

The Contribution Of Performance Management Systems To Employee Productivity In Uganda: A Case Study Of Taso, Masaka Branch

Nakimbugwe Pross

Keywords: *Performance management systems, employee productivity*

Introduction

The study aimed at examining the contributions of Performance Management Systems to Employee Productivity at TASO, Masaka Branch.

Objectives

The study was guided by the following specific objectives;

- to examine the relationship between training and employee productivity at TASO, Masaka Branch,
- to establish the relationship between reward system and employee productivity at TASO, Masaka Branch,
- to find out the relationship between communication and employee productivity at TASO, Masaka Branch.

Methodology

The study employed a cross-sectional descriptive design and both qualitative and quantitative research approaches were used. The study had 62 respondents. Qualitative data were analyzed using thematic and content analysis whereas quantitative data

were analyzed by the Statistic Package for Social Sciences (SPSS, version 21). The study results were interpreted by descriptive and inferential statistics, where percentages, mean standard deviation, and Pearson correlation coefficients were used.

Key findings

The findings revealed that training was the most important factor that influenced employee productivity at TASO. The results for the objective on reward systems indicated that when employees were motivated and their efforts appreciated, there was a high possibility of increasing their productivity. The results for the objective on communication revealed that effective communication played a significant role in making awareness about organizational goals, objectives, and activities among employees.

Key recommendations

The study recommended that there should be mechanisms to ensure that the training of employees continues. It also recommended that TASO should enhance the rewards it gives to its employees. Last but not least, the study recommended that effective communication should be used to avail information about its goals, objectives, and, activities.

Key references

Aguinis, H. (2009). *Performance management* (2nd ed.). Upper Saddle River, NJ: Pearson Prentice Hall.

Aguinis, H., Joo, H., & Gottfredson, R. K. (2011). *Why we hate performance management and why we should love it*. Business

Horizons, 54(6), 503-507.

Awases, A. (2008). Human Resource and personnel management: Text and Cases. (3rd ed., pp. 199-231). New Delhi: McGraw-Hill Publishing Company Limited.