

Mogadishu University

Postgraduate Program and Research

Department of Health Management

DETERMINANTS OF TEACHER'S PERFORMANCE IN DAYNIILE DISTRICT SECONDARY SCHOOLS: An APPLICATION OF REGRESSION ANALYSIS

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ABSTRACT

This study examines the determinants of teachers' performance among selected secondary schools in Dayniile district, Mogadishu, Somalia. The objectives of the study were to measure the levels of remuneration, motivation, fringe benefits, nature of working conditions in secondary schools in the district.

The target population was 191 teaching secondary level. Containing 11 female teachers and 180 male teachers which out of it a sample of 129 is selected. Methods and procedure gathered data was questionnaire and used data analysis mean standard deviation, Pearson correlation Coefficient, Spearman Correlation Coefficient, Regression Analysis.

The findings from the study indicated that, the demographic characteristic of the respondents as follows were considered, sex. Education level, marital status, and teaching experience level. Majority of the respondents were males. 93 (93%): while females were 7.0%. The results indicate that level of education of the respondents were as follows: 6% certificate holders, 17% of the respondents have Diploma, 66% had Bachelor, 10% were master's degree holder and only 1% had PhD, 33% of respondents were under the age of 25, 51% were between the ages of 25 and 34. While 56 percent were married. in terms of the mean of the responses of the participants we got remuneration (2.0844), motivation (3.014), fringe benefits (2.6498), nature of work conditions (2.5220) and teacher performance (1.941).

Independent variable under study shows that the model explains almost 18% of overall variation as R-squared is 0.177. so overall model is significant with F-value of 5.115 and P-value of 0 .001. After the multicollinearity is allocated by reducing the model, it explains 24% of the total variation in the dependent variable which is better than the previous model.

Finally, the study findings also show at least 5% level of significance. Remuneration, motivation, fringe benefits, Nature of work conditions associations with teacher performance are calculated as $r = 0.301$, 0.272 , 0.231 , 0.267 respectively. The corresponding's p-values 0.002 , 0.006 , 0.021 and 0.007 respectively.