

The main objective of this study was to identify the factors that influence motivation of secondary school teachers in Thika District. In particular, the researcher intended to establish whether school management structure, student/teacher ratio, teacher training, workload, and physical facilities have any influence on teacher motivation and productivity. The researcher intended to study the Human Resource Management practices in Thika District secondary schools and ascertain whether they impact negatively on teacher performance. Students' performance in KCSE examination is crucial because it determines a person's future access to competitive degree courses at University and overall career path. The study seeks to contribute to the improvement of teacher productivity by examining the factors that influence teacher motivation with particular emphasis on school leadership, job enrichment and opportunities for further training, and promotion policies, teachers' professional competence. If the educational administrators are aware of the factors that contribute to high teacher productivity, they can institute appropriate measures to inspire teachers to peak performance. The study adopted a survey method and the target population was secondary school teachers in Thika District of Central Province.