

Supervision and Academic Staff Job Performance in School of Distance and
Life Long Learning, College of Education and External Studies,
Makerere University

By

Alanga Kokas

Bed/Ext (Muk)

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Abstract

The study sought to investigate the relationship between supervision and academic staff job performance in the School of Distance and Life Learning, College of Education and External Studies, Makerere University. The study was guided by three objectives namely; to establish the relationship between monitoring and academic staff job performance; to assess the relationship between appraisal and academic staff job performance and to find out the relationship between feedback and academic staff job performance. A cross sectional survey research design was used to collect data using both quantitative and qualitative approach. The targeted population consisted of 60 Lecturers and 3 Heads of Departments giving a total of 63 Academic Staff. The sample size of 63 Academic Staff was used and these included 3 Heads of Departments and 60 Lecturers. Purposive sampling strategy was used to select the 3 Heads of Departments while convenience sampling strategy was used to select the 60 Lecturers. The study was carried out using self administered questionnaire to the 60 Lecturers and an interview guide was given on individual basis to the 3 Heads of Departments. The study found out that there was significant relationship between monitoring, and academic staff job performance. The study also found out that there was no significant relationship between feedback, appraisal and academic staff job performance. The study concluded that monitoring, appraising academic staff on job performance and providing feedback were not done. The recommendations made were as follows; School of Distance and Life Long Learning should put in place monitoring practices of academic staff job performance, introduce fair performance appraisal where appraisal interviews are carried out, make information open to all and give immediate feedback to all academic staff after staff appraisal programmes have been completed.