

ABSTRACT

THE IMPLEMENTATION OF DECENTRALIZATION POLICY AND HRM IN UPE SCHOOLS IN CENTRAL UGANDA

Decentralization policies have been implemented for over two decades in the education sector in Uganda. The study investigated the implementation of Decentralization policy (DP) and Human Resource Management (HRM) in Universal Primary Education (UPE) schools. It was conducted in central Uganda region. The purpose of the study was to evaluate the contribution of decentralization policy in the recruitment, deployment and professional development of HR in UPE sector. The study was guided by three specific objectives namely: analyzing the implementation of the DP on recruitment of Human Resource in UPE schools, assessing the implementation of DP towards the deployment of educational personnel and evaluating the implementation of DP in promoting the professional development of personnel in UPE schools in Uganda. The study deployed the research paradigms i.e. analytical framework and evaluative paradigms. It utilized both qualitative and quantitative research approaches and adopted a cross-sectional survey design. The data was collected from a sample of 580 respondents using self-administered questionnaire, focus group Discussion (FGD), in-depth interviews and document analysis tools. The findings of the study revealed that the implementation of the DP had contributed less in enhancing HRM in UPE sector. The findings also revealed that there was need to revisit the decentralization framework to address the constraints which hindered the implementation of DP to enhance the HRM in UPE schools in Uganda.

Supervisors:

Cc: Professor Mugimu, B. Christopher

Cc: Associate Professor Ezati, Betty