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Home > Vol 4, No 1 (2014) > **Immaculate**

## An Inquiry into Job Satisfaction Habits among Private Secondary School Teachers in Kenya

Wachira N. Immaculate, Kamau W. Grace

### Abstract

Despite the rapid growth in the number of private secondary schools, there seems to be lack of job satisfaction among teachers in these schools. What factors therefore influence job satisfaction among teachers in private secondary schools? The issue of job satisfaction is therefore prevalent among private secondary school teachers and is a major challenge not only for the teachers themselves but also for the sponsors and managers of these schools. This is evident in the high turnover of teachers, low morale when performing their teaching duties, and lack of commitment in the tasks and responsibilities given. Mudanyi in Ngamau et al (2006) in a special report on private secondary school asserts that, "Nomad teachers who jump from one school to another, are a destabilizing factor." The researcher's concern is to identify factors that affect teacher motivation in private schools. Unfortunately what is known about private schools is their overall performance in National examination. Not much has been done in way of research in relation to the factors that influence job satisfaction. A crucial gap therefore exists about what motivates or demotivates the teachers in private secondary schools in Kenya.

DOI: [10.5901/jesr.2014.v4n1p211](https://doi.org/10.5901/jesr.2014.v4n1p211)

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### ABOUT THE AUTHORS

Wachira N. Immaculate  
Mount Kenya University, School of Education

Kamau W. Grace  
Mount Kenya University, School of Education

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