

Influence of Perceived Teacher Security on Transfer Intentions in the Public Primary Schools of the Merti Sub-County, Kenya

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ABSTRACT

Inequality in the distribution of teachers among schools and regions has been caused through teacher transfers. The goal of this study was to determine the influence of perceived security on transfer intentions in public primary schools in Merti sub county. The research design for this study was ex post facto. A total of 35 public primary schools' 89 non-Merti teachers and 1 TSC, sub-county officer, were the target group. Simple random and deliberate sampling techniques were used to choose 29 teachers (non-residents) and one TSC-sub-County. A questionnaire, together with a schedule for conducting interviews, were utilized to gather information from instructors and the TSC, sub-county officer. The data analysis utilized linear regression, weighted averages, percentages, means, standard deviations, and more. According to the study, Merti teacher transfer intentions were significantly influenced by perceived security.

KEYWORDS: Influence, Perceived, Teacher Security, Transfer Intentions

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1. INTRODUCTION

Requests for transfers from one duty station or region to another are known as transfer intents. Employer transfers fall into one of two categories: voluntary or involuntary. In contrast to involuntary transfers, which are those that are initiated by the employer, voluntary transfers take place when an employee chooses to leave their station (Takase et al., 2017). (Collini, Guidroz, & Perez, 2015). However, Hamel (2014) asserts that high transfer rates lower organizations' overall effectiveness.

Research on the predisposing elements influencing the organizational retention of university academic personnel was done by Pimthong (2012). The best fit levels for the overall structural equation model were determined to be $F = 32.34$, $df = 37$ ($p=0.69$), $SRMR = 0.01$, $RMSEA = 0.00$, $GFI = 0.99$, $CFI = 1.00$, $AGFI = 0.98$, and $df = 0.874$ in his investigations. The retention of university academic staff was found to be directly impacted by both organizational commitment and job satisfaction, which were both found to have a considerable positive impact.

However, generalizability of the findings was difficult because academic staff at universities in Kenya operate in a different setting than primary school instructors.

An empirical research of independent medical institutions in Pakistan was carried out by Khan and Aleem (2014). The study found a relationship between job satisfaction, a mediating variable, and employee turnover. The results showed that the beta of employee turnover with salary was -0.027 and the beta of job satisfaction with pay was 0.250 . Khan and Aleem's (2014) study's methodology was murky, thus it's best to proceed cautiously when extrapolating the results to other groups. Therefore, the current study tried to close the gap.

The most valuable assets of any organization or business are its people. Numerous factors, including those related to the individual, the environment, and even the firm, contribute to the high turnover rate. Push forces and pull factors are the two groups of

causes of employee departure from an organization. The different variables / reasons that may lead to employee turnover are identified in a considerable body of theoretical and empirical literature. There are many different reasons why people leave companies (Ongori, 2007). Organizations and corporations must update their employee retention strategies in light of the high rate of employee turnover in today's workforce. The human resource professional should become a strategic partner, an employee sponsor or advocate, and a change mentor in order to keep the best employees in the company and decrease turnover in this changing environment and market (Nanayakkara & Dayarathna, 2016).

1.1. Perceived Teacher Security and Transfer Intentions

The perception of safe schools may be impacted by a number of factors. The presence of gangs and drug problems may have a significant impact on how students feel about school safety (Schreck & Miller, 2003). Security, monitoring, and other preventative measures can either increase or decrease students' feelings of safety in their schools depending on how they are applied (Kitsantas et al., 2004). In comparison to larger student groups, smaller student populations in schools are more likely to foster a sense of security (Bowen et al., 2000). The school's location has a big impact on how safe people think it is there. For instance, Bosworth et al. (2009) found in their study that neighborhood surroundings

have a significant impact on students' perceptions of safety. It has been shown that students' perceptions of school safety are negatively impacted by schools' locations in areas with high levels of poverty and crime (Laub & Lauritsen, 1998).

2. RESULTS AND DISCUSSIONS

2.1. Perceived Security and Teacher Transfer Intentions

The study's goal was to examine how teachers working in Merti Sub County's public primary schools felt about their security and whether they intended to transfer.

The goal of the research was to test the following hypothesis:

H₀: Teacher perceptions about security have no statistically significant effect on transfer intentions in public primary schools in Merti sub-County

The non-resident teachers were asked to rate their opinions against six statements on a five-point Likert scale, with a score of 1 denoting "strongly disagree" and 5 denoting "strongly agree," in order to ascertain the extent to which teacher perceptions about security affected their transfer intentions. As frequencies and weighted averages, the ratings were examined. Table 1, which follows, displays the outcomes.

(SA- Strongly Agree, A- Agree, U- Uncertain, D- Disagree, SD- Strongly Disagree)

Table 1 Teacher Perceptions about Security

Statement	SA	A	U	D	SD	f _{wt}	f _{tot}	$\frac{f_{wt}}{f_t}$
School location is insecure	2	14	5	8	0	29	97	3.34
Merti sub county is unsafe for work	3	16	3	7	0	29	102	3.52
Feels unsafe working in the sub county	4	9	8	8	0	29	96	3.31
Security threat is real in Merti sub county	7	14	2	6	0	29	109	3.76
Teachers' safety is not guaranteed in Merti Sub County	3	15	8	3	0	29	105	3.62
The community is unfriendly	7	10	6	6	0	29	105	3.62

Source: Field Data, 2021

When the instructors were asked to rate the assertion that the location of the school is unsafe, 16 (55.2%) said they agreed with it, compared to 8 (27.6%) who disagreed and 5 (17.2%) who were unsure. The weighted average for the claim was 3.34, suggesting that the majority of non-resident teachers believed that school locations lacked security.

19 people (65.5%) said they agreed that Merti sub county is unsafe for work, while 7 people (24.1%) disagreed. Only 3 people, or 10.3%, were unsure of the assertion. The statement's weighted average was 3.52, indicating that teachers generally rated the subcounty as dangerous for employment.

The assertion that the respondents felt unsafe working in the sub county had to be rated by the respondents as well. Even though 8 (27.6%) disagreed with the assertion and a comparable percentage were doubtful, the majority of respondents—more than half—were either unsure or disputed that they feel dangerous working in the sub county. The weighted average was 3.31, which suggests that most respondents thought it was risky to work in the sub county.

When asked to rate the claim that a security threat exists in the Merti subcounty, a majority of 21 people (72.4%) said they agreed with it, while only 6 people (20.7%) disagreed and 2 people (6.9%) were unsure. As a result, the rating had a high weighted average of 3.76, indicating that the respondents believed the sub county posed a security danger.

18 people (62.1%) agreed with the assertion that teachers' safety was not guaranteed in Merti Sub County, while just 3 people (10.3%) disagreed. Of 8, a sizable minority (27.6%) were unsure. This suggests that there is generally agreement about the statement, which can reflect that the issue of teacher safety is not equally dispersed throughout the sub county. With a weighted mean of 3.62, the statement's results show that the majority of non-residential teachers believed that their safety was not guaranteed in the sub county.

The respondents were then asked to rate how unfriendly they thought the neighbourhood was. 17 out of the sample (58.6%) agreed with the statement, compared to 6 (20.7%) who disagreed and an equal number who were unsure. Again, there was a considerable split in view, and although though the statement's weighted average was 3.62, it may be inferred that the issue was not distributed equally throughout the sub county.

2.2. Aggregation of Variables of Teacher Perceptions about Security in the Sub County

To create indices that may assess felt security, the ratings for each item measuring the two teacher views of security were added up. The values of the indices ranged from 12 to 28. Values above 20 suggest that the subcounty was insecure, which raised concerns about teacher safety. Table 2 displays the descriptive statistics for the variables.

Table 2: Descriptive Statistics for Variable of Perceived Security

	N	Minimum	Maximum	Mean	Std. Deviation
TSecuIndex	29	12.00	28.00	21.1724	5.10650
Valid N (list wise)	29				

Source: SPSS Output

The average rating for the variable, 21.1724, with a standard deviation of 5.10650, as shown in Table 2, suggests that security concerns were a top priority in the sub-county ($m=21.1724$, $sd=5.10650$).

2.3. Simple Regression Analysis of the Influence of Teacher Perceptions about Security in Merti Sub County on Transfer Intentions

To ascertain the impact of teachers' perceptions of their own security on transfer intentions, a straight forward regression analysis was performed. The following format might be used to present the regression model for this goal:

$$T_i = \alpha_0 + \alpha_1 P_1 + \epsilon$$

Where T_i - denotes the transfer intentions which is the dependent variable

While the independent variables (Predictors) are

P_1 - Teacher perceptions about security

ϵ - Error term

α_1 is the regression coefficient for the predictor variable while α_0 is the constant. Interpreting the results of simple regression analysis, the study considered were the Coefficient of multiple determination (R-squared), the F-statistic in the ANOVA Table, the regression coefficients and beta values.

The Coefficient of Multiple Correlations and the coefficient of determination were used to calculate the proportions of variation in teacher transfer intentions that may be attributable to variations in views about security in the Merti sub county. Table 3 presents the findings.

Table 3 Model Summary for Regression of Teacher Perceptions about Security on Transfer Turnover Intentions

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.736 ^a	.542	.525	4.66491

a. Predictors: (Constant), TSecuIndex

Source: Spss Output

The result in Table 3 reveals a strong correlation between teacher perceptions about security and transfer intentions ($R=0.736$). The model also has a coefficient of determination, $R^2 = 0.542$ which indicates that the

independent variable (teacher perceptions about security) explains up to 54.2% of the variations in transfer intentions. This implies that the model satisfactorily fits the data.

The goal of the study was to ascertain whether variations in transfer intentions could be significantly predicted by the independent variable. F-statistic and One-way ANOVA were applied. Table 4 below shows the results.

Table 4: Model ANOVA Test (N=29)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	694.582	1	694.582	31.918	.000 ^b
	Residual	587.556	27	21.761		
	Total	1282.138	28			
a. Dependent Variable: TransIndex						
b. Predictors: (Constant), TSecuIndex						

Source: SPSS Output

According to Table 4, ($F_{(1,27)} = 31.918, p < 0.05$), the independent factors of teacher perceptions of security in Merti sub county significantly explain the variations in transfer intentions.

The evaluation of the collinearity of the independent variable and an investigation of the regression coefficients made up the other portion of the regression analysis. The values are shown in the following Table 5.

Table 5 Regression Coefficients and for Independent Variable

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	4.522	3.756		1.204	.039
TSecuIndex	.975	.173	.736	5.650	.000

Source: SPSS Output

The Table 5 also shows the test for significance of the coefficients α_0 and α_1 using the t-statistic at a significance level of 0.05. Both the coefficients were statistically significant. The coefficient for perceptions about security (α_1) was statistically significant with a $t_{(1,27)} = 5.650, p < 0.05$.

Based in Table 5, the study rejects the null hypothesis (H_0) that 'Teacher perceptions about security have no statistically significant effect on teacher turnover intentions in public primary schools in Merti sub-County'. A Simple linear regression calculated to predict transfer Intentions based on perceptions about security found a significant regression equation ($F_{(1,27)} = 31.918, p < 0.05$) with $R^2 = 0.542$. The prediction equation for transfer intentions in Merti Sub County was:

$$T_i = 4.522 + 0.736P_i$$

It implies that other things remained constant, their feelings of security in the sub county can be responsible for 73.6% of transfer plans.

Agus et al (2019). 's investigation on the relationship between job insecurity, work-related stress, and the work environment and intention to leave a company's supplier security system in Indonesia is supported by the findings in Table 5. According to the findings, work stress, job instability, and the workplace atmosphere all had a favorable and significant impact on respondents' intentions to leave their jobs. Agus, et

al. (2019), who provided support for the present study, concentrated more on employment stability. As a result, the current study focused on personal safety as a way of addressing the gap.

3. CONCLUSION

The results of the study show that teacher perceived security significantly affect teachers' inclinations to transfer in Merti Sub-County

4. RECOMMENDATION

The government ministry should enhance teacher security in Arid and Semi-Arid Lands in order to minimize future transfers.

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