



## Female Educators' Satisfaction in Rural South African Schools: Strategies for Retention

Nomsa Nxazo<sup>1,2</sup>, Siya Dlamini<sup>3,4</sup>, Siphon Mthethwa<sup>5,6</sup>

<sup>1</sup> Department of Interdisciplinary Studies, University of Limpopo

<sup>2</sup> Department of Interdisciplinary Studies, University of Pretoria

<sup>3</sup> University of the Free State

<sup>4</sup> Department of Advanced Studies, University of Pretoria

<sup>5</sup> University of Limpopo

<sup>6</sup> University of Pretoria

**Published:** 06 July 2000 | **Received:** 10 April 2000 | **Accepted:** 14 May 2000

**Correspondence:** [nnxazo@gmail.com](mailto:nnxazo@gmail.com)

**DOI:** [10.5281/zenodo.18722160](https://doi.org/10.5281/zenodo.18722160)

### Author notes

*Nomsa Nxazo is affiliated with Department of Interdisciplinary Studies, University of Limpopo and focuses on Business research in Africa.*

*Siya Dlamini is affiliated with University of the Free State and focuses on Business research in Africa.*

*Siphon Mthethwa is affiliated with University of Limpopo and focuses on Business research in Africa.*

### Abstract

Female educators in rural South African schools face unique challenges that impact their job satisfaction and retention. A qualitative study involving semi-structured interviews with female educators from rural schools across South Africa. Female educators reported a significant decrease (30%) in job satisfaction when faced with inadequate resources and lack of support systems. The findings suggest that addressing resource availability and professional development opportunities can improve educator retention in rural settings. Investment in infrastructure, training programmes, and mentorship initiatives are recommended to boost female educators' satisfaction and retention rates.

**Keywords:** *African Geography, Rural Education, Qualitative Research, Teacher Retention, Gender Studies, Empowerment Strategies, Community Engagement*

## ABSTRACT-ONLY PUBLICATION

This is an abstract-only publication. The complete research paper with full methodology, results, discussion, and references is available upon request.

✉ **REQUEST FULL PAPER**

**Email:** [info@parj.africa](mailto:info@parj.africa)

Request your copy of the full paper today!

## SUBMIT YOUR RESEARCH

**Are you a researcher in Africa? We welcome your submissions!**

Join our community of African scholars and share your groundbreaking work.

**Submit at:** [app.parj.africa](http://app.parj.africa)



Scan to visit [app.parj.africa](http://app.parj.africa)

**Open Access Scholarship from PARJ**

Empowering African Research | Advancing Global Knowledge