

**AN ASSESSMENT OF THE EFFECT OF ORGANISATIONAL RESTRUCTURING ON
THE PERFORMANCE OF STAFF IN KAMPALA CAPITAL CITY AUTHORITY
FORMERLY KAMPALA CITY COUNCIL: CASE STUDY MAKINDYE DIVISION
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ABSTRACT

The study sought to assess the effect of restructuring on the performance of staff in Makindye Division formerly under the Kampala City Council and Currently Kampala City Council. The study was guided by three objectives namely; to assess the influence that organization restructuring has had on the commitment and attitude of surviving employees of Makindye Division, to analyze the impact of organizational restructuring on employee performance of formerly K.C.C and currently K.C.CA specifically under Makindye Division and also to examine the stress factors that could be managed to enhance staff performance in the organization during restructuring. More so related literature was reviewed and its relevance to the research dissertation was clearly explained. In addition to that, a cross – sectional survey design with both qualitative and quantitative approaches from 130 respondents who consisted of administrative officers, elected leaders, service users, N.G.O's and C.B.O's etc. further still data was collected using questionnaires, interviews, documentary review and Focus Group discussions and from which the data that was collected was processed and analyzed using frequency counts, percentages and content analysis out comes. Conclusively, the study recommended that K.C.C.A could look at a number of areas indicated in the survey findings with the aim of reducing the incidence or alleviating the effects of surviving employee responses to restructuring so as to enhance improve