

# **Determinants of job satisfaction among primary school inspectors in Dar es salaam region**

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The study aimed at finding determinants of job satisfaction among primary school inspectors in Dar es salaam region. The objective was to investigate the relationship between demography and job satisfaction, level of job satisfaction among primary school inspectors with respect to work conditions and incentives, and to determine changes that primary school inspectors would like to be introduced by employers to work conditions to improve job satisfaction.

The total respondents were 44 primary school inspectors out of 51 available. The procedure of selecting data was purposive sampling. Quantitative research was the predominant approach employed in collecting and analysis data. Data were gathered through questionnaires, interview and documentary review guidelines. Findings revealed that primary school inspectors work under very difficult conditions, poor office accommodation, security of working tools and resources as well as financial resources. Interpersonal relations with other stake holders in the respective municipalities were low. The study concluded such as demography, poor working conditions and incentives, inadequate working resources and poor interpersonal relations lead to poor achievement of organizational goals. The recommendation given is that for achieving success and satisfying work, school inspectors should communicate how their own unique work profiles can meet an organizations work oriented requirements and opportunities.