

An Investigation into Human Resource Management Practices of High School Principals in Public Schools

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Abstract

The main objective of this study is to investigate human resource management practices of high school principals in public schools, Kyaukpyu and Yanbye Townships. As the research method is a mixed method, both quantitative and qualitative methods were applied. In this study, two sets of questionnaires were used. The first one is the questionnaire for principals and the second one is for teachers. There are 4 open-ended questions in principals' questionnaires and 2 open-ended questions in teachers' questionnaires for qualitative study. A total of 50 high school principals who had at least 2 years of administrative services and 300 teachers from Kyaukpyu and Yanbye Townships were selected by using purposive sampling method. Descriptive Statistics, Independent Samples *t* Test, Paired Samples *t* Test, One-way Analysis of Variance (ANOVA) and Tukey Post-Hoc were used for analyzing the collected data. According to the findings, it was found that the participant teachers had highly expected on all dimensions of their principals' HRM practices. However, the participant principals had moderately performed on HRM practices in public schools. There were statistically significant differences between gender, age and administrative services. It can impact stakeholders and policy makers if they consider and implement developmental programs in accordance with findings and recommendations of this study.

Key words: human resource management, human resource management practice

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