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**RELATIONSHIP BETWEEN HUMAN RESOURCE MANAGEMENT PRACTICES
AND STAFF PERFORMANCE IN PRIVATE SECONDARY SCHOOL IN MBALE
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ABSTRACT

This study focused on the relationship between Human Resource Management Practices and staff performance in private secondary schools in Mbale municipality. The objectives of the study were, to examine the relationship between recruitment practice and staff performance, to determine the relationship between training practice and staff performance and to determine the relationship between reward practice and staff performance in private secondary school in Mbale municipality. Correlational design was adopted as the research design. The population of the study involved 683 both teachers and head teachers in private secondary schools in Mbale municipality, Uganda. Stratified and simple random samplings were used in selecting the participants to obtain quantitative data while purposive sampling was used in selecting the participants to obtain qualitative data in the study. Questionnaire and interview guide were used to collect data from the respondents. Convergent parallel mixed method was used to triangulate data from the quantitative and qualitative approaches. Data from quantitative sources was analyzed using descriptive statistics (frequencies) and Pearson Moment correlation coefficient whereas data from qualitative sources was analyzed using thematic analysis. Findings of the study revealed that recruitment practice, training practice and reward practice were effective in the schools. It was further revealed that there was positive correlation between recruitment practice, training practice and moderate correlation between reward practice and staff performance. Based on the findings of the study, it was therefore concluded that staff performance is related to how they (staff) are managed in the schools. It was also recommended that Schools should organize performance appraisal for the staff on term basis in order to ensure that performance-based rewards are given to teachers regularly.