



East African Journal of Interdisciplinary Studies

ejis.eanso.org

Volume 2, Issue 1, 2020

Print ISSN: 2707-529X | Online ISSN: 2707-5303

Title DOI: <https://doi.org/10.37284/2707-5303>

ENSO

EAST AFRICAN
NATURE &
SCIENCE
ORGANIZATION

Original Article

Role of Financial Rewards in Enhancing Academic Staff Performance in Public Universities in Uganda

Joseph Rwothumio^{1,2,*}, Daniel Mange Mbirithi, PhD² & Wilfrida Itolondo, PhD²

¹ Kyambogo University, P. O. Box 1, Kyambogo, Kampala, Uganda.

² Kenyatta University P. O. Box 43844-00100, Nairobi, Kenya.

* Author for Correspondence Email: rwothumiojoseph@yahoo.com.

Article DOI: <https://doi.org/10.37284/eajis.2.1.256>

Date Published: **ABSTRACT**

16 December 2020

Keywords:

Financial Rewards,
Academic Staff,
Performance,
Public Universities.

This article examined the financial reward practice implemented by universities to improve on the performance of lecturers in Uganda's public universities. The main objectives of the research were to investigate the relationship between financial reward and teaching and research outputs of academic staff in selected public universities. A mixed method design using convergent parallel approach was employed to collect and analyse data obtained from the study. A sample of 299 participants was drawn from academic staff, directors of human resources, and Vice chancellors. Results indicated a weak positive relationship between financial reward and academic staff teaching output in public universities ($r=0.282$, $p<0.01$). There existed further a weak positive relationship between financial reward and academic staff research output ($r=0.211$, $p<0.01$). It would suffice to effect appropriate financial rewards to academic staff based on a living wage.

APA CITATION

Rwothumio, J., Mbirithi, D. M., & Itolondo, W. (2020). Role of Financial Rewards in Enhancing Academic Staff Performance in Public Universities in Uganda. *East African Journal of Interdisciplinary Studies*, 2(1), 207-223. <https://doi.org/10.37284/eajis.2.1.256>

CHICAGO CITATION

Rwothumio, Joseph, Daniel Mange Mbirithi, and Wilfrida Itolondo. 2020. "Role of Financial Rewards in Enhancing Academic Staff Performance in Public Universities in Uganda". *East African Journal of Interdisciplinary Studies* 2 (1), 207-223. <https://doi.org/10.37284/eajis.2.1.256>.

HARVARD CITATION

Rwothumio, J., Mbirithi, D. M. and Itolondo, W. (2020) "Role of Financial Rewards in Enhancing Academic Staff Performance in Public Universities in Uganda", *East African Journal of Interdisciplinary Studies*, 2(1), pp. 207-223. doi: 10.37284/eajis.2.1.256.