

Human Resource Policy and Lecturer Performance in the College of Humanities  
and Social Sciences, Makerere University

Andrew Wesige

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## Abstract

The purpose of the study was to establish the relationship between human resource policy and lecturer performance in the College of Humanities and Social Sciences, Makerere University. The study was guided by three objectives which included establishing the relationship between employee safety, workers' union, and appraisal and lecturer performance in the said College. A co-relational research design guided the study using a quantitative research approach. A sample of 150 respondents participated in the study. Questionnaires were used to collect quantitative data. Pearson's Linear Correlational Coefficient ( $r$ ) was used to determine the magnitude and significance of the relationship between variables. The findings were that there is a positive relationship between: employee safety, workers' union, appraisal and lecturer performance in the College of Humanities and Social Sciences, Makerere University. Conclusions were that there was a positive significant relationship between employee safety, workers' union and appraisal and lecturer performance. Recommendations that were made included that College of Humanities and Social Sciences administrators and managers should provide a supportive environment, have collective bargaining and involve academic staff in setting appraisal agendas and provide timely feedback from appraisals as a way of enhancing performance.