

An assessment of the contribution of capacity building on improving staff performance in local governments in Luweero District – Uganda

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ABSTRACT:

The study was conducted in Luwero District Local Government and it aimed at assessing the role of Capacity building Programmes in improving the staff performance in the district. It aimed at ascertaining whether the numerous Capacity Building programmes that have been extended to the District Local Government staff have had any contribution to make towards their performance so as to identify strategies for the way forward.

The exploratory research design was used to gather and analyze the relevant data from the respondents. Four data collection tools were used to solicit necessary information from the field and these included: questionnaire, the interview guides, and the observation guide as well as document analysis. All these tools yielded a lot of relevant information to support the study.

The findings of the study revealed that the various Capacity Building programmes that have been extended to Luwero District Local Government staff across the service sectors, have had a big role to play as regards to improving their performance. The study found out that through the intervention of Capacity Building programmes; relevant job related skills, knowledge and experiences have been acquired by the staff, the staff confidence has been boosted, staff chances for career advancement and promotions have been enhanced, departmental tools and equipments have been acquired and above all, staff loyalty commitment and dedication to service have been enhanced among others. All these have been discovered to have improved staff performance on the ground.

The findings show that though the Luwero District Local Government leadership were extending Capacity Building programmes to their staff in form of:- training, workshops, seminars, meetings, re-tooling, sponsoring staff for further studies, study tours among others. Cheaper and relevant capacity building enhancers i.e delegation, mentoring, role, play, demonstrations and orientations among others could be adopted and implemented to further boost the performance of the staff.

The study recommends that for Capacity building programmes in the district to further enhance the performance of the staff, the following should be re-visited and streamlined as a lot of laxity was found to exist among the supervisors, the District mobilization strategies aiming at soliciting more funds, tools and equipments ought to be intensified. The study also recommends that the District leadership should encourage and support staff unity and relations programmes as this will motivate the staff, boost their solidarity and team work which are all key pre-requisites to enhanced staff delivery.

The study has established that indeed capacity building programmes, conducted in Luwero district local government have been of much benefit to the district's staff in as far as their performance is concerned. It is well evidenced from most of the respondents interviewed during the study.