

An investigation into the factors affecting teachers' effectiveness in selected secondary schools in Mbale municipality

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ABSTRACT

This study focused on investigating factors Affecting Teachers Effectiveness in Selected Secondary in Mbale Municipality. The study set out to answer the following questions:-

- Does remuneration affect teachers' effectiveness in secondary schools? Does recognition affect teachers' effectiveness in secondary schools? Does working conditions affect teachers' effectiveness in secondary schools?
- Does teamwork affect teachers' effectiveness in secondary schools?

Using random sampling technique, a sample of 75 respondents out of a population of 160 teachers was arrived at. This technique was used because random sampling ensures that at the different groups of the population are well presented in the sample. Questionnaires were administered to both male and female teachers and structured interviews were also conducted. The obtained data through the above mentioned method was analyzed both qualitatively and quantitatively. The main findings of the study included the following:- Between 69% and 82% of respondents perceived remuneration as inadequate. That is, all the respondents treated remuneration as inadequate. Respondents perceived recognition of teaching skills in the school, Academic freedom during staff meetings, opportunities for in-service courses and praises and rewards as inadequate, only one item which was teachers' representation on the school board was treated as adequate.

Whereas catering services, teaching load and the size of the class taught were perceived as inadequate, on the other hand housing to staff, teaching materials, time allocation per lesson and working space were treated as inadequate by the respondents. Sharing of knowledge among teachers and get to know each other were perceived as inadequate by the respondents. However, teamwork at departmental level, relationship with other staff, respect from other members and social support were received as adequate.

The researcher concluded that poor remuneration of teachers negatively affects teachers' effectiveness in Mbale municipality. Thus, teachers continue to work tirelessly despite their discontentment with remuneration. It was recommended that educational managers in Mbale Municipality should take remuneration of teachers in secondary schools as a priority so as to check on its negative effect on teachers' effectiveness.