

**AN INVESTIGATION ON THE ROLE OF SUPERVISION ON TEACHING AND
LEARNING IN PUBLIC PRIMARY SCHOOLS OF KIBWEZI DISTRICT
KITUI COUNTY**

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ABSTRACT

Although supervision has always been integral to every organization in Kenya, it has either been ignored or received with little attention in the past years. The study was designed to explore the effect of supervision on staff performance in the Education sector. It investigated the type, nature, challenges and effects. The study argues that while provision of infrastructure and personnel are vital for ensuring quality staff performance; the absence of supervision could lead to low performance. The study employed the descriptive survey as the research design. The simple random and purposive random sampling were used, to gather and collate first hand information relevant to the study from respondents in order to access the effect of supervision on staff performance. In all 50 respondents including directors, external supervisors, circuit supervisors and other staff (training officers, budget officers and administrators). These respondents provided information relevant to the study. The outcome of the study indicated that while majority of internal supervisors preferred and advocate for greater emphasis on internal supervisors, the external supervisors (from regional office) preferred the promotion of both systems in the Education sector. It also came to light that supervision cannot be overlooked since it is a major tool for better staff performance giving the right supervisors, right tools and right resources. The study showed that appraisal results are important for counseling sessions since staff expects that they are directed where they fall short. Supervision cannot have effect on performance if staff job satisfaction is down played. For improved performance, supervisors must make staff job satisfaction their top priority.