

A STUDY OF HUMAN RESOURCE MANAGEMENT AND
PERFORMANCE IN UGANDA CONSTRUCTION INDUSTRY

BY

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ABSTRACT.

Human Resource Management (HRM) can be viewed as core processes of the construction companies, affecting the way the organization acquires and uses human resources, and how employees experience the employment relationship. Traditional sources of competitiveness in construction industry, such as production capacities, financial resources, raw materials, distribution channels, are considered necessary, but no longer sufficient for organizational success.

Human resources, their knowledge, skills and competencies as well as their synergy among them, become the most valuable asset, the new source of wealth, and the key ingredient of competitive advantage. Consequently, the human resources function, which deals with planning, development, and keeping the best people, now has the opportunity to move out of the background into the mainstream of organizational strategy and management.

The aim of this dissertation was to study HRM and performance in Uganda construction industry, as excellent HR policies, programs and activities enable firms to be competitive. Therefore, empirical research was conducted. The population was the active Uganda construction firms, out of which 33 companies and 60 construction workers form the final sample (response rate of 73.3 and 66.7% respectively). In order to assess the value of HRM, the Bivariate and Univariate approach based on HR indicators were used.

Results indicate that the Uganda construction industry on average has insufficient HR activities. Precisely, Pearson chi square showed that training which the source of sustained competitive advantage is was not common among the construction firms. Consequently, HRM in Uganda construction industry could not be considered a solid ground for achieving competitiveness through people.