

**Rewards and Teacher's Performance in Public Secondary Schools in Abim District,
Uganda**

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Abstract

This study was conducted to investigate the influence of rewards on teacher's performance in public secondary schools in Abim District. The government of Uganda has been providing rewards to teachers among them includes; salary enhancement, accommodation, fringe benefits, and career professional development opportunities to influence teacher's performance but performance is still a big problem which provoked the need for the study to be conducted. The specific objectives examined how salary enhancement, fringe benefits and housing and accommodation influence teacher's performance. This study used a cross-sectional research design since it allows collection of data at a specific point in time. The sample size of respondents was 106 and quantitative data was collected using questionnaires and qualitative data collected using interviews. SPSS tool was used to analyze quantitative data using frequencies, descriptive and inferential statistic and thematic analysis for qualitative. Simple random sampling technique was used to select teachers, BoGs and PTAs members and census sampling techniques for head teachers, chairperson BoG and chairperson PTA of the school. Data reliability, validity and ethical consideration were given special attention to ensure authentic, meaningful and accurate data. The findings of the study on rewards and teachers performance in public secondary schools in Abim district indicated that salary enhancement ($R^2=0.605$, $p<0.05$), implying that it influenced teachers performance by 60.5%, fringe benefits ($R^2=0.312$, $p<0.05$) implying that fringe benefits influenced teachers performance by 31.2% and housing and accommodation ($R^2=0.128$, $p>0.05$) implying that it contributed to 12.8% influence in teacher's performance in public secondary schools in Abim district. The study therefore recommends that government and school authorities must provide salary enhancement, fringe benefits and housing and accommodation to teachers such that their performance are influenced in public secondary schools in Abim district.

