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THE RELATIONSHIP BETWEEN MOTIVATION AND TEACHERS'

PERFORMANCE IN GOVERNMENT SECONDARY

SCHOOLS IN GOMBE SUB COUNTY,

WAKISO DISTRICT

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ABSTRACT

This study examined the relationship between motivation and teachers' performance in government secondary schools in Gombe Sub County, Wakiso District. It was based on objectives; to establish the relationship between salary, fringe benefits and recognition; and teacher performance. A correlation research design where census sampling method was used to obtain 78 respondents from Mwereerwe Secondary School and Buwambo Seed School and a structured self-administered questionnaire was used to obtain data. Data was analysed using the Statistical Package for Social Scientists (SPSS), Pearson product moment correlation coefficient was used to test the relationship between the variables where ($r = 0.743$; p -value; 0.05; sig, 0.000) for salary and performance, ($r = 0.481$; p -value; 0.05; sig, 0.000) for fringe benefits, ($r = 0.298$; p -value; 0.05; sig, 0.000) for recognition. Multiple regression analysis results showed a positive and significant correlation between salary (p -value $0.003 < 0.05$), fringe benefits (p -value $0.005 < 0.05$) and recognition (p -value $0.004 < 0.05$) which implied that a change in these variables would lead to a significant change in performance among teachers within these schools. It was concluded that; Salary is a single predictor of teachers' performance, fringe benefits combined with salary can also increased teachers' performance and recognition requires provision of salary and fringe benefits to have a relationship with teachers' performance. It was recommended that the Ministry of Public Service through line ministries like Ministry of Education and Ministry of Finance should increase teachers' salary in government secondary schools since results of this study have shown that salary motivates teachers and it leads to increased performance.