

**MOTIVATION AND TEACHERS' PERFORMANCE IN SELECTED PRIMARY
SCHOOLS IN BUSIA DISTRICT**

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DECLARATION

I, AIDAH NABWIRE, declare that I am the sole author of this study and that any assistance I received in its preparation is fully acknowledged and disclosed. This research was never submitted to any other university or institution for any academic award.


Signature: 

Date: ... 

AIDAH NABWIRE

APPROVAL

This research study has been written under my supervision and is now ready for submission,
and I hereby approve it.

Signed . . . 

Date. 

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Supervisor

DEDICATION

This dissertation is dedicated to my dear parents MR. Elfereti Buluma and Mrs. Anyango Margret Buluma for their parental love, care, and support to my education. It is also dedicated to my husband Mr.Okoyo Hanningtone Were and children Justine, Winfred, Maureen, Emmanuel, Lilian, and Issac for their encouragements and sacrifice towards this study program.

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LIST OF ABBREVIATIONS

CSRP	-	Civil Service Reform Programme
PSRRC	-	Public Service Review and Reorganisation Commission
PTA	-	Parents Teachers Association
SPSS	-	Statistical Package for Social Sciences
UNESCO	-	United Nations Educational Scientific Cultural Organization
USA	-	United States of America

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ABSTRACT

The goal of this study was to determine the relationship between Staff Motivation and Primary School Teacher Performance in the Busia District of Uganda. The study's goals were to determine the impact of pay on teachers' job performance, the impact of administrative school rules on teachers' performance, and the relationship between the working environment and teachers' job performance. The study used both quantitative and qualitative methods.

A descriptive survey study design was used because it allowed for the collection of self-reported data from predetermined samples of respondents. Teachers and school administrators were among those who took part in the study. To collect data from the respondents, a self-administered questionnaire and an interview guide were used. The data was analyzed quantitatively and qualitatively. The study discovered that teachers' performance in primary schools is influenced by remuneration, that school administration policies influence teachers' performance in primary schools, and that there is a correlation between teachers' performance in primary schools and the school working environment.

It was discovered that when instructors are compensated, their performance improves. Primary school teachers' performance improved as a result of stronger school administration policies and a more conducive working environment. The researcher then proposed compensating teachers in order to influence their performance. Policies that improve teacher performance should be promoted by school administration. Finally, a working environment conducive to teaching and learning must be created.

CHAPTER ONE: INTRODUCTION

1.0 Introduction

This chapter presents the background to the study, statement of the problem, purpose of the study, objectives, research questions, hypotheses, scope, significance and operational definition.

1.1 Background to the study

Teachers have a crucial role in shaping the next generation through education. To enable teachers to fulfill their tasks and responsibilities, their working circumstances should be conducive to optimal performance (UNESCO, 2015). The performance of teachers improves the production of new knowledge, the growth of innovative skills, and the transmission of knowledge (UNESCO, 2015). Globally, it has been noted that the performance of educators is declining. Their performance is marked by absenteeism, weak lesson planning, poor time management, decreased dedication to duty, and bad teaching, while the standing of teachers and working circumstances are also deteriorating (UNESCO, 2015). Motivation appears to influence the performance of teachers.

Scholars have attempted several definitions of motivation. Some describe motivation as the force that compels people to act or refrain from acting in a particular manner. It refers to the complete category of urges, desires, needs, wishes, and other similar forces. Any action that interacts with these forces produces a behavior, which is regarded as the driving force behind that behavior. According to Bipp, T., & Kleingeld, A. (2011), motivation is a human psychological trait that influences a person's level of commitment. It consists of the elements that cause, channel, and maintain human behavior in a committed direction. Motivation is the management method of influencing people's behavior based on understanding of what satisfies people so that they can efficiently carry out their job responsibilities.

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