

Reward management and teachers' performance in private secondary schools in Entebbe Municipality: a case of selected secondary schools

Nabiranda Nalusiba Rose⁴⁴

Keywords: *Reward Management, Teachers' Performance, Secondary Schools*

Introduction


The study was about the role of reward management in the performance of teachers in private secondary schools in Entebbe Municipality.

Objectives

The study was guided by three objectives:

1. to examine how promotion influences teachers' competencies in selected private secondary schools in Entebbe Municipality,
2. to examine how remuneration influences teachers' attitudes towards work in selected private secondary schools in Entebbe Municipality,
3. to examine how opportunities for career development influences teachers' efficiency in

⁴⁴ Nabiranda Nalusiba Rose graduated in February, 2021 with a Master of Business Administration from Nkumba University



selected private secondary schools in Entebbe Municipality.

Methodology

The study adopted the cross-sectional survey design and used both qualitative and quantitative research approaches. The study used a sample size of 124 respondents.

Key findings

The study found that the Adjusted R square was .709 which is an indication that 70.9% of the changes that do occur in teachers' performance are due to changes in reward management. The test also revealed that reward management had a positive relationship with teachers' performance.

Key recommendations

The study suggested that heads of the school should develop a sense of responsibility among teachers and that they should pivot to teacher training and development.

Key references

- Ali, (2012): Performance appraisal, performance management and improving individual performance: a motivational framework. Management and organization review, Vol. 2
- Bodden, (2015): The impact of Human Resource Management practices on Turnover, Productivity and Corporate Financial Performance. Academy of Management Journal, Vol. 38, Issue 3