

## **An Investigation into Teachers' Attitudes towards Performance Management in Zimbabwe**

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**ABSTRACT** This study sought to examine the attitude of teachers in Rusununguko Cluster of Shurugwi in the Midlands Province in order to establish the extent to which performance management helped to improve performance of teachers in schools. The descriptive survey research design was used and the sampling technique used was the random sampling. Thirty (30) teachers and seven (7) heads were used as research subjects. Questionnaires and interviews were used as instruments. The data that was collected through questionnaires and interviews was calculated in percentages and presented in tables. The study showed that performance management is a policy which is there in the Ministry of Education, Sport, Arts and Culture that is also being implemented in schools. The study recommended that work for teachers be reduced so that more time should be devoted to the implementation of performance management. Secondly, the study also recommends that there be a comprehensive training for teachers and heads on performance management programme so that they continue to implement performance management positively.