

MARGARET ALUKA

109 – 045043 – 03652.

**AN ANALYSIS OF THE EFFECT OF WORKING ENVIRONMENT ON JOB
SATISFACTION AMONG TEACHERS IN GOVERNMENT AIDED SECONDARY
SCHOOLS IN BUKEDEA DISTRICT. UGANDA**

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ABSTRACT

The study analyzed the effect of working environment on job satisfaction among teachers in selected Government aided secondary Schools in Bukedea District. The objectives were ; assessing the effect of organizational culture on job satisfaction among teachers ; examining the effect of physical facilities on job satisfaction among teachers and analyzing the effect of collegiality on job satisfaction among teachers in Government aided secondary schools in Bukedea District.. A cross sectional survey was used in order to get information from various respondents and schools. The population of study comprised of the Headteachers, deputy head teachers, District Education Officer (DEO), chairmen of parents and teachers associations (PTA), and teacher's .The study used a sample of 131 respondents selected from secondary schools. The study used a triangulation of both qualitative and quantitative approaches. Respondents were chosen using census and a simple random sampling. Data was collected using Questionnaires; observation and Interviews. The qualitative approach enabled the researcher to investigate and get the respondents feelings, attitudes and views on working environment and job satisfaction while the quantitative approach was useful to the research in terms of making statistical presentation of frequencies, percentages and summary tables so as to present the data numerically. The findings indicated that teachers were not job satisfied because of inadequate motivation, the use of threats on teachers by their head teachers and immediate supervisors; lack of sufficient teaching materials and, the use of spying as used by some head teachers among others. The effect of physical facilities on job satisfaction was very high but had been negatively handled as in the mean of 7.06 and standard deviation of 2.11. Facilities were not financed in most of the schools and there was; no accommodation for teachers besides inadequate materials like computers office, teaching materials, space and actual physical developments and others in schools as shown by the mean 8.32 and the standard deviation of 2.6025 .The study found that collegiality was very important and it was positive and evident among the teachers as shown by the mean 5.52 and standard deviation 1.888. It promoted social cohesion among teachers. The study concluded that teachers were not satisfied by the nature of the environment they worked in .The effect of physical facilities on job satisfaction of teachers was important but was poor because the schools had limited facilities .The effect of collegiality was very positive in the working environment because it fostered working together and some level of job satisfaction. The research recommended that there is need for school administration and school managements to look into improving the working environment of teachers by providing adequate instructional materials and motivation and finally since collegiality is positively existent in the schools, the schools should use the strength of collegiality to enhance other aspects of the working environment that are not well attended to by the schools.

