

Factors Associated with Teachers' Job Dissatisfaction in Schools in Rural Eastern Cape Province

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ABSTRACT A qualitative case study research design was employed to identify teachers' perspectives on job dissatisfaction. The sample size comprised 12 senior secondary school teachers. Data obtained through semi-structured interviews and focus groups discussions were analysed by using the narrative analysis model. Results indicated that lack of resources, overcrowded classes and lack of discipline, administrative issues and no recognition by principals and parents for good work done, caused dissatisfaction among teachers who took part in this study. Findings also showed that job dissatisfaction had triggered disengagement in some teachers, with a consequential lack of focus in the activities of the profession. The study argued that teachers can perform better through their job satisfaction. Some recommendations for improvement have also been made.