

**Assessment of factors leading to teachers' turnover in remote rural secondary schools in
Tanzania: a case of Momba district council in Mbeya**

Lusekelo Nagilwe Mtawa

Master of Business Administration (Human Resource Management)

University of Dar es Salaam, Business School, 2016

This study assesses the peculiar factors for rural secondary school teachers' turnover in Momba district council, Mbeya region in Tanzania. The objectives of the study were to: (1) Identify the peculiar environmental factors (2) Non-environmental factors which led to remote rural secondary school teachers turnover in Tanzania (3) Assess the attitude of teachers towards teaching career in remote rural secondary school in Tanzania. Both qualitative and quantitative approaches were employed in this study. Data were collected by interviews and questionnaires; the study used a total sample size of 86 participants comprising of eight educational administrators and 78 teachers. The questionnaires were filled by teachers while those in management were interviewed. Results show that shortage of health services, water supply, housing, transport facilities, infrastructure and long distance from city/town and from district Headquarter and inappropriate compensation, hard working conditions, and terms of services lead to teachers' turnover in remote rural areas in Momba district council. Career advancement, relationship with other colleagues, organization of work and work load are the factors proved not leading to teachers' turnover in remote rural areas in Momba district council. The study finally, recommends that, health services, water supply, housing, transport facilities, infrastructure, distance from district Headquarter and inappropriate compensation, working conditions, and terms of services should be improved in order to motivate teachers who are employed in remote rural areas.