

Impact of motivation as HR bundle on performance of teachers of public schools in Bungoma County

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Abstract

The challenge for managers today is to keep the staff motivated and performing well in the workplace. By understanding employees' needs, managers can understand what rewards to use to motivate them. The goal of most companies is to benefit from positive employee behavior in the workplace by promoting a win-win situation for both the company and workers. This research sought to determine the impact of motivation as a HR bundle on teacher performance of public schools in Bungoma County. The study had the following hypothesis: there is no significant impact of motivation on teacher performance of public schools in Bungoma County. The study adopted descriptive and correlational survey designs. Validity of the research instruments was based on the three overarching forms of validity: content, face and construct validity. Reliability coefficient yielded a Cronbach's alpha of 0.90. The data was analyzed using descriptive statistics and inferential statistics, namely, regression analysis and ANOVA. The main finding of this study was that motivation and as HR bundles had a marginally weak positive and significant association with teacher performance of public schools in Bungoma County.

Key words: Motivation, Academic Performance, Public Schools, Bungoma County.