

**EFFECTS OF DELEGATION OF DUTIES AND RESPONSIBILITIES IN
MANAGEMENT OF PRIMARY SCHOOLS IN KOSIRAI DIVISION, NANDI NORTH
DISTRICT, KENYA**

BY

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ABSTRACT

This study investigated the evaluation of effects of delegation of duties and responsibilities in management of primary schools in Kosirai Division of Nandi County. The objectives of this study were; to identify forms of delegation used by primary school head teachers, determine the suitability of the techniques used for delegation by primary school administrators, determine the effect of delegation on management of schools and to identify challenges that school head teachers in Kosirai Division face in delegating duties and responsibilities to the teachers in their schools. The study was based on human resource model of management derived from the dual-model theory advanced by Miles (1975). The targeted population for this study was 289 teachers in Kosirai Division from a total of 45 public primary schools. The total sample size was 116 representing 40%. The sample was selected using stratified technique to select 18 schools from both Mutwot and Lelmokwo zones. A total of 18 schools were randomly selected from Lelmokwo and Mutwot zones. All head teachers from the 18 sampled schools were purposively selected and a random sample of 98 teachers was selected. The data collection tools used included questionnaires and interview schedule. Piloting was carried out in 4 schools in Kipkaren Division and the reliability of the instrument was ascertained by use of split-half technique where a coefficient of 0.643 was obtained. The study employed the descriptive analysis. The study established that teachers have positive attitude towards delegation and that most of them were keen on accomplishing tasks assigned to them by their Head teachers for example meeting their deadlines. However, some teachers were unwilling to accept delegation of duties therefore; there is need for the School Managers to encourage teachers by giving rewards for good performance, and use appropriate Written/formal form of delegation. Head teachers require more training in personnel management on delegation. They should be able to embrace teachers' ideas and periodically evaluate progress of delegated duties.