

HUMAN RESOURCE MANAGEMENT PRACTICES AND EMPLOYEE COMMITMENT: A CASE STUDY OF CENTRAL COLLEGE KAMULI.

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Background:

The study investigated the relationship between Human Resource Management Practices on employee commitment in Central College Kamuli. It specifically determined the extent to which recruitment influences employee commitment, the ways in which selection affects employee commitment, how training contributes to employee commitment, and the extent to which reward influences employee commitment in central college Kamuli.

Methodology:

This study adopted quantitative approaches. The population under study was fifty-seven (57) respondents consisting of five top administrators, thirty staff members, and fifteen support staff members. The top administrators are key stakeholders and participate in the human resource decision-making process. The staff members are also key stakeholders and they directly or indirectly participate in the human resource management decision-making process. This population enabled the researcher to obtain the necessary data for the study. This data was collected from 2010 to 2018.

Non-probability sampling techniques were adopted in selecting the sample. This was because the sample size is small and also involves

selecting respondents with the intention that they have to participate without fail. Both primary and secondary data were obtained through structured questionnaires. Quantitative data from primary sources were obtained by administering questionnaires to respondents' Secondary data sources were school reports, meeting minutes, school brochures, and any other school documents.

Results:

The study shows that there is a weak positive significant correlation between Recruitment and Employment Commitment at a 42% level of confidence ($cc = 0.428$, $p\text{-value} = 0.001$). This means that an increase in recruitment leads to an increase in the employment commitment of workers. From the table above Recruitment was found to have a significant effect on employee commitment ($cc = 0.428$, $sig = 0.01$). This means that the more qualified and experienced employees are recruited, the higher the level of performance. The R squared 24.4% of the variations in employee commitment can be explained by the variable recruitment.

Conclusion:

The study concludes that recruitment has a positive influence on employee commitment which also influences efficiency and effectiveness in these institutions.

Recommendations:

The study recommends Education Institutions

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improve their recruitment aspects because they have a positive influence on employee commitment hence improving efficiency and effectiveness in these institutions. I also recommend that further studies are done to assess the: Impact of Human Resource Management strategies and practices on firm performance as an imperative subject in the fields of human resource management, industrial relations, and organizational psychology.

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