

Work engagement among school directors and teachers' behavior at work

Carlos Gamero Burón^a (corresponding autor)

Gerard Lassibille^b

^a Departamento de Estadística y Econometría, Facultad de Ciencias Económicas y Empresariales, Universidad de Málaga

Calle El Ejido, 6 - 29071 Málaga (Spain). E-mail: gamero@uma.es

^b Institut de Recherche sur l'Economie de l'Education and Centre National de la Recherche Scientifique
Pôle AAFE - Esplanade Erasme - B.P. 26513F - 21065 Dijon Cedex (France). E-mail: gerard.lassibille@u-bourgogne.fr

Abstract

Using data from a representative sample of public primary schools in Madagascar, this paper analyzes engagement at work among school directors and investigates the impact of school heads' supervisory roles on teachers' behavior at work. The results show clear signs of weak management within public primary schools. We find that school heads' engagement at work is positively associated with their employment conditions, job satisfaction, and overall working environment. The results also indicate that principals' management styles have a positive effect on teachers' commitment at work, but no significant impact on absenteeism.

Key-words: work engagement; school heads; primary education; Madagascar.

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