

Human Resource Planning And Performance Of Privately Owned Enterprises In Uganda: A Case of Ntake Group

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Keywords: *Human Resource, Planning, Human Resource Planning, Performance*

Introduction

This study was about the role of human resource planning in the performance of privately owned enterprises in Uganda. It focuses on Ntake Group.

Objectives

- 1) To establish whether Ntake Group of companies had sound HRP policies and procedures to ensure effective performance.
- 2) To assess how sound allocation of HR increased the sales of Ntake Group of Companies.
- 3) To establish whether Human Resource forecast enhanced the performance of Ntake Group.

Methodology

The study used a population of 600 selected from Ntake Group staff out of whom a sample of 240 respondents was selected

using Neumann's formula (2000). Descriptive and explanatory research designs were employed and both quantitative and qualitative approaches of data collection were used. Questionnaire, interview guide and documentary checklist were used to gather data. Data were analyzed using descriptive statistics, Pearson correlation, coefficient, regression analysis, and analysis of variance (ANOVA).

Key findings

Statistical analysis proved that $R^2=.630$; according to which a significance level was found and the hypothesis testing proved that there was a positive relationship between HR Planning and performance of Ntake Group of Companies.

Results of the correlation analysis indicated that there was a significant and positive relationship between HRP policies and performance.

Correlations ($r=0.787$, $P<0.000$) for HRP policies and procedures indicated that Ntake Group of companies complied with HR planning policies and procedure. Correlations ($r=0.793$, $P<0.000$) was for sound allocation of resources and sales increase which indicated that there was a systematic approach in managing, tracking and securing all resources of the company. ($r=0.787$, $P<0.000$) was for HR forecast proving that HR forecasting processes helped the company to determine the number of employees needed to improve its strategic goal. ($r=0.784$, $P<0.000$) was for performance, implying that due to fulfilling three (3) sub-independent variables, the company ensured performance.

Recommendations

The study recommended that Ntake Group of Companies should introduce and institutionalize effective human resource plans to proactively forecast the actual numerical strength of manpower needs of the Group.

Ntake Group of Companies should ensure that the policies introduced and established are implemented.

Key references

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