

**SECONDARY SCHOOL TEACHERS' PERCEPTION OF MOTIVATION FACTORS
IN NAMPULA CITY, MOZAMBIQUE**

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ABSTRACT

The purpose of this research was to study secondary school teachers' perceptions of motivation factors in Nampula city, Mozambique. This study investigated eleven factors based on the theory of employee motivation Herzberg by in 1959. The research study was carried out by using a quantitative approach. The survey design and a descriptive study were carried out by using questionnaire. The sample size of the study were 254 teachers selected from 5 secondary schools. A t-test was used to find out comparison of gender in order to determine whether there was statistical evidence that associated with mean of the population. The one-way ANOVA was used to determine significant differences among generations and teaching experiences.

The results found that the overall teachers' motivation as perceived by teachers was rated the highest level with mean score of 4.37 and the standard division of 0.81. Motivation factors were rated at the highest level with the average mean score of 4.44, while hygiene factors were also rated at highest level with the average mean score of 4.31.

Research findings indicated that there was no statistically significant between different between teachers' perception on motivation factors and personal factors at the 0.05 confident level.

Based on the findings, it is recommended that the education sector should continue with the effort of keeping the teachers' motivation factors and attainment in the education system.

**KEY WORDS: SECONDARY SCHOOL TEACHERS/TEACHERS' MOTIVATION/
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