

**AN ASSESSMENT OF THE CONTRIBUTION OF CAPACITY BUILDING
ON IMPROVING STAFF PERFORMANCE IN LOCAL GOVERNMENTS
IN LUWERO DISTRICT,
UGANDA**

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**A DISSERTATION SUBMITTED TO THE DEPARTMENT OF PUBLIC
ADMINISTRATION, FACULTY OF MANAGEMENT STUDIES IN
PARTIAL FULFILLMENT OF THE REQUIREMENTS
FOR THE AWARD OF A DEGREE OF MASTER
OF PUBLIC ADMINISTRATION OF
ISLAMIC UNIVERSITY IN
UGANDA**

OCTOBER 2007

ABSTRACT

The study was conducted in Luwero District Local Government and it aimed at assessing the role of Capacity Building Programs in improving the staff performance in the district. It aimed at ascertaining whether the numerous Capacity Building Programs that have been extended to the District Local Government staff have had any contribution to make towards their performance so as to identify strategies for the way forward.

The exploratory research design was used to gather and analyze the relevant data from the respondents. Four data collection tools were used to solicit the necessary information from the field and these included; questionnaires, the interview guides, the Observation guide as well as document analysis. All these tools yielded a lot of relevant information to support the study.

The findings of the study revealed that the various Capacity Building Programs that have been extended to Luwero District Local Government staff across the service sectors, have had a big role to play as regards to improving their performance. The study found out that through the intervention of Capacity Building Programs; relevant job related skills, knowledge, and experiences have been acquired by the staff, the staff confidence has been boosted, staff chances for career advancement and promotions have been enhanced, departmental tools and equipments have been acquired and above all, staff loyalty, commitment and dedication to service have been enhanced among others. All these have been discovered to have improved staff performance on the ground.

The findings show that though the Luwero District Local Government leadership were extending Capacity Building Programs to their staff in form of; training, workshops, Seminars, meetings, re-tooling, sponsoring staff for further studies, study tours among others, Other cheaper and relevant Capacity Building enhancers ie delegation, mentoring, role play, demonstrations and orientations among others could be adopted and implemented to further boost the performance of the staff.

The study recommends that for Capacity Building Programs in the district to further enhance the performance of the staff, the following should be done; the District Supervisory structures and functions should be re-visited and streamlined as a lot of laxity was found to exist among the Supervisees, the District mobilization strategies aiming at soliciting more funds, tools and equipments ought to be intensified. The study also recommends that the District leadership should encourage and support staff unity and relations programs as this will motivate the staff, boost their solidarity and team work which are all key pre-requisites to enhanced staff delivery.

The study has established that indeed capacity building programs conducted in Luwero District local government have been of much benefit to the district's staff in as far as their performance is concerned. It is well evidenced from most of the respondents interviewed during the study.