

Effects of tutors' participation in college management on job enrichment in selected primary teachers' colleges in Eastern Uganda

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ABSTRACT

The study aimed at establishing the extent to which tutors are involved in college management, the basis of delegation and whether tutors are given autonomy when tasks are delegated to them. Finally the study aimed at establishing whether tutors involvement has any significant effect on their job enrichment.

The study adopted a survey research design in which interviews and questionnaires were used to collect data from principals and tutors respectively were used in this study. The results of the study indicate that tutors are fairly involved in several management activities in colleges. Among these are issues like their involvement in planning, heading departments, making decisions on games and sports, drawing up timetables for various activities and seminars. It was also noted that they are involved in discipline management in the colleges. However, it was noted that the principals do not often involve tutors in sensitive management aspects such as budgeting and procurement.

It is concluded that generally tutor involvement in college management significantly enriches their jobs, reduces on mistakes and improves delivery of service in the colleges. The study recommends that the department of teachers' education in the Ministry of education and sports should formulate and implement policy guidelines on financial and budgetary planning. In addition the tutors should be involved in planning and implementation of the policy guidelines. Regularly and intensive workshops should be organized to sensitize both tutors and principals in regard to planning, implementation and participatory decision making. There is need for a high standard of practice in all colleges on principles to be applied to give autonomy and delegate tasks to tutors. The standards should be regarding level of training experience, competence and interest to be considered for delegation and autonomy and tutor involvement in college management should be organized in all colleges so that both

tutors and principals know their responsibilities with regard to these issues. This will make monitoring implementation easy. A research article will be written and to be published in national, international journals of education management. In addition, copies of this research report will be put in major public libraries in the country. Areas for further research were also suggested as can be seen in chapter five.