

Human Resource Policy Implementation and Academic Staff Motivation in Private Universities in Uganda: A Case Study of Nkumba University

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Keywords: *Human Resource Policy, Employee motivation*

Introduction

The study examined human resource policy implementation and academic staff motivation in private universities in Uganda and undertook to study Nkumba University as a representative case.

Objectives

The objectives of the study were:

1. to examine how Nkumba University enhanced training and development to motivate academic staff,
2. to examine how Nkumba University offered competitive terms and conditions of service to motivate academic staff, and
3. to examine how Nkumba University carried out periodic performance appraisals to motivate academic staff.

Methodology

The study employed a case study research design and used both qualitative and quantitative methods of data collection. It focused on the period of 5(five) years from 2014 – 2018. Using the interview guide, and Self-Administered Questionnaire, data were collected from 168 respondents out of a target population of 358. Homogeneous purposive sampling was used, as well as simple random sampling.

Key findings

The study revealed that Nkumba University appreciated the existence of a training and development policy in an organisation and that the University benefit through the obtention of relevant skills resulting from training and development.

It further revealed that academic staff appreciated the training and development programmes offered by their employer and that because of that they were loyal to the University.

The study also found out that staff at Nkumba University utilised compensation and rewards and as a result achieved motivation.

Lastly, the study revealed that performance appraisal motivated academic staff to perform better due to the benefits that came with the exercise.

There was a significant relationship between human resource policy implementation and employee motivation ($r = 0.618^{**}$, $P \text{ value} < 0.01$).

Key recommendations

The study recommended that Nkumba University should carry out a needs analysis to come up with knowledge gaps to inform the design of better training programmes that would enhance job satisfaction for its academic staff.

Nkumba University should conduct periodic follow up on academic staff's recruitment to assess the knowledge, skills, abilities, and genuineness of the academic staff provided by the sources.

The performance management process should be made transparent, that is to say, the appraisal process should co-opt employees to enable the solicitation of feedback for improved performance.

Key References

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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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Keywords: *Talent management, Talent, Employee, Performance, Standard Regulatory Agencies*

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