

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

BY

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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..... xi

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 Coefficiency (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.