

Talent Management and Employee Performance in Standards Regulatory Agencies in Uganda: A Case Study of the Uganda National Bureau Of Standards

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Introduction

This study examined the effect of talent management on employee performance at the Uganda National Bureau of Standards (UNBS).

Objectives

The objectives of the study were:

1. to examine how training influences employee performance at the UNBS,
2. To examine how talent planning influences employee performance at the UNBS, and
3. To assess how teamwork promotion influences employee performance at the UNBS.

Methodology

The study adopted a descriptive survey research design and used qualitative and quantitative approaches. The population of the study was 127 employees of the Uganda National Bureau of Standards. A sample size of 96 respondents was selected based on Krejcie and Morgan (1970) sampling guidelines using

the probability simple sampling method and non-probability method of purposive sampling. Data were analysed both for descriptive statistics (frequencies and percentages) and inferential statistics (correlation analysis).

Key findings

The Adjusted R square was .770, which is an indication that 77.0% of the changes that occurred in employee performance were due to changes in talent management. The test also revealed that the UNBS' talent management endeavours had a positive relationship with employee performance and as such the null hypothesis was rejected.

Furthermore, teamwork was found to have a positive and significant impact on employee performance, which brings benefits in terms of higher productivity, better organisational performance, competitive advantages, and increased product quality and quantity.

Key recommendations

The study suggested that the UNBS should revise the manual for training and development of talent on an annual basis to escape the trap of using outdated training manuals. The study also suggested that the UNBS should enhance mechanisms for recruiting more internal talent.

Key references

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