

An investigation into the impact of delegation practice on management in Tertiary Institutions in Eastern Uganda

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ABSTRACT:

The study was prompted by the concern that quality of services and academic output in tertiary institutions is declining. Speculations go ahead to point out that delegation practices are not applied. The researcher therefore wanted to find out empirically how delegation practice impacts on the management of students' discipline, staff welfare and student's academic work in tertiary institutions in Eastern Uganda. The researcher carried out the study by purposive sampling to get five (5) Principals, forty six (46) Lecturers, thirty two (32), support staff and fifty (50) students from the following tertiary institutions:- NTC Nagongera, NTC Kaliro, UTC Elgon, UCC Tororo and NAMC Busitema. A questionnaire comprising close ended questions and oral interviews were used to gather data for the study. The data collected was analyzed using Pie chart and Chi-square.

The study revealed that delegation practice improves students' discipline, staff welfare and student's academic work. From the study findings, the following recommendations were made:- Heads of tertiary institutions should delegate more powers to their subordinates and ensure that appropriate action is taken in the expected time. Heads of tertiary institutions should look into capacity building for their staff and consider meeting their social needs. Heads of tertiary institutions should put more resources into the procurement of instructional materials and ensure that the materials are effectively used for teaching.