Factors affecting the recruitment of teachers in public secondary schools by the Board of Governors Members. (A case of Makueni district)

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Abstract:

The Human Resource Management (HRM) Movement emerged during the 1980s and can be defined as a strategic approach to acquiring, developing, managing, motivating and gaining the commitment of the organization's key resource - the people who work in and for it. HRM may therefore be defined as a set of management initiatives which have the specific aim of securing the organizations competitive advantage by utilizing the labour resource more effectively. (Rainbird 2000). This study sought to identify the factors affecting the recruitment of teachers in public secondary schools by the Board of Governors members in Makueni District. Out of the 134 public secondary schools in the district, 64 were taken for closer observation through simple random sampling. The research was conducted through the administration of questionnaires to the BOG Chairmen of the selected 64 schools. 56 out of the 64 returned their filled in questionnaires while the rest promised to do so though they failed to honour their promise. Generally the research was quite a success as the responses in the returned questionnaires revealed some of the factors that influence or affect the recruitment of teachers in public secondary schools by the BOGs and some of the weaknesses or shortcomings facing the same system. The researcher hopes that the findings of the research will make useful contribution in the recruitment process. The recommendations made after the data analysis and interpretation are aimed at giving possible suggestions to some of the problems faced in teacher-management by the Ministry of Education, Science and Technology in coordination with TSC, the schools' BOGs and other relevant stakeholders in education.