

MUSA HAROON SENYONGA
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TEACHERS' WELFARE SERVICES IN PRIVATE SECONDARY SCHOOLS IN
MBALE DISTRICT: IMPLICATIONS FOR
ORGANIZATIONAL COMMITMENT.

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ABSTRACT

The purpose of the study was to establish the implications of Teacher welfare on organizational commitment in private secondary school in Mbale district. While the specific objectives were; i)to establish the nature of teacher welfare services in Mbale district private secondary schools; ii) to establish how the teacher welfare services are managed in Mbale district private secondary schools; iii) to determine the implications of management of teachers' welfare services for organizational commitment in Mbale private secondary schools. The study used a cross sectional survey design and both quantitative and qualitative approaches were used. The instruments of data collection were questionnaires, interviews guides. Data was analyzed using descriptive statistics with the assistance of statistical package for social scientists (SPSS) programme. The findings revealed limited existence of welfare provision like teaching facilities, health and safety facilities, interpersonal relation and salary. The findings also show that the provision of welfare was poorly managed and therefore welfare provisions had contributed less to organizational commitment. The study therefore recommends a significant increase in teachers' pay and a critical review of the management of teachers' welfare to be in line with human resource practices. Administrators need to practice transparency, fairness and consistency in welfare administration. Administrators should also be trained and sensitized about the value of welfare and also be made aware that pay motivates teachers to perform at their best.