

**Effects of motivation on teachers' morale for work performance in public
secondary schools in Moshi district**

Zawadiel Moshi

Master of Education Management and Administration (MEMA)

University of Dar es Salaam, School of Education, 2013

Teachers are the most important resource in the school effectiveness for the reason that a high-quality education system depends on high teacher's morale for performance to achieve educational goal. Therefore, this study examined the effects of motivation in Tanzania public secondary schools. The study was more examine forms of motivation, effects of intrinsic and extrinsic motivation on the work performance of teachers as well as management styles of school heads and its effects on teachers' motivation. The study employed mainly qualitative research approach supplemented with some elements of quantitative approach conducted in Moshi Rural District, Kilimanjaro Region. The data collection methods included interview, questionnaire, observation and documentary review. The sample of the study involved 61 informants whereby 6 school heads (4 males and 2 females), 54 teachers (30 males and 24 females) and Imale Education Officer. The findings revealed that, teachers were intrinsically motivated by their responsibilities performed in the school that gave them a sense of control over others, interaction and development of relationship with people from many areas, recognition and respect accorded to teachers by the community. However, many of them indicated that, intrinsic motivation had to a small extent increased their morale to perform work. It was clear that many extrinsic motivators were available to teachers. Yet, among the lacking motivators was the low salary paid to them. Democratic and autocratic management styles were mainly used by school heads. On the other hand, it was found that autocratic management style characterized by command over teachers made them to lose their self-confidence and become less enthusiastic about working towards school goals. Based on the findings, it was concluded that, improving teachers' working and living conditions is critical in improving teachers' morale for work performance in schools. The researcher recommended that, the Ministry of Education and Vocational Training should be aware of low salary as a pushing factor for teachers to engage too many activities out of school responsibility. Similarly, the District Education Officer and Heads of schools should work out incentive packages to increase teachers' motivation.