

Organisational Support and Employee resilience among selected private secondary school teachers in Nakawa Division, Kampala district.

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Key Words: *Organisational support, resilience, Job demand-resource, conservation of resources*

Introduction

This study was conducted in Nakawa Division and was designed to assess the contribution of organisational support to the resilience of secondary school teachers in Uganda. The study was anchored on the job demand and conservation of resource theories. It was expected that teachers needed to have adequate resources to remain resilient as the job demand-resource theory posits. Equally, other than being employees, teachers experience other non-job-related shocks that need to be addressed, hence, the conservation of resources theory.

Objectives

The study was guided by three objectives namely: to examine the relationship between managerial support and employee resilience, to investigate the relationship between supervisory support, and to analyse the relationship between co-worker support and employee resilience.

Methodology

The study was conducted using a cross-sectional design and a quantitative research approach. The study population included all teachers from 10 selected schools in Nakawa Division, Kampala, with a response rate of 90.2 % out of a sample size of 205.

Key findings

The results showed that all the independent variables, namely; managerial support, supervisorial support, and co-worker support, were significant antecedents of employee resilience. The study has, therefore, has given insight into the drivers of employee resilience in the Ugandan context.

Key recommendations

Given the findings, it is recommended that: school heads should be sensitive to teachers' welfare and play a symbolic role in helping teachers who may be going through difficult times; teachers in supervisorial roles should also offer immediate assistance, counsel, and other one-on-one help to teachers under them may need during difficult times, and teachers should practise the philosophy of "brother's keeper".

Key references

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