

**CONTRIBUTION OF QUALITY WORKLIFE ON EMPLOYEE JOB
SATISFACTION**

**A Survey of Teachers in Public Boarding Secondary Schools in Tigania
West District**

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**A Thesis Submitted in Partial Fulfillment for the degree of Master of
Business Administration of Kenya Methodist University**

JUNE 2013

ABSTRACT

The purpose of this study was to analyze the contribution of Quality work life on employee job satisfaction in secondary schools; the study was narrowed down to Public Boarding Secondary schools in Tigania West District of Meru County. The study focused on organizational culture, job characteristics, career advancement opportunities and work environment as the independent variables and employee job satisfaction as the dependent variable, both theoretical and empirical literature was reviewed, under theoretical literature, Hackman and Oldham job characteristic model, Maslow's theory of motivation and Herzberg's motivator hygiene theory are discussed. All permanent and pensionable teachers from the thirteen public boarding secondary schools in Tigania West District were sampled. To achieve the study objective both primary and secondary data was used, primary data was collected through the use of structured and semi structured questionnaires, after which the data collected, was analyzed using descriptive frequencies statistics and tested the significance using binary logistic regression at 0.05% significance levels with help of Statistical Package for Social sciences. Secondary data was obtained from journals and public boarding secondary school teachers registers. The target population was 153 permanent and pensionable academic staff, respond rate was 149 which are 97% of total number of respondent sampled. and the study finding showed that quality work life contributes to employee job satisfaction on academic staff in public boarding secondary school in Tigania West district .The researcher recommend that the Kenyan government should ensure that; employee enjoy quality life at work in order to achieve vision 2030 by ensuring promotions of teachers is based on qualifications, experience and performance also regular training and development are put in place in secondary school. The researcher suggested that a similar study could be carried out in other districts in Kenya to find out the contribution of quality work life on employee job satisfaction in other regions.