

**IMPROPER HUMAN RESOURCE MANAGEMENT OF TEACHER/PUPIL ON  
ACADEMIC PERFORMANCE**

**BY**

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**DTE/00051312/09878**

**A research project submitted to the school of education in partial fulfillment for the  
requirement for the award of Diploma in education of the:**

**MOUNT KENYA UNIVERSITY**

**JUNE 2015**

## ABSTRACT

This study is focused on improper human resource management on teacher/pupil performance in Mufu zone, Embu County. The researcher used non selective (profitability) sampling method in selecting the sample. The researched sampled schools cluster A,B, and C . The study limitation include time factor since the researcher resides far from the school. A descriptive research design was adopted which enhanced the researcher to obtain a better understanding of the problem of improper human resource management on investigation involved of pupil. The investigation involved use of interview schedules and questionnaire to collect data after which such data had to be processed, coded and analyzed. The findings indicated that improper human resource management on school influence. It was overall performance of the school. It was discovered that most of the mismanaged schools were public schools. The researcher concluded that there is a direct correlation between pupil-teacher ratio and pupil performance. Poor attendance of pupil program adversely affects performance. Improper management builds on child performance and personality negative recommendation were made which calls for parent to closely observe their children performance on cooperation with their school alone. The community leaders and the stake holders to be sensitized on social responsibility in running of their schools. The government of Kenya should employ enough teachers to meet the learner ratio in schools and necessary measures should be taken to head teachers who mismanage school. The researcher got the relevant information of related studies and theories. The theorists were(Marxism) conflict include Chubb and more (1990-2010) Kyriako(1977-87) Keragu(1982)