

**Business Studies Teachers' Satisfaction with Their Work:
An Application of Herzberg's Two Factor Theory****B. M. Sithole¹ and G. E. Solomon²***Department of Languages and Social Sciences Education, University of Botswana,
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E-mail: ¹<sitholeb@mopipi.ub.bw>, ²<Gosaitse.Solomon@mopipi.ub.bw>***KEYWORDS** Motivation. Job Satisfaction. Business Studies. Herzberg's Two-factor Theory. Motivators. Hygiene Factors

ABSTRACT This paper focussed on the application of Herzberg's Two-factor Theory to discern secondary school Business Studies teachers in Botswana's satisfaction with their work. It aimed at identifying those factors that lead to the teachers' job satisfaction which in turn could have implications on the effectiveness of their classroom performance, vis-à-vis student achievement. The findings suggest that Business Studies teachers have numerous concerns in areas regarding Herzberg's motivators and hygiene factors. With regard to hygiene factors the findings suggest that business teachers were mostly concerned with establishing good relations with school administrators, colleagues and students, and the adequacy of quantities of teaching resources and consumables. They were also extremely concerned with their living conditions and the sizes of their pay packages. Regarding motivating factors, results indicate that overall, teachers find teaching Business Studies "satisfying" since they were not overly concerned about matters that are pedagogical, which form the core duties and responsibilities of teachers.