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SCHOOL of Business and Management Sciences

Impacts of participatory budgeting on the performance of employees in private organisations: A case Study of Young Men's Christian Association (YMCA) Kampala Branch.

BY

NABUKALU LYDIA

2012/HD06/499U

**A RESEARCH REPORT SUBMITTED TO SCHOOL OF BUSINESS AND
MANAGEMENT SCIENCE IN PARTIAL FULFILMENT OF THE
REQUIREMENTS FOR THE AWARD OF A DEGREE OF MASTERS OF
BUSINESS ADMINISTRATION OF MAKERERE UNIVERSITY.**

OCTOBER, 2014

ABSTRACT

The purpose of the study was to find out the Impacts of participatory budgeting on the performance of employees in private organisations: A case Study of Young Men's Christian Association (YMCA) Kampala Branch. The study was guided by specific objectives which were to explore the nature of participatory budgeting, to explore the organisational performance, to examine the relationship between the participatory budgeting and organisational performance. To obtain detailed information, the researcher used library books and the internet. The researcher also administered questionnaires and interviews to a sample of 50 respondents who were workers at YMCA Kampala Branch as primary respondents. The researcher used percentages, frequencies and tables in presenting the collected data. The design was descriptive and employed both qualitative and quantitative techniques.

Results showed that the majority of the respondents had never participated in drawing up the budget (48.6%)

Results revealed that the Participatory Budgeting and Management Performance were positively related variables ($r = .536^{**}$, $p < .05$). Results imply that when aspects of Participatory Budgeting such as involvement of stakeholders in key budgeting decisions, shall translate into improved Management Performance. This improved performance can be seen in terms of increased employee morale, commitment, job satisfaction and increased popularity and incomes of the organisation.

In conclusion, Results showed that the stakeholders are not involved in designing the budgets for their departments. This poses a challenge given that the other members of staff may not be fully aware as to what goes on in the department, It was revealed that the stakeholders are never given detailed explanations when the budget is reviewed. Results revealed a positive relationship between participatory budgeting and workers performance in YMCA.