Organisational support and employee resilience among selected private secondary school
teachers in Nakawa Division, Kampala district.

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Extended Abstract:

Key Words: Organisational Support; Resilience, Ugandan Context, Job demand-resource,
conservation of resources

Introduction

This study was conducted in Nakawa Division and sought to assess the contribution of
organisational support in explaining resilience among secondary school teachers. The study was
anchored on job demand and conservation of resource theories. It was expected that as
employees, teachers needed to have adequate resources to ensure that they remained resilience
as job demand-resource theory posits. Equally, other than being employees, teachers experience
other non-job related shocks that need to be addressed hence, conservation of resources theory.

Objectives

The study was guided by three key objectives namely; to examine the relationship between
managerial, supervisors, co-worker support on one hand, and employee resilience.

Methodology

The study was conducted using a cross sectional design which involved a quantitative approach.
The population for the study included teachers from 10 selected schools. 90.2% of the targeted
sample was realised and analysed.

Key findings

The results showed that all the independent variables namely managerial, Supervisor and co-
worker support were significant antecedents of employee resilience. The study has therefore has
given an insight on the drivers of employee resilience in Ugandan context.
**Recommendations**

Given the findings, it is recommended that the school heads should be sensitive of the teacher’s welfare and play a symbolic role in helping the teachers who may be going through a difficult period. Teachers in supervisory roles should also offer immediate assistance, counsel and other one-on-one help that a teacher may require when they are undergoing difficult time. Finally, fellow teachers should adopt a spirit of family- hood where they take each other as brothers and sisters to celebrate together and help each other whenever one is in difficult situation.

**Key references**

