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Taylor & Francis
Taylor & Francis Group**Anthropologist 28(1-2): 1-8 (2017)**
DOI: 10.1080/09720073.2017.1311668

Work Environment Factors as Correlate of School Management Teams' Productivity

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KEYWORDS Absenteeism. HIV/AIDS. Performance. Redeployment. Work. Environmental Factors

ABSTRACT There is a perception that SMTs are not effective in some schools in South Africa. Hence, a huge number of learners in the public schools, particularly in high schools are not getting a good pass percentage in their matric exams. To this end, the study was conducted to analyse work environment factors that affect productivity of school management teams' in Mount Frere Education District. Sixty-four schools, which formed the sample in this study, were selected randomly from the target of 210 schools (population) in Mount Frere Education District. Self-administered structured questionnaire was used to gather information. The results were analysed using descriptive statistics like frequency count, percentages, charts and tables, and inferential statistics of Pearson product moment correlation (PPMC). It was discovered that the work environmental factors as espoused by the literature, negatively affect the performance or productivity of SMTs. The findings in the data analysis prove beyond reasonable doubt that redeployment of educators negatively affects the productivity of School Management Teams in various schools.