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**THE RELATIONSHIP BETWEEN MOTIVATION FACTORS AND TEACHERS'
PERFORMANCE IN PRIVATE SECONDARY SCHOOLS IN MITYANA DISTRICT,
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ABSTRACT

This study found out the relationship between motivation factors and teachers' performance among Private Secondary Schools in Mityana District. It was focused on finding out the relationship between salary/wages, fringe benefits and staff development strategies on teachers' performance. A correlational research design was used to obtain information from 152 teachers and key informants using simple random and census sampling methods. Quantitative data was analyzed using descriptive and inferential methods. Statistical Package for Social Sciences (SPSS) Version 20.0 and thematic content analysis for qualitative data. Pearson Product Moment Correlation Coefficient Results for salary/wages were; ($r = 0.691$; p-value; 0.05; sig, 0.004), fringe benefits ($r = 0.519$; p-value; 0.05; sig, 0.009) and staff development strategies ($r = 0.381$; p-value; 0.05; sig, 0.008). Simple regression analysis result for salary/wages was (p-value, $0.007 < 0.05$; 95%), fringe benefits (p-value, $0.003 < 0.05$; 95%) and staff development strategies (p-value, $0.002 < 0.05$; 95%). Conclusively, salary/wages, fringe benefits and staff development strategies were related to teachers' performance and salary stood out to be a variable with high positive relation compared to others. Therefore, it predicted teachers' performance more than fringe benefits and staff development strategies. It was concluded that school administration/head teachers should improve remuneration (Salaries and wages) to teachers so that they gain morale for participating in staff development programmes. This is based on the finding that low teachers' pay hampers many motivation factors for high performance, like teachers' participation in the staff development programmes and improves their performance.