

Determinants of performance of teachers in middle level colleges: a comparative study of public and private colleges in Thika District

Author: Mahinge, Paul Waithaka

Abstract: The population of Kenya as with most other developing countries has been rising steadily since independence. Increasing numbers of school leavers have continued to seek post-secondary school education in middle level colleges. The contribution of these colleges in imparting knowledge and skills required to run our economy has been quite significant. They have continued to produce skilled office and industrial workers for each sector of our economy. This study sought to identify the factors that determine performance of teachers in these colleges. It also sought to investigate if there exists a significant difference between the performance of teachers in private and public middle level colleges. Systematic random sampling was used in sample selection. Questionnaires and interviews were used to obtain relevant information from the respondents. Data was analyzed using descriptive statistics. The study found that though teachers perceived that they are assessed through the performance of students in national examinations they are not sure how the assessment is done. No formal appraisal is carried out especially in public colleges. Most teachers found their working environment just bearable. In most cases excellent performance went unnoticed and this affected the morale of the teachers, The study also found out that teachers in private colleges were performing better in their duties than those in public colleges, however the performance was motivated by negative factors of fear of being sacked for poor performance. Most administrators rated the performance of teachers in their colleges as average. In the light of these feelings, it is suggested that the government should formulate a reward system that recognizes and rewards good performance for teachers in public colleges. A center that will offer continuous management training should be set up for all college administrators and government should put the teachers in its employment on performance contracts for efficient service delivery.