

**THE EFFECTS OF ORGANISATIONAL CLIMATE ON EMPLOYEE
EFFECTIVENESS IN IGANGA TOWN COUNCIL
LOCAL GOVERNMENT ADMINISTRATION**

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ABSTRACT

The purpose of this study was to examine and assess the effects of organisational climate on employee effectiveness in service delivery in local governments, using Iganga Town Council Local Administration as a case study.

The objectives of the study were to:

- (i) Identify the contribution of the current working climate to effectiveness of employees in Iganga Town Council Local Administration.
- (ii) Determine the effects of organisation climate in ITC in terms of organisational rewards, promotion policy, organisational commitment, support and others on employee effectiveness.
- (iii) Assess the challenges faced by ITC in its effort to enhance employee effectiveness.

Data was collected using two different questionnaires; organisational climate questionnaire and employee effectiveness preference questionnaires and rated together on a five point Likert scale.

A sample of 59 employees (respondents) was used indicating a response rate of 84%. This involved administering a 41 item and a 20 item, organisational climate and employee effectiveness questionnaires respectively.

The major findings of the study were that eleven (11) variables of decision making, organisational commitments, organisational support, mode of recruitment, hatred among employees, gender, job structure, organisational warmth, organisational conflict, organisational reward and performance and promotion policy, contribute significantly to employee effectiveness of Iganga Town Council. This is because their significance level is less than 0.05, the benchmark for measuring the significance level of dependant variable.

It was therefore, recommended that ITC should have a Human Resource Management policy, aimed at improving the effectiveness of its employees by putting emphasis on organisation climate factors highlighted above.