

# Factors Affecting Teachers' Job Performance in Basic Education High Schools

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## Abstract

This paper aimed to study the factors affecting teachers' job performance in Basic Education High Schools. Quantitative and qualitative methods were explored in this study. The participants involved in this study were 210 teachers selected from Basic Education High Schools in Hlaing Bwe Township, Kayin State, using the proportional stratified sampling method. The internal consistency of the Cronbach's alpha ( $\alpha$ ) of the questionnaire for the level of teachers' job performance was (0.96), and that of the questionnaire for factors affecting teachers' job performance was (0.96). The level of teachers' job performance in this study was very high. In line with teachers' job performance grouped by their motivation, a significant difference was found. According to the results of simultaneous multiple regression, teachers' commitment appeared to be the best predictor, and teachers' motivation was found to be the second-best predictor of teachers' job performance.

**Keyword:** Job Performance

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