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What Organisational Factors are Key to the Enhancement of Career Development of Public School Teachers?*

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ABSTRACT The objective of this study was to determine the organisational factors, task factors, and career growth factors influencing management of career development amongst public school teachers. The paper utilised a quantitative research approach and data was collected using structured questionnaires. The targeted population comprised 21 public schools with 239 teachers. Simple random sampling technique was used to select 5 public primary and 5 public secondary schools. A representative sample of 145 participating teachers was put together using Krejcie and Morgan sample determination and 126 fully completed questionnaires was received from respondents. Data was analysed using summative methods. Findings revealed that critical factors that enhance the career development of public schools' teachers are training opportunities, continuous studies, feedback regarding career development and career counselling. These results inform the department of basic education to pursue teacher-centred policies and protocols to be enforced by the public schools with an eye for the enhancement of teacher career development.