

The factors influencing teacher turnover in private secondary schools in Wakiso District

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Introduction

The research sought to examine the factors influencing teacher turnover in Wakiso District. This arose out of many reports and outcries notably the Wakiso District Private Secondary Schools Association, during a stakeholders meeting. The study was based on two theories, that is to say, Herzberg's motivation-hygiene theory and Vroom's expectancy theory.

Objectives

1. to establish the effect of employer-related factors on the rate of teacher turnover,
2. to find out how employee-related factors influenced teacher turnover, and
3. to determine the influence of external factors on teacher turnover.

Methodology

Mixed methods were applied i.e. qualitative and quantitative.

A descriptive research design specifically a cross-sectional survey design using both qualitative and quantitative methods was adopted.

Key findings.

The notable findings were: loss of group cohesion, poor working conditions, poor pay, poor management or supervision which were categorized under employer, employee and external related factors significantly affected teacher turnover in private secondary schools in Wakiso District.

Key recommendation

The study recommended that all stakeholders especially Directors of private secondary schools and headteachers should consider putting in place policies and strategies that will attract and retain teachers to ensure better retention rates for the good of the whole education system.

Key references

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