

Teacher's Motivation and their Performance in Selected Government Secondary Schools in Lira City

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2022

Background: This study investigated the influence of a teacher's motivation on their performance in selected secondary schools in Lira City. The study employed a cross-sectional and case study research design.

Methods: A mixed approach combining both quantitative and qualitative methods was used in the study. The researcher collected data using a structured questionnaire with a five-point Likert scale type that measured the responses of 113 participants for quantitative and an interview guide for qualitative using key-informant interview. The theoretical model was deduced using Maslow's (1943) hierarchy of requirements, which states that people must first meet their basic needs when motivated before meeting their self-actualization. Data was analyzed in terms of descriptive statistics, Pearson correlation and robust regression using SPSS version 20 and abstraction analysis for qualitative data.

Findings: There is a positive relationship between teacher's motivation and performance. The results indicated that teacher's motivation enhanced teacher's performance by 31.8%. The results also revealed that teachers were fairly satisfied with financial incentives (mean=3.30, SD=1.137) whereas the study found out that teachers were satisfied with non-financial incentives (mean=3.71, SD=0.943). The overall key indicators for performance measurements revealed the level of teacher performance to be moderate (mean=4.14, SD=0.623). Additionally, the study found out that there is a reciprocal relationship between teacher's motivation and their performance to the effects when they are motivated, their performance is high and vice versa. This accounts for the variation in academic performance from one school to another.

Conclusions: Conclusively, both qualitative and quantitative findings revealed that the level of teachers' motivation and performance in secondary schools in Lira City were moderate and there was a positive and significant relationship between teachers' performance and motivation.

Recommendations: Therefore, the study recommended that the government should increase salaries of both arts and science teachers by 100% equally; the district should conduct monthly supervision of teachers as they perform their duties. Finally, schools should ensure regular payments of incentives, staff supervision, provide accommodation, teacher capacity building, team working and involvement of teachers in planning and decision-making process so as to improve motivation of teachers to a higher level.

Key words: *Fringe benefits, Motivation, Performance, and Allowances*