

**INFLUENCE OF REMUNERATION ON MOTIVATION OF PRE-SCHOOL TEACHERS IN RAISING LEARNING OUTCOMES IN KABICHBICH ZONE, POKOT SOUTH DISTRICT.**

**BY**

**FLORENCE CHEBET LOIKWANG**

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## DECLARATION

This is my original work and it has not been presented at any other university for the award of the degree of Bachelor of Education.

SIGN .....  .....

FLORENCE CHEBET LOIKWANG

DATE: 3/08/2015

**E45/36924/2011**

This research project has been submitted for examination with my approval as the university supervisor

Sign  ..... Date..... 3/8/15 .....

Proff: Paul Odundo  
Associate Professor, Department of Educational Communication and Technology  
University of Nairobi.

## ABSTRACT

Remuneration is vital in the life of preschool teachers, which directly influences the quality of service delivered. Highly motivated preschool teachers perform better in classroom teaching which is significantly linked to improved learning outcomes. On the other hand low Remuneration demotivates teachers which results in low learning outcomes. This study investigated the influence of remuneration on preschool teachers' in raising learning outcomes in Kabichbich zone Pokot South District. The study used questionnaires for head teachers and pre-school teachers respectively to determine pre-school teachers' levels of motivation with regard to remuneration. Five (5) head teachers and Twenty (20) preschool teachers were respondents selected through stratified sampling with purposeful selection of the strata and simple random sampling. The findings show that there is a slight difference in motivation level, the highly motivated ones being teachers from private preschools followed by those from public preschools. The study finding was in line with literature review that poor salaries are one of the principal reasons for withdrawal from the profession due to low motivation of pre-school teachers who asserts that below average salaries and scanty salary scales are also among the main elements that account for preschool teachers with alternative career options leaving the profession. The study concluded that salaries of preschool teachers should be improved and standardized to avoid dissatisfaction. The study recommends that the Ministry of Education through Teachers Service Commission should employ preschool teachers as opposed to County Governments.