



**FACTORS AFFECTING EFFECTIVE TEACHER RETENTION IN PUBLIC AND
PRIVATE SECONDARY SCHOOLS : A CASE STUDY OF KAKUNGULU MEMORIAL
SCHOOL AND KAMPALA HIGH SCHOOL**

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2013/HD06/2472U

MBA-MAK

**A RESEARCH PROJECT REPORT SUBMITTED TO THE COLLEGE OF BUSINESS
AND MANAGEMENT SCIENCE AS A PARTIAL REQUIREMENT FOR THE AWARD
OF MASTERS OF BUSINESS ADMINISTRATION DEGREE OF MAKERERE
UNIVERSITY**

OCTOBER 2015

ABSTRACT

This study was carried out to assess the factors affecting teacher retention in private and public secondary schools with the aim of establishing possible mechanisms of enhancing teacher retention in these schools. The study specifically sought to: analyze the level of human resource retention in public and private secondary school for the past five years ; assess mechanisms of retaining teachers in public and private secondary; examine the factors affecting effective human resource retention in the selected schools; establish possible mechanisms of enhancing teacher retention in schools.

The researcher used a cross sectional research design. Two schools in Kampala district were purposively sampled on the premise of one being private and one being a public school. The researcher used interviewer administered questionnaires which were distributed to the respondents (teachers) closed and open questionnaires were used basing on the theme of the study. Interview guides closed and open ended questions were administered according to the theme of the study to the selected respondents.

The study established that teacher attrition was highest in private secondary schools. Good remuneration, career advancement programs, job satisfaction and good school policies encouraged teachers to stay. Participation in decision making, provision of fringe benefits , job security ,recognition of excellent performance, adequate communication, unfair treatment and relocation of teachers were some of the factors that affected teacher retention, However job security had the highest support., good remuneration, job enrichment , good school policies , better conditions of work and provision of career development programs were established as some of the mechanisms to enhance teacher retention. Better conditions of work had the highest support,

The study recommends that government and private school owners should give adequate and timely remuneration and fringe benefits to teachers if they are to retain them. This can be achieved by lobbying government to increasing funding of the school, organizing fundraising activities,

lobbying local and international organization to provide financial assistance to schools, creating income-generating projects for schools. Government and Private school owners should support teacher by putting in place a fund so that they are sponsored to advance their teaching careers. Teachers that will benefit from this program will get attached to their jobs and thus stay longer. Government and private school owners should make the working conditions favorable for the teachers to perform, for example better buildings, provision of teaching aids and better accommodation amongst others. Government and private school owners should also make new teacher recruits sign bonds to keep them at their jobs for at least three years.