The purpose of this study was to investigate the influence of institutional and headteachers’ factors on teachers’ job satisfaction in Makueni district, Kenya. The study sought to analyse the extent to which student-teacher ratios, teaching work-load, working conditions, headteachers’ provision of adequate teaching staff, headteachers’ use of rewards influence teachers’ job satisfaction. The study also sought to determine the extent to which teachers’ work experience, gender, level of education and marital status influence job satisfaction.

The study used the dual-factor or the two factor theory as propounded by Fredrick Herzberg. Using a descriptive survey design, the study had a target population of 634 teachers. Out of the 230 teachers for teachers, 100 percent was returned while 30 out of the 32 headteachers questionnaires (99%) were returned. The findings indicated that teacher-students ration contribute to job dissatisfaction, especially by the language teachers who need to give assignment and mark on daily bases, as demonstrated by 55 percent of the teachers. The findings also indicated teacher’s dissatisfaction in the way the head teachers and the BOG handle rewards. The study indicated that 40 percent of the teachers were dissatisfied with the condition of the school buildings, while 65 percent of them were dissatisfied by the cleanliness of the school.

Prospects of professional growth dissatisfied 50 percent of the teachers. On the other hand, teachers registered dissatisfaction with promotion recommendations by the headteachers. The study concluded that work load, working conditions, accommodation greatly dissatisfied teachers. The study suggested further research on headteachers and institutional factors that affect job satisfaction for the teachers in more districts in Kenya, particularly in the Arid and Semi-Arid lands where most teachers seem to stay as an option of keeping their jobs unless it is their place of origin. The study could also explore community related factors that affect teachers’ job satisfaction.