

**TEACHERS' WELFARE AND THEIR PERFORMANCE IN GOVERNMENT-
AIDED PRIMARY SCHOOLS IN UGANDA
A CASE OF HIMUTU SUB-COUNTY IN BUTALEJA DISTRICT**

BY

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DECLARATION

I DERA ASUMANI do declare that this research report being presented is my original work and has never been presented to any higher institution of learning for award of Bachelor of Education Primary.

Signature: .....

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APPROVAL

This is to confirm that this research report presented by DERA ASUMANI was carried out under my close supervision. I therefore, recommend it for presentation for examination in partial fulfillment of the requirement for the award of degree of Bachelor of Education Primary at Busitema University.

Signed 

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DEDICATION

This work is dedicated to my dear parents, my beloved wife, and our children, my Uncles and family for their moral and financial support, encouragement and prayers which were instrumental to the success of my study. I also dedicate the work to my classmates, my lecturers and supervisors for their guidance and encouragement that were very crucial to the success of my study.

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LIST OF ABBREVIATIONS

DEO	:	District Education Officer
DES	:	Directorate of Education Standards
NAPE	:	National Assessment of Progress in Education
PLE	:	Primary Leaving Examination
PTA	:	Parents and Teachers Association
UNATU	:	Uganda National Teachers Union
UNEB	:	Uganda National Examinations Board
UPE	:	Universal Primary Education

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ABSTRACT

Teachers' welfare is a continuous process for identifying, evaluating and developing the work performance of teachers, so that the goals and objectives of schools are more effectively achieved, while at the same time benefiting teachers. This study was carried out to examine the influence of teachers' welfare on their performance in government-aided primary schools in Himutu Sub-county in Butaleja District, Eastern Uganda. The study used a cross-sectional survey research design. Both quantitative and qualitative approaches were utilized for data collection and analysis. Interview guides were used to collect qualitative data while a structured questionnaires instrument was used to collect quantitative data. The study participants were 74 teachers, 7 PTA committee members and 7 head teachers in the selected government-aided primary schools in Himutu Sub-county, Butaleja District. The researcher used the systematic analysis method to analyse quantitative data and thematic data analysis to analyse qualitative data. The study found out that teachers' welfare highly influenced their performance; and that school leaders attitudes highly influenced the teachers' welfare in government-aided primary schools in Himutu Sub-county, Butaleja District. The study concluded that government should lay strategies to ensure that staff accommodation/houses are conducive and adequate; adequate facilities are put in place for teachers' satisfaction for improved performance; local communities and parents should support schools by providing food items to make meals available to teachers; government should appreciate the significance of medical services for teachers in order to perform and health insurance schemes should be made available to teachers; government should provide more educational facilities such as working tables, sitting facilities, teaching materials and infrastructural facilities; and, PTA leaders and other stakeholders should lay strategies to provide teachers with allowances and other good working conditions.

CHAPTER ONE

GENERAL INTRODUCTION

The study examined the relationship between teachers' welfare and teachers' performance. The independent variable teachers' welfare comprised of housing for teachers, meals for teachers, medical care for teachers, school environment and attitudes of school leaders was discussed to influence teachers' performance comprised of timely scheming, timely lesson planning, time management, participation in staff, meetings and involvement in co-curricular activities. This chapter covers the background of the study, the problem statement, purpose of the study, objectives of the study, research questions, scope of the study, significant of the study and the conceptual framework as given below.

The performance of employees is critical to the survival of the production process in organizations (Namuddu, 2010). Whether in educational or corporate settings, such production processes are supported by a well streamlined and purpose-driven human labour which is willing and determined to challenge itself to the maximum to meet emerging challenges (Emojong, 2004). In general, organizations should have interest in improving the welfare of their employees in form of remuneration, compensation, incentives etc., in order to motivate, retain and develop the employees. The welfare strategy in respect of teachers is considered vital because the quality of teachers is crucial to any education system (Kitunga, 2009). Uganda has embarked on a major transformation with a vision to move from a peasant society to a modern and prosperous country by 2040, and education is seen as a key factor for the achievement of this objective (Nsubuga, 2008). Since 1996, the education sector has undergone various reforms in order to send all children to school and ensure that their skills training improves (Bitamazire, 2011). While implementing these

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