

MED 04

**A STUDY ON THE EFFECTS OF MONETARY AND NON-MONETARY
REWARDS ON MOTIVATION OF TEACHERS IN THREE
SECONDARY SCHOOLS IN PALLISA DISTRICT**

BY

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ABSTRACT

This study was carried out in selected secondary schools in Pallisa district to assess the effect of monetary and non-monetary rewards on the motivation of teachers. The study was prompted by the fact that there has been no empirical assessment of the effect of these rewards on the motivation of teachers in this particular area.

The study adopted a survey research design in which interviews were used to collect data from headteachers and teachers on the monetary and non-monetary rewards offered in secondary schools in Pallisa district; the teachers' behaviour and attitude towards the rewards offered in the secondary schools; why the teachers respond the way they do towards the rewards and more appropriate mode of rewarding teachers so as to effectively motivate them.

The results of the study indicate that several monetary and non-monetary rewards are offered to teachers in the schools. Among the monetary rewards is the provision of PTA allowance and transport allowance. The non-monetary rewards include provision of lunch; break tea and good working relationship. Teachers react and have different attitudes towards these rewards. For instance although the majority are motivated by the rewards, some of them are not motivated and others are indifferent.

It is concluded, from the evidence in the study that rewards are necessary in motivating teachers. These may be monetary or non-monetary. The study recommends that care needs to be exercised to ensure that headteachers provide those rewards that are appropriate and can actually motivate their staff.