

ABSTRACT

Job satisfaction is an important factor in work places in all professions. Studies around the world, Kenya inclusive have revealed that work environment, salary, promotion, supervision and recognition account for up to 75% of teachers' job satisfaction in public secondary schools. Private secondary schools in Kasarani Sub County are experiencing poor grades in students' KCSE performance. For instance, from 2010 to 2014 the overall mean score in Kenya Certificate of Secondary Education (KCSE) was 4.367 as compared to Wetlands and Lang'ata Sub Counties with 6.194 and 5.267 respectively. Cases of high turnover of teachers, lack of commitment and negative attitude are also being experienced which are indicators of low job satisfaction. The purpose of this study was to establish the influence of selected factors on job satisfaction of teachers in private secondary schools in Kasarani Sub County, Kenya. The objectives of this study were to: establish the influence of work environment on teachers' job satisfaction, establish influence of salary on teachers' job satisfaction, establish the influence of supervision on teachers' job satisfaction, establish the influence of promotion on teachers' job satisfaction and establish the influence of recognition on teachers' job satisfaction on teachers' job satisfaction in private secondary schools in Kasarani Sub County. A conceptual framework based on concept that Job satisfaction (dependent variable) influenced by work environment, salary, promotion and recognition (independent variables) was formulated for the study. The study employed descriptive survey design. The study population comprised of 36 principals 106 teachers and 48 Parents Association (PA) members from Kasarani Sub County. Simple random sampling was used to select 32 principals, 38 PTA Form IV representatives and 83 teachers from private schools for the study. Questionnaires and interview schedule were used to collect data. Face and content validity of instruments was determined by experts in Educational Administration. Reliability of the instrument was determined by test re-test method whereby the reliability coefficient was 0.74 at p value of .05, therefore reliable. Frequency counts, percentages and means were used to analyze quantitative data. Qualitative data was transcribed and analyzed in emergent themes based on the objectives of the study. The study established that work environment, supervision and recognition had moderate influence on teachers' job satisfaction as signified by mean rating of 2.81, 2.88 and 2.87 respectively. Remuneration and promotion had low influence with mean rating of 2.14 and 2.27 respectively. The study concluded that work environment, supervision, recognition, remuneration and promotion influenced teachers' job satisfaction in private secondary schools. The study recommended that job satisfaction needed to be improved by improving remuneration and promotion of teachers. The study is significant to stakeholders in the education sector as the findings can be used to improve job satisfaction of teachers in private schools.