

Empirical Assessment of Demographic Factors Influencing Organisational Commitment in Secondary Schools in Kenya

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ABSTRACT

Organisational Commitment is increasingly becoming an important research concept in the field of organizational behavior. It's particularly important in schools where attainment of organisational goals is highly dependent on teachers' efforts. The purpose of this study was to explore the factors that motivate teachers' commitment to their institutions. The objective of the study was to measure the level teachers' School Commitment (SC) and establish the relationship between their demographic characteristics (age, gender, academic qualifications, tenure and responsibility) and SC. The study hypothesized that there is no significant relationship between teachers' demographic attributes and SC. The study adopted the descriptive research design. The study was conducted in Nakuru County and targeted the 2000 secondary school teachers in the county. A sample of 217 teachers, selected through stratified random sampling participated in the research. The groups that formed the sample strata comprised of headteachers, deputies, heads of department class teachers and subject teachers. Data was collected using the Allen and Meyer (1990) Three Component Model Employee Commitment Questionnaire. Relationship between variables was established by use of Spearman's rho and Linear Regression while the level of teacher commitment was established by use of descriptive statistics including means, frequencies and percentages. The position held in the school was found to be positively related to SC. Negative correlation was established between SC and age, academic qualifications and tenure. There was no significant relationship between gender and SC. On the whole, the study established a high level of SC among secondary school teachers. Although a relationship was noted between demographic variables and SC, the correlations were predominantly low leading to the conclusion that demographics did not significantly predict SC. Consequently, the study recommends that further research be done to explore the other antecedents of SC such as conditions of service and school environment in order to explore their link to teacher commitment.