

**EFFECTIVE STRATEGIES OF MANAGING GENERATION “Y” TEACHERS IN  
PUBLIC SECONDARY SCHOOLS IN KENYA: THE CASE OF KHWISERO  
SUB-COUNTY**

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## **DECLARATION AND APPROVAL**

I hereby declare that this research project report is the result of my own work, except for quotations and summaries which have been duly acknowledged. This research has not been submitted in substance for any other degree.

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This Research project entitled “Effective Strategies of managing Generation Y teachers in Public Secondary schools in Kenya: The case of Khwisero Sub-county” has been done under our supervision and has been submitted to the School of Business, Kabarak University for examination with our approval as the candidate’s supervisors.

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## **DEDICATION**

This research project is dedicated to my beloved father, Mr. Shem Wanyama Makhakha who frequently told me as a young child and growing man that “with hard work you can accomplish anything and become what you desire.” Also, I dedicate this work to my beloved Mother, Mrs. Ruth Kalabayi. Her valuable support, sincere advice, and prayers carried me through and helped me succeed.

And last but not least I would like to dedicate this work to my brothers and sisters. I would not have been able to complete my Master degree without support of my family. Their confidence in my abilities has been driving me to successes and accomplishes the goals that I set.

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## **ABSTRACT**

Generation Y teachers present a challenge to school managers in terms of providing to them desirable leadership that can make their strengths become a benefit to the school. Research has identified dealing with the demographic changes within the workplace and specifically recruiting, retaining and managing Generation Y as one of the biggest issues facing employers today. This study sought to establish effective strategies of managing generation “Y” teachers in public secondary schools in Khwisero Sub-county. The study was guided by four objectives namely: to identify the relevant core characteristics of each of the three generations of teachers, assess the aspirations and expectations of Generation Y teachers, identify the challenge presented by entry of Generation Y teachers into the profession, and to establish effective management strategies for Generation Y teachers. A theoretical and empirical review of relevant literature was done. The research design was a descriptive survey carried out in all public secondary schools in Khwisero Sub-county. From the target population, a total of 89 teachers, representing 31% of the 288 teachers, were used as a sample. The stratified random sampling technique was used to ensure the sample was a good representative of the target population. Data collection instrument was a questionnaire whose items were structured on a Likert 4 point rating scale. Both descriptive and inferential statistical analysis techniques were used. This study found that to retain Generation Y, school managers should support teachers’ ability to be effective with their students, by giving them time to collaborate, offering them constructive feedback and providing other rich opportunities for learning. This would help school managers to lead, motivate, and understand Generation Y teachers and in turn help minimize conflict and maximize individual and institutional performance.

**Key words:** *Public Secondary Schools, School Managers, Effective Strategies, Performance*

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## **LIST OF ABBREVIATIONS**

The underlisted abbreviations have been used in this research project:

- **BOGs** – Board of Governors
- **HODs** – Heads of departments
- **HR** – Human Resources
- **KPMG** – Klynveld Peat Marwick Goerdeler
- **LLP** – Limited Liability Partnership
- **MoEST** – Ministry of Education, Science and Technology
- **MTV** – Music Television
- **TSC** – Teachers Service Commission
- **TV** - Television
- **US** – United States