

An evaluation of human resource planning in Bushenyi decentralized Local Government.

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ABSTRACT:

The study is concerned with effectiveness of Bushenyi Local Government in Human Resource Planning. The study assessed in particular how Bushenyi District Local Government has been able to carry out human resource planning practices for achievement of the Districts mission and objectives. The study was set against the background that Local Government, Bushenyi inclusive had yawning gaps in human resource planning such as under-staffing, little linkage between DDP and HRP lack of skills on the part of technical staff to carry out HRP. It was against this background that the study was conducted aiming at establishing the effectiveness of the Bushenyi District in human resource planning.

The main objective of the study was to find out the effectiveness of Bushenyi Local government in HRP for effective and efficient delivery. Specific objectives were: to ascertain the extent to which Bushenyi Local Government effectively follows the recommended practices and procedures necessary for HRP to establish the effectiveness of Bushenyi Local Government in carrying out HRD and to establish the factors that influence effectiveness of Bushenyi local government in HRP.

The study used both qualitative and quantitative methods. The study sampled out 62 informants and out of the 62, 54 informant only responded. The study collected both primary and secondary data and was managed and analyzed by use of computer based statistical package for social scientist (SPSS) and Epiinfo.

The study found out that Bushenyi Local Government was not effective in HRP because it was not following practices and procedures necessary for effective HRP. As a result the District is understaffed. It was providing adequate budget in the district budget and DDP for acquiring the required staff. The DTPC was not integrating HRP with DDP. The study recommended the following to improve HRP in Bushenyi District.

- i) Practicing the necessary practices and procedures for human resource planning.
- ii) Provision of the necessary information for human resource planning o sectors and sub-

counties.

iii) Integrating sectoral and sub-county human resource plans in the district development plan.

iv) Provision of funds for all the required employees.

v) Developing the approaches strategies to acquire the needed human resource.

vi) Preparation of detailed district human resource plan.

vii) Further research in the area of study.