

An evaluation of motivational package and employee exit in Tanzanian private secondary schools, the case of Dar es Salaam region

Paul Mairi

MBA (Human Resources Management)

University of Dar es Salaam, Business School, 2008

After a decade of restricting private education, the government of Tanzania embarked on new policies in the mid-1980s to support its expansion. The shortage of resources to support public provision of services, the perception that public education is inefficient, and the greater for parental choice in education, and external pressures to make schools more accountable to their customer were among the key driving forces to open up for private education. Following the recommendations made by the 1980- 1982 Presidential Commission for Education led by Hon. Jackson Makweta (MP), the government officially removed barriers to private education. This study therefore investigated the effects of motivation packages and employees' (teachers') exit from private secondary schools in Tanzania perspectives. A sample of six urban schools, were randomly selected to represent the entire population. The study was mainly qualitative. Qualitative data were analysed using content analysis while quantitative data were presented in tables. A total of (70) respondent were included in the study. Data were collected through questionnaires and observation.

Overall findings revealed that teacher's exit in private schools among other factors, are mainly caused by poor management, lack of teachers' involvement in decision making, job insecurity, lack of individual recognition and management respect. The study concluded that employees' exit in private secondary schools is caused by poor non-financial motivational packages.

In order to eliminate this problem of irregular teachers' exit in private schools, the following recommendations deemed useful: Teachers should be fully involved in decision making in all matters pertaining to the daily running of the schools affairs as this would make them feel motivated. A fair rewarding system to reduce income disparity and good management practices should be instituted in all private schools, and above all to ensure job security environment for all among others.