

Reward practices and teachers' performance: a case of government –aided primary schools in Lira City

Akello Manuela

Nsisi Christine

2023.

Background: This study assessed the effect of reward practices on teachers' job performance of the teachers in these schools. The study objectives were to establish the effect which extrinsic rewards, intrinsic rewards and government policies on teachers' performance in government-aided primary school teachers in the Lira City. The study was guided by Herzberg's motivational theory (1959).

Methods: The study utilized a description cross-sectional design using quantitative and qualitative methods. The study sampled a total population of 370 from 19 schools and a sample size of 188 was selected using proportionate random and purposive sampling. Data was collected using interviews and self-administered structured questionnaires. In-depth interview was used to collect data from the head teachers of each school. Questionnaires were used to collect data from teachers. Data were analyzed using descriptive statistics, including the mean and standard deviation. Regression models were used to ascertain the effect of the independent variable on the dependent variable.

Findings: The findings of descriptive analysis on the study construct indicated that all the constructs indicated above-average performance. It implies that the respondents agreed that extrinsic and intrinsic rewards and government policy helped improve teachers' performance in government-aided primary schools in the Lira City. The result of regression analysis indicated that extrinsic reward (β of 0.245, $p < 0.01$), intrinsic reward (β of 0.311, $p < 0.01$) and government policy (β of 0.445, $p < 0.01$) significantly affected teachers' performance in government-aided primary schools in the Lira City.

Conclusions: The study concluded that; rewards like incentives, salaries and recognition help improve teachers' performance. The study also concludes that favorable government policy that supports reward practices helps to motivate teachers.

Recommendations: Therefore, the study recommended that schools' management convince parents to contribute to teachers' incentives and hardworking teachers should be recognized.

Keywords: *Reward practices, Teachers' performance, Government-aided primary schools, and Lira City.*