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**INFLUENCE OF SCHOOL MANAGEMENT ON TEACHER**  
**TURNOVER IN PRIVATE SECONDARY SCHOOLS**  
**IN IGANGA MUNICIPALITY, UGANDA**  
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**ABSTRACT**

The study examined “the influence of school management on teacher turnover in private secondary schools in Iganga Municipality, Uganda.” The objectives of the study included, (1) to establish the influence of School Policies on teacher turnover, (2) to establish the influence of working conditions on teacher turnover and (3) to determine the influence of Leadership Styles and Teacher Turnover in Private Secondary Schools in Iganga Municipality, Uganda. The study was conducted using cross-sectional survey, using both quantitative and qualitative methods of data collection which enabled the researcher to collect information from cross-section of respondents. Simple random, Snow ball and Purposive sampling were used to select the respondents who comprised of school head teachers, deputy head teachers and teachers. Data was collected through questionnaires and was analyzed by both Chi-square and descriptive statistical techniques and presented in form of tables, frequencies and percentage distributions. Several findings were made in regard to the study objectives and these were poor recruitment policies, poor wage policies, poor working conditions at work place like, inadequate salary, big teaching load, unnecessary deductions, claimed witch craft, poor leadership styles that is failure to engage teachers in decision making, administration ruling with iron hand, all these led to high teacher turnover rate in private secondary schools Iganga Municipality. The study recommended that directors or school managers of private secondary schools should provide sick leave, maternity leave and paternity leave whenever applicable, should state proper terms of service that attract stability of teachers and enable them to negotiate. Private Secondary Schools should ensure that the recruited staffs are given appointment letters specifying the duration of the contract, title of the job, salary and lawful deductions to successful job applicants, should give adequate and timely remuneration and fringe benefits through setting up income generating project like poultry and goats rearing to raise finances for the school in order to pay teachers.