

## ABSTRACT

This study intended was to assess the application of modern human resource management principles in private secondary schools. The study had four objectives namely; to study the contribution of training programmes to the performance of employees, to find-out the impact of socialization takes place at working place, to explore how employees are supported (helped) in achieving organizational goals and to find out how leaders sympathize with their employees when they face challenges. Both empirical and theoretical literature review have explained the importance of implementing the human resource management principles for sustainable growth of organizations as opposed from traditional personnel management. That human resource are most important assets which derive other assets/factors of production in an organization, therefore should be well treated to raise their morale and maximize job satisfaction. This study adopted descriptive research design and a mixed research approach where by both quantitative and qualitative data were gathered. The sample size of 90 respondents were used to collect information. 75 teachers filled the questionnaires while 15 school managers were interviewed. Quantitative data were analyzed using descriptive statistics and qualitative data were analyzed using content analysis. The results showed that continuous training was limited to few methods including training staff through seminars, e-learning and workshops. The trainings were offered in very few secondary schools. Socialization at workplace was also limited to friendly conversations and social media group to increase cooperation between managers and teachers in the schools. There was also a poor support of employees to accomplish organizational goals. Results have shown that employees were supported in terms of availability of resources and provision of valuable awards was average. These supports were not enough for the organization to run smoothly. Teachers at their working place may face challenges such as sickness. But according to the results obtained many organization managers or heads of schools, do not deal with employees challenges effectively. Therefore most managers lack empathy to their employees, and this is the cause of massive failure of many private schools. It is recommended that school managers should strictly adopt modern human resource management principles in order to improve teacher capability to teach and raise the academic standard of their institutions.

