Performance contracting in public secondary schools in Trans-Nzoia county, Kenya: an assessment of gains and pains of the system

The purpose of the study was to assess the gains and pains of performance contracting in public Secondary Schools in Trans-Nzoia County. The study was prompted by the persistence about signing of PCs by teachers in Kenya, and their unions' advice against signing them. To increase efficiency, Teachers Service Commission introduced PCs system in 2016 where teachers in public secondary schools and principals agree on what to be accomplished for effective delivery. Much as this has been in practice little attention has been put on PC; more often than not teachers and through their unions, have complained of the effectiveness of this system and called for its abolishment hence putting the employer and employees on the collusion path. In public service PC started 2003. The study was guided by the following objectives:1) to examine teachers' perceptions on performance contracting;2) to assess effectiveness of PC among public secondary school teachers and 3) to establish factors affecting the implementation of performance contracting.The study on performance contracting was advanced by Adam Smith who contents that productivity would increase if workers were paid according to performance. Qualitative research method was used where the researcher employed a cross-sectional survey design. The study targeted principals and 2 teachers from the 72 public secondary schools out of the total 240.This gave rise to a sample size of 216. The study instruments used were questionnaires and interview schedules. The study found out that teachers have negative perception about PC and that it may take some time to embrace the system.Further,PC was not found to be effective as intended.Among the other findings, many teachers were signing PC under duress. The researcher recommended for a further research on Performance contracting, specifically on the area of contract between the two parties. Therefore, PC has succeeded and failed in equal measure.