

**HUMAN RESOURCE PRACTICES AND ACADEMIC STAFF JOB PERFORMANCE
AT NKUMBA UNIVERSITY, UGANDA**

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Abstract

The study sought to investigate Human Resource practices relate with Academic Staff Job Performance at Nkumba University, Uganda. The study was guided by three objectives that is to say, to establish the relationship between leadership styles, reward, appraisal and performance of academic staff in Nkumba University. The study was majorly quantitative, although having qualitative elements. It was cross-sectional in nature involving a number of 41 academic staff who were sampled using purposive sampling technique. Data collection instruments involved a self-administered questionnaire and interview guide. Objectives of the study were related using Pearson's correlation co-efficient index, while qualitative data was analysed using the thematic method. The findings of the study revealed a positive significant relationship between leadership, reward and appraisal on the performance of academic staff in Nkumba University. It was concluded that leadership, rewards and appraisal have a positive significant relationship on the performance of employees at Nkumba University. It was recommended that if academic staff performance is to be improved at Nkumba University the policy makers, university council should (i) study their employees and use the most appropriate leadership style depending on nature of staff; (ii) ensure that they increase academic staff salaries through creation of many generating projects, increasing tuition to raise funds; (iii) should ensure that academic staff appraisal is done effectively with employees participation in appraisal, giving them feedback and working on their problems identified.