

**TEACHER JOB SATISFACTION AND STUDENT ACADEMIC
PERFORMANCE AT UGANDA CERTIFICATE OF EDUCATION
IN SECONDARY SCHOOLS IN UGANDA: A CASE STUDY
OF KAMWENGE DISTRICT.**

BY

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ABSTRACT

In education institutions, teachers are the most important among all other resources without any reservation. The aim of the study was to investigate the intrinsic and extrinsic factors affecting teachers' job satisfaction and school performance at Uganda Certificate of Education in secondary schools in Uganda in Kamwenge district. A causal comparative research design was employed for the study; both quantitative and qualitative methods were used to collect data. The researcher used purposive and simple random sampling techniques to select the research participants respectively from selected secondary schools. The target population was 168 and the sample size of the participants was 120. The quantitative data was collected from 87 teachers and 4 head teachers using questionnaires and analyzed using Statistical Package for the Social Sciences (SPSS) version 20. In addition, the qualitative data was gathered from 29 members of Board of Governors using interview guides. Furthermore, documentary analysis was used for triangulation. The quantitative data collected was analyzed using frequency and percentage. The total number of 120 respondents was in the age brackets of 18-30, 31-45, and 46-65 years and in terms of percentage were 34%, 61%, and 25% respectively. This clearly indicated that both private and government schools majorly employ youthful teachers who are energetic and enthusiastic to work hence greater performance. The intrinsic and extrinsic factors affecting teachers' job satisfaction were prioritized in Kamwenge district. Salary payment scale, recognition, incentives and fringe benefits, and performance were the most satisfying factors. The study concluded that satisfied teachers can also help in improving the performance of an educational institution. Finally, the researcher recommended that there is need to improve on the intrinsic and extrinsic factors of job satisfaction of teachers that influence academic performance and ways of improving intrinsic and extrinsic factors of job satisfaction of teachers so as to improve academic performance at Uganda Certificate of Education level in secondary schools in Uganda particularly in Kamwenge district.