

**Effects of Employee Relations on Teachers' Performance in Government
Aided Primary Schools in Wakiso District, Uganda**

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Abstract

The study was about examining the effects of employee relations on teachers' performance in government aided primary schools in Wakiso District. Its purpose was to investigate the extent to which employee relations affected teachers' performance in these schools. The study was guided by the following specific objectives; (i) finding out whether teachers' involvement in decision making affected their performance. (ii) establishing how communication between school administrators and teachers affected teachers' performance and (iii) investigating whether teachers' collective bargaining power affected their performance. A cross - sectional survey design was used to collect data through questionnaires and interview guides which were administered to the respondents who were teachers and headteachers. Purposive sampling was used to determine the 19 out of 256 schools in the district where research was conducted. Descriptive analysis of the data was done using the Statistical Package for Social Sciences (SPSS) software programme, whereas qualitative was analysed thematically using the themes of the major variables . The study indicated that involvement of teachers in decision making has positive effect on teachers' performance because it promotes commitment among them as they try to implement their own decisions. It indicated that communication methods effectively used have positive influence on teachers' performance as it eliminates mistakes since teachers are kept informed. It further indicated that teachers' collective bargaining power positively influences their performance as it reduces stress and promotes good working relationship between teachers and their administrators. It also indicated that the existing employee relations were not favouring teachers and that is why there was low level of teacher performance. The study concluded that there is a significant relationship between teacher involvement in decision making and performance in government aided primary schools in Wakiso district. That communication methods being used have a significant positive effect on teacher performance and that if communication flow has some barriers, issues like communicating targets, policies and strategies may limit cohesion, and that there is a significant relationship between teachers collective bargaining and their performance. The study recommended that teachers should be consulted and given opportunity to participate in making decisions concerning them or their job to make them perform better. That school administrators should be trained in communication skills to promote two-way communication which will arouse teachers' morale to perform better and that school administrators should listen to teachers' problems and show willingness to provide solution.