

Effective Participative Management: Does It Affect Trust Levels of Stakeholders in Schools?

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ABSTRACT This paper reports the findings of the small-scale study on the effectiveness of participative management (PM) as perceived by parents, learners, teachers, community leaders, members of the school governing body and the principal in one school in the Free State, a province of South Africa. Questionnaires were used to gather data and responses were tabulated using the SPSS. The questionnaires were completed by two hundred and eighty two (282) respondents out of three hundred and twenty (320) issued out, resulting in a response rate of 88.1%. The study examined the correlation between the indicators of PM effectiveness and stakeholders' levels of trust. Findings show that the following indicators of PM effectiveness were significantly related to stakeholders' levels of trust: importance of sub-committee structures, satisfactory composition of the school governing body (SGB), adequacy of information for SGB decision-making, adequacy of time for doing SGB business, SGB influence on teaching and learning, and overall SGB functioning. It is suggested that school leaders wishing to enhance the levels of trust among the stakeholders should consider these indicators of PM effectiveness in carrying out their leadership duties and responsibilities.