

NAKINTU DOROTHY (2008-M092-30029)

Assessment of Human Resource Management Practices in Relation to Academic Performance of Secondary Schools: A Case study of Kako Senior Secondary School in Mukungwe Sub-County in Masaka District.

The research was carried out on Assessment of Human Resource Management (HRM) practices in relation to Academic Performance in Secondary Schools in Masaka district and a case study was done on Kako Senior Secondary School in Mukungwe sub-county. The major objectives of the study were three and these included: To ascertain the criteria used in selecting the human resource personnel in Kako Senior Secondary School; to establish the effects of human resource management practices on academic performance in Kako Secondary School and; to identify appropriate avenues of motivating human resource in Kako. The researcher employed a number of methods which include; interviews, questionnaires and focus group discussion to the students' leaders. From the findings it was indicated that the school management did not know how to handle and treat the human resource in the school and this implied that it is one of the factors that causes poor academic performance in the school, although there are other secondary causes like the students' discipline.

In conclusion, therefore, HRM practices in Kako is a bigger problem than the society perceives, since it has far reaching effects, the most important being the deteriorating academic performance of students. This means that when management ignores its human resource as a major element in school, its behaviour and performance changes negatively, that is, they can be emotional and lack concentration which eventually translates into poor academic performance of the students in the school. It is from this that the researcher strongly recommends the Ministry of Education and Sports to employ administrators with at least some knowledge of handling HR; initiate workshops and seminars to sensitise all stake holders in schools and this can help improve on the ways in which HR is handled. From the findings it was also indicated that there are other causes of poor academic performance other than the HRM practices. Therefore, there is need to strengthen the disciplinary committee in the school and the school management should also ensure a good learning and working environment to both the teachers and the students.

Key Words: Human Resource Management, Academic Performance, Secondary Schools, Masaka District