FACTORS INFLUENCING RECRUITMENT OF PUBLIC PRIMARY SCHOOL TEACHERS ON THEIR PERFORMANCE
A CASE OF THIKA WEST SUB COUNTY

BY
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A RESEARCH PROJECT SUBMITTED IN PARTIAL FULFILMENT OF REQUIREMENTS FOR THE AWARD OF DIPLOMA IN HUMAN RESOURCE MANAGEMENT OF THE UNIVERSITY OF NAIROBI

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DECLARATION

This research project is my original work and has not been presented for examination in any other University.

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This research project has been submitted for examination with my approval as the University Supervisor.

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The purpose of the study was to assess the factors influencing recruitment of public primary school teachers in Thika West District. The objectives of the study are to find out how policy affects teachers' recruitment, determine the extent to which the stakeholders' interest influences recruitment, influence by DEBs, to find out the views of teachers on recruitment and selection on their qualifications. The researcher reviewed literature that informed the study and enabled to identify the gap and a conceptual framework that illustrates the variables in the study and theories that supported the research.

The study adopted a descriptive survey design to target 170 public primary schools in Thika District, and all the teachers recruited by DEB in these schools. Cluster sampling was used to select the 20 schools. Simple random sampling method was used to select five teachers from each of the respective schools as well as the head teachers of the 20 primary schools took part in the study. Questionnaires were used as the instrument for data collection. Quantitative data collected was analyzed using descriptive statistics including frequency and percentages data edited, coded and entered into an SPSS programme for analysis. The researcher analyzed data according to questionnaire, obtained findings, made a conclusion, discussion, recommendations of the study and suggestions for further research.