

The Relationship between Principals' Managerial Skills and Teachers' Job Performance

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Abstract

The main objective of this research was to investigate the relationship between principals' managerial skills and teachers' job performance in Basic Education High Schools. The specific objectives were to investigate the levels of principals' managerial skills, to study the variations of principals' managerial skills according to their personal factors, to investigate the levels of teachers' job performance, to study the variations of teachers' job performance according to their personal factors and to investigate the relationship between the principals' managerial skills and teachers' job performance. Quantitative and qualitative methods were used in this study. A total of 136 teachers and 6 principals from 6 Basic Education High Schools in Dala Township were selected as participants by using purposive sampling method and census sampling method. Two instruments titled: "Principals' Managerial Skills" (PMS) and "Teachers' Job Performance" (TJP) were used for quantitative study and interviews questions were used for qualitative study. The reliability coefficients (Cronbach's Alpha) of questionnaires for principals' managerial skills and teachers' job performance were 0.963 and 0.936 respectively. Using SPSS (version 26), descriptive statistics, independent samples *t* Test, One-way ANOVA, Post Hoc Multiple Comparisons tests and Pearson Correlation were used to analyze the data. The findings revealed that: (1) the level of principals' managerial skills was very high in Basic Education High Schools, (2) principals' managerial skills had variations in terms of their personal factors, (3) the level of teachers' job performance was also very high in Basic Education High Schools, (4) teachers' job performance had variations in terms of their personal factors and (5) there is a positively moderate correlation between principals' managerial skills and teachers' job performance.

Key words: Managerial Skills, Principals' Managerial Skills, Job Performance, Teachers' Job Performance

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