

**HUMAN RESOURCE PRACTICES, TEAMWORK AND PERCEIVED TEACHER  
PERFORMANCE IN SECONDARY SCHOOLS IN KAMPALA  
AND WAKISO DISTRICT**

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**2008/HD10/13972U**

**A DISSERTATION SUBMITTED TO THE GRADUATE SCHOOL IN PARTIAL  
FULFILLMENT OF THE REQUIREMENTS FOR THE AWARD OF A  
MASTER IN HUMAN RESOURCE MANAGEMENT DEGREE  
OF MAKERERE UNIVERSITY**

**PLAN A**

**JUNE, 2013**

**DECLARATION**

I, Kakayi Sarah Wetungu, do declare that this research has never been presented to any institution for any academic award. It has been submitted as a partial fulfillment of the award for a Master of Science in Human Resource Management degree of Makerere University.

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Date.....

**APPROVAL**

This dissertation has been produced under the supervision of two supervisors and it has been submitted under their approval.

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## **DEDICATION**

I dedicate this work to my beloved husband Mr. Joseph Yekkah Amugu, Pastors Mr. and Mrs. Ntale, in-laws, my Children, Rachel, Ruth, Precious, Patience and friends, Dorothy, Hadijja for their continued financial and emotional support in the course of pursuing this degree programme.

## **ACKNOWLEDGEMENT**

Special thanks go to my supervisors, Professor J.C. Munene and Dr. James Kagaari for the patience and the technical support they gave to me. More thanks go to my lovely husband Mr. Joseph Yekkah who sacrificed a lot for my academic advancement and being patient with me even in times I felt so stressed up. In the same way, I extend my gratitude to my pastors Dr. Grace Ntale and the family, Apostle Fred Kisubi and the entire church of Doves Haven World Freedom Centre Maganjo for ever encouraging and praying for me.

Finally, to all my friends who contributed to this struggle in any way, let God Himself bless and reward you for your effort.

## ABSTRACT

The study examined the relationship between Human Resource Practices, Team Work and Teacher Performance in secondary schools in Kampala schools and Wakiso district. The researcher, through use of questionnaires, gathered information from 8000 teachers from 4000 schools from the two districts of Kampala and Wakiso. The data was analyzed using the statistical package of social sciences (SPSS) to establish the reliability, correlation and regression results.

The correlation results showed an existence of a significant positive relationship between the variables, human resource practices and teacher performance ( $r = .09, P \leq .01$ ). However, there was no significant relationship between team work and teacher performance.

The regression results however revealed that human resource practices and team work ( $r = .39, P \leq .01$ ) were statistically significant predictors of teacher performance ( $R^2$  adjust = .012) in secondary schools.

Consequently, the researcher recommended that secondary school managers should put in place all the initiatives that aim at promoting human resource practices. This would ultimately enhance teacher performance. And that secondary school managers and other stakeholders like the government should recognise the underlying value of team work towards the improvement of teacher performance. Teachers should take the initiatives to constantly improve on their team work abilities through training so as to facilitate sustainable performance. The study suggested that further research be done to establish those other factors that influence teacher performance

## ACRONYMS

HRM	Human Resource Management
HR	Human resource
K.C.C	Kampala City Council
SPSS	Statistical Package for Social Scientists Program.
ANOVA	Analysis of variance.

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