

**ANALYSIS OF THE ROLE AND EFFICACY OF PERFORMANCE CONTRACTS  
IN SECONDARY SCHOOLS MANAGEMENT IN MAKUENI COUNTY, KENYA**



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## ABSTRACT

Performance contract is freely negotiated performance agreement between government, acting as the owner of a public agency and the management of the agency. The performance of this study was to analyze the role and the efficacy of performance contract in public secondary school in Makueni County, Kenya. The objective which guided the study work; knowledge of board members on management issue, how signing performance contract will affect service delivery in public secondary school and establishing the relationship between performance contracting and management. The study employed the Taylors scientific classical management theory which advocates for job specialization and training employees per single task. The study employ a descriptive survey design it was found appropriate as it covers a large field extensively. The target population in this study consisted of 250 principals and all the BOG members from the 250 schools in Makueni County, both purposive and single random sampling was used to get the sample. The instruments used for the study were the questionnaires and an interview schedule. The instrument validity and reliability were established for the study. The response showed that many principals lack training in management and also signing performance contract could improve service delivery in public secondary school. Many conflicts in public schools were as a result of poor financial management. The following were the recommendation; more funds to be allocated to train school managers, integrate information technology to financial management, the government to make a follow to check if the recommendation made from inspection reports are implemented and the ministry of education to give limit to the number of years one should lead an institution.