

Satisfaction with Human Resource Management Practices and Job Performance of Academic Staff in Public Universities in Uganda: A Case of Kyambogo University

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Abstract

The quality of job performance of employees, regardless of context, cannot be any better than the quality of Human Resource Management Practices (HRMPs) at the place of work. This cross-sectional survey study provides insights regarding the relationship between satisfaction with HRMPs and the job performance of academic staff in public universities in Uganda. The study comprised a sample of 198 from a population of 406 full-time academic staff of Kyambogo University. Data was collected using a questionnaire and analysed using SPSS for descriptive analysis and SmartPLS for Structural Equation Modelling (SEM). Descriptive results showed that teaching performance was high while research and publication and community service performance were moderate. The results revealed that satisfaction with placement, development, engagement and talent retention HRMPs was moderate while satisfaction with human resource (HR) recruitment was slightly high. Overall, job performance was high while satisfaction with HRMPs was moderate. SEM revealed that while HR recruitment practices and placement had a positive significant influence on job performance, the influence of HR development, retention and engagement practices was insignificant. It was concluded that high and moderate satisfaction of academic staff with HR recruitment and placement, respectively, is imperative for their job performance. However, moderate satisfaction with HR development, engagement and talent retention practices impedes job performance of academic staff. This study recommended that university managers should ensure that HR recruitment and placement practices implemented provide satisfaction to academic staff. University managers should also ensure that satisfying HR development, engagement and talent retention are designed and implemented.

Keywords: *Academic staff; Human Resource Management Practices; Job performance; Public University; Satisfaction*