HUMAN NEEDS SATISFACTION AND TEACHER PERFORMANCE IN SECONDARY SCHOOLS IN GASABO DISTRICT, RWANDA

BY

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2010
DECLARATION

I hereby declare that ‘Human Needs Satisfaction and Teacher Performance in Secondary Schools in Gasabo District, Rwanda’ is my own original work and has not been presented for a degree or any other award in any other university.

Signature

........................................

Bamusananire Emmanuel

Date

........................................
APPROVAL

This is to certify that this dissertation titled ‘Human Needs Satisfaction and Teacher Performance in Secondary Schools in Gasabo District, Rwanda’ is an original work of BAMUSANANIRE Emmanuel. It has been done under my supervision and has been submitted for the award of a higher degree with my approval.

Signature

..............................

Dr. Neema-Abooki Peter

Date

..............................
DEDICATION

I dedicate this book to my beloved late Dad who (during his life time) worked tirelessly to see me through my education struggle. Now that his wish has finally been realized, may his soul rest comfortably in eternal peace.
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LIST OF ABBREVIATIONS/ACRONYMS

SFAR    Students Financing Agency of Rwanda
RNEC    Rwanda National Examinations Council
SAQ     Self-Administered Questionnaire
ANOVA   Analysis of variance
PLCC    Pearson’s Linear Correlation Co-efficiency
SPSS    Statistical Package for Social Scientists
IUIU    Islamic University In Uganda
CVI     Content Validity Index
ABSTRACT

The study was carried out to establish the role human needs satisfaction can play in teachers’ performance in secondary schools in Gasabo District. The objectives of the study were: to establish the relationship between physiological needs satisfaction and secondary school teachers’ performance in Gasabo District; to find out the relationship between safety needs satisfaction and secondary school teachers’ performance in Gasabo District; and to determine the relationship between social needs satisfaction and secondary school teachers’ performance in Gasabo District. A non-experimental research design was employed for the study. This correlation study involved a total of 118 secondary school teachers from ten schools in Gasabo District. Data was analyzed using ANOVA, t-Test and Pearson’s Linear Correlation Co-efficiency (PLCC). The study findings revealed that whereas satisfaction of safety and social needs has significant positive relationship with secondary school teachers’ performance in Gasabo District, satisfaction of physiological needs does not have significant positive relationship with teachers’ performance.

The following conclusions were drawn from the study findings:
(i) Satisfaction of physiological needs does not have significant positive relationship with teachers’ performance in secondary schools in Gasabo District; (ii) Satisfaction of safety needs has significant positive relationship with teachers’ performance in secondary schools in Gasabo District; (iii) Satisfaction of social needs has significant positive relationship with teachers’ performance in secondary schools in Gasabo District.
It was recommended that: (i) Even though satisfaction of physiological needs does not have significant positive relationship with teachers’ performance in secondary schools in Gasabo District, they should be catered for since they are part and parcel of human needs. (ii) Safety needs should be consistently handled by responsible personnel since they have significant positive relationship with teachers’ performance in secondary schools in Gasabo District. (iii) Social needs should be provided to make teachers more effective at work, since they have significant positive relationship with teachers’ performance in secondary schools in Gasabo District.