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**FACTORS AFFECTING TEACHER RETENTION IN PRIVATE SECONDARY
SCHOOLS IN THE URBAN WEST REGION OF ZANZIBAR,**

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ABSTRACT

The purpose of the study was to investigate the managerial factors affecting teacher's retention in private secondary schools in the Urban West Region of Zanzibar. The objective of the study included: (1) to examine how remuneration affect teacher retention in private secondary schools in the Urban West Region of Zanzibar. (2) to find out how conditions of service affect teacher retention and (3) to assess the extent to which professional development contributes toward teacher retention in private secondary school in the Urban West Region of Zanzibar. The study used cross-sectional survey design adopting both quantitative and qualitative approaches. The researcher used a sample of 160 respondents, comprising of teachers, head teachers and School proprietors, simple random sampling and Purposive sampling was used, and instruments of data collections were questionnaires and interview guides. Findings of the study revealed that there was a relationship between remuneration, working conditions, professional development and teacher retention in private secondary schools in the Urban West Region of Zanzibar. The study recommends that, private schools should provide adequate and timely remuneration to their employees, schools should also put into consideration on working conditions and professional development of teachers. Head teachers and Proprietors of schools should ensure that workers are treated equally within the organization.