

**THE EFFICACY OF PARTICIPATORY DECISION MAKING PROCESS ON
MANAGEMENT OF PUBLIC PRIMARY SCHOOLS: A CASE- STUDY OF SUNEKA
DIVISION, KISII COUNTY**

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ABSTRACT

Participatory decision making is a situation where an organization allows meaningful participation of students, teachers, subordinates, sponsors and the government who are stakeholders in the management of their affairs. The study interrogated the extent to which consensus building, open discussion, delegation and mechanism for consultation is embraced in public primary schools. The purpose of this study was to establish the effectiveness of participatory decision making approach in management leadership in public primary schools. The study adopted a descriptive survey research method design which was carried out in all the zones of Suneka Division, Kisii County. A total of 285 respondents were sampled using simple random sampling technique. Respondents were selected purposively. Questionnaires, interview and observation schedules were used to collect both qualitative and quantitative data that were analyzed. Quantitative data analysis commenced at the field editing stage to minimize errors. Coding the open ended data entry, data cleaning information analysis and interpretation followed. Descriptive statistics was used to analyze and describe the information. Qualitative data analysis was done concurrently with data collection. Open and written question were used to create meaningful interpretations. The data was summarized on a daily basis where interim report was produced, analyzed and interpreted. The target population comprised all Head teachers, teachers, pupils, parents, school sponsors, special interest groups, special needs members and County education board representatives. The entire sample size comprised of 285 respondents. A purposive and simple random sampling technique was ideal in selecting schools and the respective respondents. Data collection instruments were a questionnaire, interview schedule and observation. The questionnaire was administered to the respondents and was required to fill them on the spot. Interview schedule was administered to Head teachers and the Ministry officials. The data collection instruments were piloted on a small portion of 0.68. Identical population in the neighboring Divisions to identify the strength and weakness of the instruments to be used for validity and reliability purposes. Reliability was tested by subjecting the instruments to a pilot study through the split half technique and then Spearman Brown prophecy formula was used to compute a reliability coefficient, which was established at the data collected, was edited and analyzed qualitatively and quantitatively using Statistical Package for Social Sciences and inferences drawn. After analyzing and summarizing the data recommendation and suggestion for further research was put forward. The significance of the study was that participatory management was to be used by policy makers in the Ministry of education by making it a policy in public primary schools. It emerged from the study that there was need to empower employees to participate in decision making processes by encouraging consensus building, open discussions and delegation. All respondents indicated that these ingredients are necessary to improve management in primary schools.