

**FACTORS THAT INFLUENCE TEACHERS MOTIVATION: A CASE OF  
NYANDARUA WEST SUBCOUNTY, NYANDARUA COUNTY, KENYA**

**BY**

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## ABSTRACT

Teacher motivation plays an important role in the promotion of teaching and learning excellence. Generally, motivated teachers are more likely to motivate students to learn in the classroom, to ensure the implementation of educational reforms and feelings of satisfaction and fulfillment. While teacher motivation is fundamental to the teaching and learning process, several teachers are not highly motivated. The purpose of this study was to establish the factors that influence teachers' motivation. The study was carried out in Nyandarua West Subcounty in Nyandarua County. The research design that was used for the study is descriptive survey design. Target population of the study was 420 teachers and 42 head teachers in Nyandarua West Subcounty in Nyandarua County. A sample of 138 respondents' was regarded adequate in the study. Within each stratum, simple and proportionate random sampling was used to identify the respondents. Data was collected by use of questionnaires. The researcher delivered the questionnaire to the respondents and picked them later. The instruments were pilot tested before finally using them, in order to ensure that they elicited the desired results. The questionnaires consist of structured closed ended and open ended statements. Correlation analysis was used to gauge the relationship between motivation factors and teachers performance. Results are presented using graphs, pie charts and tables. It was found that working environment, remuneration, work load and availability of teaching facilities were important in explaining motivation. The study concluded that working environment, remuneration, workload and availability of teaching facilities affects motivation of public primary school teachers. The study recommended that the school management should establish individualized recognition of the efforts of teachers in order to motivate them. The study recommended that the school head teachers should be trained on methods of motivation of teachers on day-to-day performance of their jobs. It was also recommended that head teachers should improve the working conditions of teachers in their schools by improving adequate facilities since this determines their level of motivation.