secondary schools in Bomet County. The selected factors included remuneration, working environment, recognition and the availability of teaching and learning resources. This study adopted both qualitative and quantitative research design with a target population of 186 public secondary schools and 1317 teachers in Bomet County. Phenomenology technique was applied for the qualitative data. A sample of 21 secondary schools were selected using stratified and random sampling procedures. From these schools, a sample of one hundred and thirty two (132) teachers were selected using stratified and random sampling procedures. The data collection instruments that were used in this study included questionnaires consisting of both closed ended and open ended questions as well as interviews. Data was analyzed at 5% level of significance and presented in form of frequencies and tables. This was facilitated through the use of SPSS version 20. Descriptive statistics such as frequencies and percentages were used to present the data. The findings showed that the most important factor affecting teachers' job performance is remuneration which greatly affects both their living conditions and performance of their work. The teachers have found it difficult to work as a team in their working environment which has greatly affected their performance. The study further revealed that the selected factors have different levels of influence on teachers' job performance in public secondary schools.

**Key Words:** Teachers' Job Performance, remuneration, working environment, recognition

