

THE IMPACT OF CONDITION OF SERVICES ON THE RETENTION OF EDUCATORS IN VHEMBE DISTRICT

By

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ABSTRACT

This study was conducted in Mvudi Circuit, Vhembe district. Educators, Head of Department and Principals play a significant role in the completion of the study. The study focused on the educators, Hod's and Principals who volunteered to complete the distributed questionnaire.

The primary aim of this research was to research the impact of conditions of services on the retention of educators. To conduct effective teaching in South African Schools, it is of utmost important for the department of education to know the strategic plan on how educators can be retained in the teaching profession. The department of education should know the impact of conditions of service towards educators within the teaching profession for effective teaching and learning.

To achieve the goals and objectives of the practice on the retention of educators the department of education should know the elements, roles and values to apply on their strategic plan during the analysis process.

The methodology used in the data collection was derived from the primary data which are answers from participants as well as secondary data derived from published literature.

The findings of this study revealed that financial consideration affects educators' retention. Lack of resources has an influence on the retention of educators. Good relationships between management and educators enhanced educators' retention.

Recommendation of the study, to retained educators in the education system is to improve the conditions they are working under. Law makers, Policy makers, school district administrators should focus their attention and energy in creating working conditions that encourage educators to stay in teaching profession.