



Contribution ID: 26

Type: Abstract for Research Paper

INFLUENCE OF THE WORK ENVIRONMENT ON JOB SATISFACTION AMONG PUBLIC SECONDARY SCHOOL TEACHERS IN NAKURU WEST SUB COUNTY, KENYA

Theoretically, Herzberg's Two-Factor Theory hypothesizes job satisfaction to be influenced by a host of factors among them the work environment. The study, therefore, sought to determine the influence of work environment on job satisfaction among public secondary school teachers in Nakuru West Sub County, Nakuru County, Kenya. The study adopted a descriptive survey research design and targeted 326 teachers from 9 public secondary schools in the area. Using data collected through pretested structured questionnaires from 150 randomly selected teachers, the study established that work environment ($\beta = 0.476$; $p \leq 0.05$) significantly influenced job satisfaction among school teachers implying that improvements in the work environment would necessarily raise their levels of job satisfaction. Therefore, the study recommends that the school management together with other stakeholders should do more to improve the working conditions and state of facilities and also provide adequate teaching and learning materials.

Keywords: Job satisfaction, work environment, working conditions, state of facilities

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Track Classification: Current Issues in Education Management and Planning