



Effects of Motivation on Staff Turnover: A Case of Teachers in Private Schools in Busia Municipality, Kenya

Romano Okwi Elingit

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Master's Thesis from the year 2015 in the subject Business economics - Personnel and Organisation, , course: MBA, language: English, abstract: The purpose of this project is to look at the effects of motivation on staff turnover a case of teachers in private schools in Busia municipality. The statement of the problem is, since motivation leads to attainment of goals, teachers need to be effectively motivated by the management so that they work towards the achievement of the institution's objectives of offering quality education to produce good results to enable the learners move from primary to secondary. This will sustain the school as a business organization whose major aim is to make profit. The general objective is to look at the effects of motivation on staff turnover. We shall look at three main specific objectives; effect of monetary incentives on teacher motivation which is the main source of basic needs; effects of non-monetary incentives on motivation highlighting how non-monetary rewards like participative decision making, autonomy to the job, organizational practices, and recognition can motivate a teacher to work hard towards achievement of organizational objectives; and the effect of interpersonal relationships on motivation of teachers. The respondents are the directors and teachers of private schools in Busia municipality. The directors are the employers and the teacher's employees. The variables involved are motivation as independent variable and turnover dependent variable. The knowledge gap is to find the motivators favorable for individual teachers to curb rampant turnover especially in third term when national exams are due. The research design that shall be used is the descriptive design as it gives room for both quantitative and qualitative data to be collected. The target population shall be all the fifteen schools from which 15 directors and 150 teachers will be covered making in total of 165 respondents in the municipality. The sample size will be restricted to 15 directors and 150 teachers bringing a total of 165 respondents ideal to give valid information. The data collection tools will be questionnaires which will be distributed to all the directors based on census and 150 teachers who will be purposively sampled from all the private schools within the Busia municipality. Then the questionnaires will be analyzed and presented in tables and graphs of which the summary, conclusions and recommendations for further research will be made.

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