

A STUDY OF CONSTRAINTS ON
EMPLOYEES PERFORMANCE IN LOCAL
GOVERNMENT WITH SPECIAL REFERENCE
TO RUKUNGIRI DISTRICT COUNCIL.

BY

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THE MATERIAL IN THIS BOOK HAS NOT BEEN PRESENTED ELSEWHERE FOR ANY OTHER ACADEMIC QUALIFICATION.

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DEDICATION

This work is dedicated to my Family who were greatly inconvenienced by my long absence while on a course.

My Wife LOYCE MATSIKO, my first born child EDWIN TWINAMATSIKO and newly born baby while on a course. Their anxieties and problems were not in vain. I urge them to keep up the spirit of patience and perseverance.

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Many thanks go to my District Local Council especially Chairperson L.C. V and Chief Administrative Officer who facilitated my release to come for this course. I thank Decentralisation Secretariat Ministry of Local Government in a special way for sponsoring me and my District for facilitating transport and out of ^{pocket, I hope to serve it} better with the new skills acquired.

I wish to acknowledge ^{the services} of Ms Judith Tukwatsibwe who patiently typed out this work over and over on a Computer.

Last but not least, I wish to extend my appreciation to my fellow course participants who made contributions in one way or another.

1.0 CHAPTER ONE.

1.1.1 INTRODUCTION OF THE STUDY.

1.1.2 In this study the researcher investigated the effects of employees problems to productivity. However, to gain a better understanding of the employees problems, the researcher analysed critically crucial areas ie both human and physical factors and suggested ways of solving them.

1.1.3 The recommendations made were expected to emeriorate some of the employees' problems. They were to be treated as piratical guidelines to management and District executive political wing to better ways of handling the problems and hence creating a healthy working environment for the employees.

1.1.4 The researcher's view was that problems faced by employees in Rukungiri District were not unique. They cut a cross many District councils of Uganda.

1.2 STATEMENT OF THE PROBLEM:

1.2.1 This case study was an attempt to find out the factors that hinder performance-constrain employees. The problem addressed was that the morale of employees had gone down and this in turn affected the level of performance-productivity.

1.2.2 Employees in the District were working under strenuous conditions and were poorly remunerated. In the present conditions, recognition alone is not enough, an employee needs monetary reward in order to perform efficiently and effectively.

APPENDIX D.

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