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Job satisfaction among graduate teachers in secondary schools in Dar es Salaam region

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This study focused on the perception of graduate teachers concerning selected aspects of their work and employment condition in Dar es Salaam region secondary schools. Specifically, the sample was taken from Ilala, Temeke and Kinondoni Districts. A total of 147 respondents from both government (public) schools and private schools completed the structured job satisfaction questionnaire, which served as the main data gathering instrument. The obtained data was analyzed quantitatively. The results indicated that teachers in the sample experienced lowest satisfaction in working conditions and incentives in all sub-groups. However more satisfaction were generally expressed in school climate /working relation and school organization and head teachers roles. The most frequently mentioned dissatisfiers were low salary, lack of accommodation, high workload and poor transportation means. The satisfiers identified were: intellectual stimulation and exposure to knowledge, students' good performance, job security and co-workers' cordial relation. Satisfaction level of various sub group of graduate teachers showed that graduate teachers in private schools were more satisfied compared to their government counterparts, male teachers were more satisfied than female graduate teachers and unmarried teachers were more satisfied than the married. Changes suggested by graduate teachers to improve satisfaction comprised of; increase of remuneration; encouragement of workshops, seminars and in-service course; improvement in accommodation; provision of teaching and learning materials; improved school infrastructure; provision of transport facilities; improving medical services. The study offered several recommendation as to what to be done and it finally gave recommendations for further studies.