

Motivational factors affecting employees work performance and professionalism: a case of public high school teachers in Nairobi

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Abstract:

The purpose of this research was to investigate the motivational factors that have contributed to the low work morale and unprofessional trends of public high school teachers. Through this research, it was anticipated that the recommendations made if put in place, the aforementioned problems amongst the teaching fraternity in public high schools would be minimized to acceptable levels if not eliminated. Two categories of staff were considered in this research sample for the purposes of collecting data and comparison. The first group comprised teaching staff and the other group comprised principals from which the staff in the first group had been drawn. The total sample size of 150 teachers was selected using a combination of stratified sampling supported by a set of selection criteria and random sampling. The data from the research were generated through the use of two different questionnaires one from each of the two research groups. The research came up with several findings summarized at the end of this report.