

**Role of management policies on teaching staff at secondary
level**



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Certificate of Approval

The thesis titled **“Role of Management Policies on Teaching Staff at Secondary Level Lahore”** authored by Ms. Majida aHabib (ID.No. 14018088008) has been accepted by the Faculty of Department of Education, School of Social Sciences and Humanities, University of Management and Technology, Lahore in partial fulfillment of the requirements for degree of M.Phil in Education.

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Dedication

"This is dedicated to my super mother who had continuously supported me during my educational career. She had a vision of my future higher education. This dream would have never become real without her precious support and contribution".

Acknowledgement

I am very thankful for the blessing of Allah Almighty Who is the most Merciful and the most Beneficent. I was able to complete my thesis by the will of Allah. Firstly, I would like to pay special thanks to my parents, my supportive husband, and my children whose prayers; continuous support and facilitation helped me to achieve my goals, and more importantly, I would not be the person I am today without them.

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Abstract

Management plays important role in sustainable development of private sector schools. Administrators mold towards employing adequate communication skills to interact with various groups and individuals. School is basically run by the teachers and students both. Management policies are formed for teachers to put them on the professional way. These policies help to achieve desired goals. These have diverse effects on stakeholder. This research was conducted to find out the effect of management policies on teaching staff at the secondary level. A sample of the study consisted of 200 secondary school teachers selected randomly. The instrument of the study was questionnaire developed by the researcher herself. It consisted of two parts. Part A comprised of demographic data and Part B consisted of different factors such as satisfaction, stress, motivation and professional development. The questionnaire consisted of five-point Likert type scale items mode of strongly agree; agree; not sure; disagree and; strongly disagree. The instrument was finalized after pilot testing. The initial questionnaire was consisted of 60 items. Twelve statements were excluded because they were found un-comprehended able. Final questionnaire consisted of 48 items. Two expert educationists were consulted to ensure the validity of the instruments. They were requested to put their written comments on the instrument provided to them. Reliability of the questionnaire was confirmed by calculating Cronbach's Alpha that was .905. Data were collected by the researcher herself by visiting the sample schools. Data were analyzed by calculating mean, Std. Deviation, t-test, and ANOVA. Findings of the study show that there is no significant difference between management policies and gender and there is positive role between management policies on highest academic qualification and teaching experience. This study will contribute to private school management policies that how to make the best teaching staff.

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Chapter I

Introduction

Educational leaders possess a pivotal role in institutions and the importance of their role cannot be overlooked. The job of educational leaders involves among other things, the provision of leadership for staff, coordinating both human and material resources to ensure the achievement of organizational goals. In an organization, the educational leader as an administrator influences his subordinates to achieve the goals and objectives of the institution. Hence the administrators should endeavor to influence the behavior of subordinates in order to achieve the goal of the institution through making different policies.