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Employee Attitude and Value for Money in the Ugandan Public Sector: A Case Study of Office of the Prime Minister Kampala.

The study investigated the effect of employee attitude on Value for Money (VFM) in a public organisation in Uganda. Attitude is the independent variable and was examined in terms of values and beliefs, perception and behaviour. Value for money as the dependent variable was evaluated in terms of efficiency, effectiveness and economy. The study was conducted with three objectives; examining the effect of employee values and beliefs on value for money, examining the effect of employee perception on value for money and examining the effect of employee behaviour on value for money of public services. The research used both quantitative and qualitative approaches in a case study research design. The sample size determined using the Krejcie and Morgan table (1970) was 148 respondents from a population of 241. Data was collected using questionnaires and interview guide as well as review of available documents and records. The study established that employee values and beliefs, relate positively with VFM, that is, economy, effectiveness and efficiency. Specifically, employee attitude, values and beliefs relate positively and significantly with the economy and efficiency. Based on the findings, the researcher has concluded that employee attitude is significantly and positively related to value for money.

The researcher recommends that time is spared annually for reviewing guidelines and reminding stake holders the organisation mission and vision to close the knowledge gap. It is further recommended that supervisors are subjected to an appraisal different from supervisees; further recommendation to remove barriers to information access by information sharing is made. To address any gaps in the current guidelines, it is recommended that a reassessment of those guidelines is performed to alleviate any weaknesses.

Key Words: Employee Attitude, Value for Money, Ugandan Public Sector, Office of the Prime Minister Kampala