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**NON-MONETARY REWARDS AND JOB SATISFACTION AMONG PRIMARY  
SCHOOL TEACHERS IN UGANDA: A REVIEW OF KOLE DISTRICT IN  
MID-NORTH UGANDA**

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## NON-MONETARY REWARDS AND JOB SATISFACTION AMONG PRIMARY SCHOOL TEACHERS IN UGANDA

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### ABSTRACT

This study aimed to assess the contribution of non-monetary rewards on job satisfaction among primary school teachers in Kole District. Data were collected using documentary analysis. The findings reveal that promotions are rare in Kole District Local Government. Study findings for the second question reveal that recognition does not only motivate regular teachers but also Head teachers in Kole district with a response rate of 65%. And, that 80% of primary school teachers point to personal growth as the major source of non-financial motivation. Majority of the teachers were not satisfied with their job. However, there are issues regarding teamwork, limited promotion opportunities, political interference and apathy. It is recommended that there is need for Kole District to come up with clear promotion procedures, staff development to enhance productivity and promote self-fulfilment. There is a need to improve on supervision of the employees at all levels of the District Council. Funds for training should be made more adequate to meet workers training needs. There is need to provide adequate transportation for official duty. A system that rewards high performance and discourages low and mediocre performance should be put in place. Participation of primary school teachers at Kole District Local Government should be given priority henceforth teachers participation; in the decision-making process must be institutionalized



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