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# Performance management practices, employee attitudes and managed performance

Performance management practices

507

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## Abstract

**Purpose** – The purpose of this paper is to establish the relationship between performance management practices, employee attitudes and managed performance.

**Design/methodology/approach** – Using a disproportionate stratified purposive approach, a sample of 900 employees was drawn from four public universities in Uganda.

**Findings** – The paper reveals that performance management practices and employee attitudes are crucial for achievement of managed performance in public universities.

**Research limitations/implications** – This was a cross-sectional study that inherently has common method biases. Such biases could be minimised with replication of the study using a longitudinal study approach that would also unearth all salient issues that could have remained untouched.

**Practical implications** – The paper emphasises the need for public universities to institutionalise result-oriented relationships and adapt in the external hyper changing environment.