

Salary payment and staff retention in the teaching profession among primary teachers: a case of private primary schools in Kampala City

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Introduction


This study was carried out to examine the effect of salary payment on staff retention in the private primary schools within Kampala City. This trails the Kampala District education annual report of 2016 which highlighted that many teachers in private primary schools were constantly changing schools or quitting the teaching profession, were involved in rampant part-timing, lacked a sense of belonging, and had a low commitment at school.

Study objectives

The specific study objectives were:

1. to analyze the status of private primary school teachers' salary payment in Kampala City.
2. to examine the level of teacher staff retention in private primary schools in Kampala City.

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3. to evaluate the relationship between teachers' salary payment and retention in private primary schools in Kampala City.

Methodology

The research was conducted using a Cross-Sectional Survey design that employed the convenient random sampling technique for the selection of schools and simple random sampling to choose the participants within the selected private primary schools in Kampala City. Four (4) schools were selected and 204 individuals were chosen as respondents. Self-administered questionnaires were used to collect data which were entered into and analyzed by SPSS at Univariate and Inferential levels.

Key findings

The results indicate that teachers considered their pay as moderate ($M = 2.83$, $StD = 0.86$), unable to fully cover all the needs, which implies that there is a need to enhance salary payment.

The overall results indicate a moderate level of staff retention among teachers in the selected private primary schools in Kampala City ($M = 2.91$, $StD = 0.82$), and the level of uncertainty on belonging to a school was high (43%).

There is sufficient evidence that the level salary pay related to the level of retention demonstrated amongst the teachers in private primary schools in Kampala City ($r = 0.867$; $n = 193$; $p = 0.000 < 0.05$), such that the higher the salary pay, the higher the retention levels and vice versa



Key recommendations

Schools should give above-average salary payments to teachers if they are to retain their teachers. This can be achieved by lobbying government aid to private schools organising fundraising activities, lobbying local and international organization to provide financial assistance to schools, creating income-generating projects for schools.

It is recommended that the private primary schools take measures to improve the levels of salary payment to teachers by undertaking salary reviews regularly and effectively.

Although rewards in form of salaries are being addressed by the private primary schools, the study recommends enhancement of existing allowances offered to teachers to boost the teachers' salaries.

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