

**TOWARDS AN EFFECTIVE MANAGEMENT INFORMATION
SYSTEM FOR HUMAN RESOURCE MANAGEMENT IN
GOVERNMENT DEVOLVED BODIES**

A CASE STUDY OF THE CIVIL AVIATION AUTHORITY- UGANDA

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ABSTRACT

The study was about an Effective Management Information System for the Human Resource Management in Government Devolved Bodies: a case study of the Civil Aviation Authority in Uganda. The objectives of the study were; to examine the functional effectiveness of the current MIS in devolved bodies; establish the type of information provided by the MIS for HRM in government devolved bodies; and to establish the relationship between effective MIS and HRM in devolved bodies. The study was centered on the concept of effective MIS and HRM in organizations.

The study used a descriptive cross-sectional survey design, in which both qualitative and quantitative research instruments were used to collect data. The study used primary data from the field and secondary data from libraries, journals, documentaries, newspapers, magazines, and textbooks. Data was analyzed using SPSS and Excel programs and later interpreted.

Empirical findings indicated that; the current MIS are not efficient, some vital information regarding HRM is not provided by the MIS, and on the whole, MIS in government devolved bodies are very vital for HRM practices, especially in providing management with information on the state of the current employees and all potential employees in the labor market.

The study recommended that, in order to improve on employee productivity and performance, government devolved bodies need to integrate and employ more MIS in providing relevant, accurate, and timely information to managers and decision makers. Management in government devolved bodies should also improve on HRM by engaging modern and revising the existing policies and programs to allow; standard recruitment procedures, employee voice mechanism, enhanced communication with employees, employment security and benefits, training of staff for multiple jobs, problem solving teams and flexibility in job assignments. Budget for the IT departments should be increased to enable them cope with the growing and ever changing technologies.