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**HUMAN RESOURCE UTILIZATION ON TEACHEERS' PERFORMANCE IN**  
**SELECTED SECONDARY SCHOOLS IN**  
**MBALE DISTRICT, UGANDA**

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**ABSTRACT**

The study aimed at determining the effect of Human Resource Utilization (HRU) on teachers' performance in secondary schools in Mbale District. The study was guided by three specific objectives and these included; examining the effect of teaching load on teacher performance in selected secondary schools; examining the extent to which teacher-student ratio affect teachers' performance in selected secondary schools; and establishing the relationship between teacher engagement and their performance in selected secondary schools. The study was basically based on cross sectional survey. Out of the 20 secondary schools in Mbale district, 6 were selected to participate in the study. The population of teachers in all the 6 schools was 400 a sample size of 128 respondents was used. Likert-type questionnaires were administered to the respondents to collect the data required to address the study problem. Structured interviews were used to collect data that could not be discerned by the questionnaire. The data collected was analyzed using descriptive statistics, Pearson correlation co-efficient and Chi-square and regression methods. The study found a significant effect of teaching load on teachers' performance in selected secondary schools in Mbale District. Results showed a significant effect of teacher-student ratio on teachers' performance in selected secondary schools in Mbale District. Still, teachers' engagement and teachers' performance were significantly correlated. The study concluded that; all sub variables of Human Resource utilization showed positive and significant effect on teachers' performance. Recommendations of the study were; government should recruit teachers proportional to the number of enrolled students to safeguard the quality of education offered in public schools; secondary schools in Mbale District put in place motivational programmes for teachers so as to encourage them; and that school principals and managers should ensure that the available teachers are maximally utilized through strict supervision.