

**ETYANG ERISAM**

**112-045043-07025**

**INFLUENCE OF NON-MONETARY MOTIVATION ON JOB PERFORMANCE OF  
SECONDARY SCHOOL TEACHERS IN BUSIA DISTRICT**

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**ABSTRACT**

This study on the influence of non-monetary motivation on job performance of secondary school teachers was done in Busia District. Specifically, the study was restricted to establish the influence of provision of free accommodation to teachers on their job performance; find out the influence of promotion of teachers on their job performance; find out the influence of recognition of teachers' contributions on their job performance; and establish the influence of provision of free medical care to teachers on their job performance in secondary schools in Busia District. The study adopted a cross-sectional survey research design in which structured questionnaires and face to face interviews were used to collect data from 238 respondents. These included headteachers, teachers of the secondary schools under study, Directors of Studies and District Education Officer in Busia District. The sampling of respondents was done mainly using both probability and non-probability sampling techniques, that is, proportional random, simple random and purposive sampling of respondents. The study found out that few teachers were provided with accommodation (with an overall mean of 2.848) and provision of accommodation had a significant influence on teachers' job performance in secondary schools in Busia District (adjusted  $r^2 = 0.060$ , sig =  $0.000 < 0.05$ ). The study further found out that teachers in the secondary schools in Busia District were rarely promoted (with an overall mean of 2.695) and that promotion of teachers had an insignificant influence on teachers' job performance (adjusted  $r^2 = 0.005$ , sig =  $0.158 > 0.05$ ). The study also found out that teachers in the secondary schools in Busia District were rarely recognized (with an overall mean of 2.62) but recognition of teachers had a significant influence on job performance (adjusted  $r^2 = 0.037$ , sig =  $0.003 < 0.05$ ). Finally, the study found out that very few secondary schools in Busia District were provided with medical care (with an overall mean of 1.435) and provision of medical care had an insignificant influence on job performance (adjusted  $r^2 = 0.010$ , sig =  $0.076 > 0.05$ ). The study concluded that provision of accommodation and recognition of teachers have a significant influence on teachers' job performance while promotion and provision of medical care had insignificant influence on teachers' job performance in the secondary schools in Busia District. The study recommended among other things, that Ministry of Education and Sports should roll out the teachers' scheme of service which will lead to teachers' promotions and ultimately improved job performance in the schools. Also, since it was found out that few teachers were provided with accommodation and yet accommodation had a significant influence on job performance, head teachers in Busia District should endeavor to provide teachers with accommodation in order to enhance their job performance.