

**Institutional, Personal and Reward System Factors as
Determinants of Teachers' Productivity in Public Secondary
Schools in Oyo State, Nigeria**

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ABSTRACT The standard of any education has to do with the level of the teachers' productivity and it has effect on the labor force. This study examined the relationship that exists between an institutional reward system, and personal factors and teacher productivity in public secondary schools. The study adopted a survey research design, which is descriptive in nature. Basically, it is a simple non-experimental study. The study revealed that personal factors ($\beta = -0.53$; $t = -8.57$; $p < .05$) and reward system ($\beta = -0.40$; $t = 7.73$; $p < .05$) were relatively significant to teacher productivity while institutional factors ($\beta = 0.08$; $t = -1.72$; $p > 0.05$) were not relatively significant to teacher productivity. Moreover, personal factors explained the most variation of teacher productivity, followed by the reward system. It is obvious that these are the factors that significantly impact teacher productivity when considered individually. Based on the findings of this study, the education stakeholders and school management should take into consideration the personal factors and reward system that can promote teacher productivity.