

The Effectiveness of Delegation as a Process in Primary Schools in South Central Region of Botswana

Nnior Morake¹, Ratau Monobe² and Mmasepatela Mbulawa³

¹North West University, P/Bag x2046, Mmabatho 2735

²University of Venda, P.O. Box 872, Sibasa 0970

³North West University, P/Bag x1303, Mmabatho 2735

KEYWORDS Delegation. Authority. Effective Delegation. Transfer. Assignment of Authority. Deputation

ABSTRACT The purpose of the study was to examine the effectiveness of delegation as a management process in primary schools. A random sample of 10 schools was selected. A self-administered written questionnaire was designed and given to fifty (50) school teachers in Central South Regions (Serowe schools). The results of the study were analysed through the use of tables showing frequency distribution and percentages. Major findings of this study revealed that there is usually delegation of tasks to subordinates. School managers together with their subordinates share the workload. Furthermore, the study also revealed that school managers are faced with some personal problems that need to be addressed. This study recommends regular in-service training for both school management team and teachers. This will guard against any transfer or absorption of a teacher who is fully skilled in a particular subject or activity.