

**THE EFFECTS OF DECENTRALIZED HUMAN RESOURCE MANAGEMENT ON
HEALTH SERVICE DELIVERY**

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ABSTRACTS

This study is about the effects of decentralized human resource management on health service delivery. The study was prompted by deteriorating situation on the delivery of health services. The objectives of the study were to assess the effect of health staff numbers, the effect of facilitation of the health staff on the delivery of service and the effect of remuneration on the delivery of health service. These misgivings were overwhelming and reflected by low motivation, high death rates and late comings to duties. It is this prevailing situation that an investigation was required. The study was carried out in Buikwe district. The methods used to collect data from the respondents were self-administered questionnaires and interview guides. Data was analyzed using the method of frequency tabulation with corresponding percentages.

The findings of the study show that low health staff numbers led to inadequate treatment of patients, key preventive services such as immunization are rarely given and increased mortality rate in rural areas. The study concluded that the health staffing levels are inadequate, workers are poorly facilitated and are insufficiently remunerated. The study recommends that recruitment