

**THE STAFFING OF PRIMARY TEACHERS COLLEGE AND ITS IMPACT ON
ACADEMIC PERFORMANCE: A CASE STUDY OF CENTRAL REGION IN UGANDA**

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ABSTRACT

This study was carried out to establish the impact of staffing of tutors on students' academic performance in Primary Teachers' College in the Central Region of Uganda. This region covers 9 PTCs; (Nakaseke Core PTC, Bususbizi Core PTC, Kabulasoke Core PTC, Kibuli Core PTC, Ndegeya Core PTC, Shimoni Core PTC, Nkokonjeru PTC, Kabukunge PTC and Rakai PTC) the study employed a cross sectional research

design where qualitative and quantitative data collection techniques were used. Self-administered questionnaires were used to collect data from a sample of 55 tutors and 165 student teachers. The study was aimed at finding out how effective the staffing procedures used in recruiting PTC tutors in the Central Region of Uganda are, how

tutor staffing affects students' academic performance in PTCs in the Central Region of Uganda and the challenges that are faced in staffing of PTC tutors in the Central Region of Uganda. The response rate based on the highest percentage of each of these categories was used to interpret the data. The major findings were that staffing procedures used in recruiting PTC tutors in the central region of Uganda involve the Education Service

Commission openly advertising and inviting application from qualified and experienced teachers in both public and private institutions and then holding oral interviews to select candidates according to the minimum required standards set out in the advertisement. The current system, however, does not necessarily end as required in the last staffing steps and rarely implemented by the principals. It was also found that the staffing procedure currently being used does not provide for a method to recruit the most dedicated and hardworking tutors because these qualities may not be evident during oral interviews. It was also discovered that poor staffing conditions negatively affect students' academic performance in PTCs in the Central region of Uganda in the sense that the few qualified tutors are overloaded with work, which means they cannot be as efficient and dedicated as they should be. The third finding was that the challenges that affect staffing in Colleges can be categorized as man-power shortage and work overloads on

the few tutors available some subjects as a compensation measure and these are well known to stakeholders. The study recommended that there is need for the Education Service Commission to, a long academic and professional requirements, also demand a comprehensive recommendation or performance appraisal from previous employers or teachers of interview candidates to ensure that dedication and ability to work hard are factored into the recruitment process. In addition, the Education Service Commission should endeavor to recruit enough qualified and competent staff in order to make sure that all colleges are adequately staffed and thus students will be able to receive the attention they require to make them improve on their academic performance.