

PARTICIPATION OF TEACHERS IN DECISION MAKING PROCESS AND THEIR JOB PERFORMANCE IN OSUN STATE SECONDARY SCHOOLS, NIGERIA

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ABSTRACT

This was a descriptive research study which aimed at investigating the opportunities that exist for decision making, the categories of teachers that are involved in the decision making and the impacts of decision making on teachers job performances in Osun state secondary schools. Two hundred and ten (210) respondents made up of 180 teachers and 30 school principals were purposively selected for the study. 30 secondary schools were randomly selected from thirty one Local Government Council in the state. Questionnaire tagged Decision Making Questionnaire (DMQ) was used to elicit information from the respondents. Data collected were analysed using percentages and frequencies. It was revealed from the study that through regular statutory staff meetings and special meetings, teachers have the opportunities to participate in decision making in the school. However, teachers were not fully involved when decisions involving school budgeting and planning of school physical facilities were to be made. The study recommends that teachers should be actively involved in decision making process in all aspect of school administration. This is because increased participation of teachers in decision making increases commitment of teachers to their job performance.

KEYWORDS: *Decision making, Budgeting, Involvement, Participation, Job-Performance*