

**NON-MONETARY REWARDS AND TEACHER-RETENTION IN
PRIVATE SECONDARY SCHOOLS IN WAKISO DISTRICT**

BY

HARRIET AYIORWOTH

BA(Educ.) (Hons), (Mak)

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ABSTRACT

This study was conducted to establish and explain the relationship between non-monetary rewards and teacher-retention in private secondary schools, by taking cases of selected private secondary schools in Wakiso District. The study particularly sought to determine the effects of recognition, training and development and fringe benefits on teacher-retention with a view to raising teacher-retention rates in private secondary schools in Uganda as a whole.

The study was conducted through a cross-sectional sample survey design. Data was collected between April and June 2007 using questionnaires, interviews and document analysis from 360 respondents in 60 randomly selected private secondary schools in Wakiso District. The data was analyzed using descriptive statistics and ANOVA techniques.

The study established that adequate and regular recognition of teachers' achievements, provision of training and development opportunities and adequate provision of fringe benefits raise the retention rates of private secondary schools although these non-monetary rewards are inadequate in private secondary schools in Wakiso District. It recommends that managers of private secondary schools in Uganda should maximize the use of recognition strategies, training and development and fringe benefits to improve teachers' performance, enhance motivation and consequently raise teacher-retention rates.