

## EFFECTS OF PHYSICAL FACILITIES ON JOB SATISFACTION AMONG SECONDARY SCHOOLS FEMALE PRINCIPALS IN SIAYA COUNTY, KENYA

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### ABSTRACT

The growing emphasis on accountability and academic standards have led to increased demands and added complexity of work in schools. Complaints have been raised on poor management of schools and work conditions which may be attributed to physical environment. The purpose of the study was to; determine the effects of physical facilities on job satisfaction; Conceptual framework was used to identify relationships between physical environment variables and job satisfaction. Descriptive and correlation design was used for the study on a population of 55 female principals who also formed a saturated sample. Questionnaires and interviews were instruments for data collection. Based on the overall mean of female principal job satisfaction (Mean=2.93, std=.23) it can be concluded that there was low female principals job satisfaction in siaya County. An overall mean of 1.85 indicated that physical facilities were inadequate. The findings indicate that there is a moderate negative correlation between physical facilities and job satisfaction ( $r=-.508$ ,  $p<.05$ ). The results also show that physical facilities accounted for 25.8% change in job satisfaction and had a negative significant effect on job satisfaction ( $\beta=-.508$ ,  $p=.000$ ). These findings imply that the physical facilities are very significant and therefore as physical facilities become more inadequate, female principals become more dissatisfied with their jobs.

**Keywords:** Education; Physical facilities; Job Satisfaction; School Principals.