



**MANAGERIAL COMMUNICATION AND EMPLOYEE PERFORMANCE IN  
PUBLIC ORGANISATIONS IN UGANDA;  
A CASE OF PALLISA DISTRICT LOCAL GOVERNMENT**

**BY**

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**BU/UP/2020/2616**

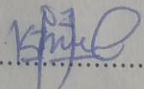
**A RESEARCH PROPOSAL SUBMITTED TO THE FACULTY OF MANAGEMENT  
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## DECLARATION

I, Daliya Khadija hereby declare that the contents submitted in this work is for the partial fulfilment of the requirements for the award of a Diploma in Business Administration of Busitema University are entirely my own work and has not been submitted to any institution of learning for any award

Name. DALIYA ..... KHADIJA ..... Date. 30<sup>th</sup> / 03 / 2023 .....


Signature.  .....



## APPROVAL

This is to certify that this Research Proposal Entitled “The impact of managerial communication on the employee performance of Pallisa District Local Government” has been prepared by Daliya Haddijah under my supervision and is now submitted with my approval.

Supervisor.

Signed..........Date 31/08/2023.....

**Mr. Wadambisha Brian**

## **DEDICATION**

I dedicate this work to my beloved husband, Mr. Ocwa David and my beloved parents Papa Omoding Alex and toto Grace Nakiria who have supported me throughout this whole journey. I would also like to dedicate the success of this study to my supervisor Mr. Brian Wadambisha and friends for their continued support, encouragement and patience.

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## **LIST OF ACRONYMS**

DV..... Dependent Variable

IV..... Independent Variable

PDLG..... Pallisa District Local Government

SPSS.....Statistical Packages for Social Science

# CHAPTER ONE

## INTRODUCTION

### 1.0 Introduction

This chapter presents the background of the study, statement of the problem, purpose of the study, research objectives, research questions, scope of the study, significance of the study, conceptual framework and then operational definition of key terms and concepts

### 1.1 Background of the study

Employee performance has been defined by Rose (2022) as the collective tasks/activities executed by the employee in line with the set organizational goals including the unique behaviours exhibited by those employees when solving particular situations. According to Mangkunegara and Octorend (2015) performance of individual employee is indicated by the quality (the ability to produce results of that work done close to perfect) and quantity (the amount of activities/tasks completed) of output and timely execution of duties (finishing the work on time maximizing the time available for other activities).

The performance of employees in Public Organisations including Local Governments all over the world is considered inadequate (Ekwoaba, Joy O., Ugochukwu, .U. Ikeije, 2015). This is evidenced by 13% of employees performing worldwide (Taaka, 2022). In Indonesia for instance, organizations are faced with the challenge of attracting and selecting the right employees to take up organizational vacant positions and this has negatively affected the performance. Similarly in Malaysia the local government is among the public organisations that have been severely criticised by the Malaysian public for its lack of efficiency (Mohd Nazri Zakaria et al., 2017).

In sub-Saharan Africa, 45% of employees are underperforming in South Africa (RWD & Zondo-2017; Taaka, 2022). According to Haddud & Kanneh (2016) institutions in Sierra Leone are marred with poor performance which made them to carry a study on how to improve performance in the institution. In Nigerian Local Government system, like those of most African countries, are characterized by political instability, scarcity of resources, lack of accountability, poor planning, lack of political leadership, and poor grassroots participation which are the factors that lead to poor employee performance in the organization (Onyemaechi et al., 2018)

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