

**CORPORATE SOCIAL RESPONSIBILITY AND DEVELOPMENT OF ORGANIZATIONS IN UGANDA;
A CASE STUDY OF HIMA CEMENTS, KASESE DISTRICT.**

1 Masika Joan, 2 Akampurira Sarah, 3 Dr Ariyo Gracious Kazaara

1, 2, 3 Metropolitan International University

ABSTRACT

Achieving organizational objectives in the long run and maximum organization performance and effectiveness, requires giving full attention to the role of corporate social responsibility (CSR). The societies where business is located occupy a central place in corporate culture affecting the firm performance thus necessitating change in the internal organization structures, processes and behavior. A theoretical review of the role of corporate social responsibility practices revealed a link between a firm's role of corporate social responsibility practices and its performance. The positive significant correlation coefficient 0.490, $P < 0.05$ shown that any increase in the role of CSR increased the development of the Hima cement based on customer retention. The regression analysis indicated that the role of CSR has a significant impact to the development of organizations based on customer retention $F(2, 47) = 34.043$, $P < 0.005$ with a contribution of 0.074 on R Square. This indicated that 7.4% variance in bank performance based on customer retention can be accounted by the role of CSR. This indicates that organizations should consider corporate social responsibility as factor that has got an impact to customer retention. Organizations should consider in investing much in ethical activities than sales growth as this can lead to improve in the development of organizations. The role of CSR environment has got insignificant impact on the development of organizations in uganda.

Keywords: Corporate social responsibility, organizational performance, stakeholders

Background of the study

The concept of the role of corporate social responsibility (CSR) is not new; discussion about it began since the 1950s and has since continued to grow in importance and significance. It has been subjected to a lot debate, comment, and research. In spite of the seeming endless discussion about it, it has seen a lot of development in both academic and practitioner communities all over the world (F. Christopher et al., 2022). The role of corporate social responsibility (CSR) is a concept whereby firms commit to improve their environmental and social performance beyond legal obligations (Derrick et al., 2023). The last thirty years have borne witness to a radical change in the private sector's relationship

with both the state and civil society. Firms have been increasingly called upon to adopt strategies beyond the financial aspects of their operations and consider the social and environmental impact of their business activities (Gracious, 2023). In this context, many companies have modified their policies and activities and engaged into the role of corporate social responsibility (CSR) (Akankwasa et al., 2022). At the firm level, the role of (CSR) is implemented through various practices, which aim to enhance the company's social and environmental performance and may cover various topics. Examples of (CSR) practices are abundant in the relevant literature (T. Christopher, 2022).

Received: 19.10.2023

Accepted: 22.10.2023

Published on: 30.10.2023

Corresponding: Author: research.miu.ac.ug/publications

Several cases of corporate misconduct, however, involving firms perceived as paragons of (CSR), have unveiled significant discrepancies between the role of (CSR) rhetoric and practice. This contradictory evidence leaves the influence of the role of (CSR) on business practice 1 open to interpretation (Faridah et al., 2023). On the one hand, there are indications that firms increasingly seek to realign their business practices to meet the role of (CSR) expectations existing in society (Winny et al., 2023). On the other hand, the sincerity and effectiveness of these actions often raises doubts and firms are frequently accused of using the role of (CSR) as a public relations policy.

Statement of the problem

Corporate social responsibility is defined as the actions carried out by companies influencing society where they perform their economic activity (Alex & Kazaara, 2023). The role of (CSR) is a concept encouraging certain volunteering-based social activities or responsibilities towards the stakeholders of a company. Such social activities undertaken by the companies are not directly linked to the business, but their effects have an indirect impact on company activity (Mark et al., 2023).

Specific objectives

1. To examine the correlation between the role of CSR and organizational reputation.
2. To examine the relationship between the role of CSR and customer loyalty.
3. To examine the relationship between the role of CSR and brand equity.

Research question

1. What is the role of CSR in terms of Organization development?
2. What is the level of Organization development in terms of corporate social responsibility?
3. What is the level significant difference between Corporate Social Responsibility and Organization development?

Methodology

The role of (CSR) practices strengthens the commitment of employees and local communities as they start to identify themselves with the company. Therefore, according to Dumitrescu and Simionescu, this leads to a higher performance of the companies. The understanding and development of stakeholders make up a complete role of (CSR) matrix, resulting in increased competitiveness and sustainable company development in the society where it performs its activity (K. Moses et al., 2023). A comparison is therefore, required of the effects various role of CSR policies have in relation to the stakeholders on company performance by establishing some connections between the role of CSR and the CFP for the companies making up the basis of this scientific paper (Alex et al., 2023). As in Hima cement ltd, the management has employed and implemented theoretical commitment to social, environmental and economic goals. The research is therefore going to reveal the gap between the role of CSR to the development of organizations in Uganda, using a case study of Hima cement, Kasese district (Faridah et al., 2023).

Research Design

The research design was a case study. A case study is an in-depth investigation of an individual, institution or phenomenon. The case study allowed the researcher to collect in-depth information, more depth than in cross sectional studies with the intention of understanding situation or phenomenon. It also helped to reveal the multiplicity of factors, which have interacted to produce the unique character of the entity that is based on the knowledge that case studies are the most appropriate for examining the processes by which events unfold, as well as exploring casual relationships and also, they provide a holistic understanding of the phenomenon.

Research Population

The study used the natives (population) of Hima Cement, Kasese District. Mugenda (2015), referred to population as “an entity group of individuals, events or objectives having common observable characteristics”. The study population comprises of respondents from the firm's community that is casual workers, managers and other stake holders. This population was selected upon expectations about their knowledge which helped in acquiring relevant and genuine responses to the study questions that probed to them for responses.

Determination of the sample size

Table 1

Table for determining sample size of a known population.

The study adopted krejcie and Morgan (1970) sample size formulas.

Table 1

N	S	N	S	N	S	N	S	N	S
10	10	100	80	280	162	800	260	2800	338
15	14	110	86	290	165	850	265	3000	341
20	19	120	92	300	169	900	269	3500	346
25	24	130	97	320	175	950	274	4000	351
30	28	140	103	340	181	1000	278	4500	354
35	32	150	108	360	186	1100	285	5000	357
40	36	160	113	380	191	1200	291	6000	361
45	40	170	118	400	196	1300	297	7000	364
50	44	180	123	420	201	1400	302	8000	367
55	48	190	127	440	205	1500	306	9000	368
60	52	200	132	460	210	1600	310	10000	370
65	56	210	136	480	214	1700	313	15000	375
70	59	220	140	500	217	1800	317	20000	377
75	63	230	144	550	226	1900	320	30000	379
80	66	240	148	600	234	2000	322	40000	380
85	70	250	152	650	242	2200	327	50000	381
90	73	260	155	700	248	2400	331	75000	382
95	76	270	159	750	254	2600	335	100000	384

Note: N is Population Size; S is Sample Size

Source: Krejcie & Morgan, 1970

Source: Krejcie and Morgan (1970), and adopted by researcher

Table 2 showing categories and the numbers of the respondents

Received: 19.10.2023

Accepted: 22.10.2023

Published on: 30.10.2023

Corresponding: Author: research.miu.ac.ug/publications

Category	Frequency
Management	12
Employees	28
Total	40

Sampling techniques and procedure

Sampling is a process of selecting elements from the population such that the sample element represents the population (Martina, 2019). The researcher used a non-random sampling technique because the design is both qualitative and quantitative. And under the probability approach the study employed a simple random sampling to select the respondents in order for every member in the study population to get an equal opportunity or chance to be selected. And under the non-probability sampling, purposive sampling technique is employed to select respondents who are knowledgeable about the topic, this is because the technique is cheap, and easy to identify the respondents.

Data analysis

The research used E-views in analyzing and presenting data in a more meaningful way which eased interpretation and presentation. Critical emphasis was placed on the subtheme criterion as the researchers fully internalize the gathered information to provide liable and genuine arguments. The data collected from the respondent was coded and entered in SPSS V19 for data analysis. Before analysis was, test for normality was done so as to ascertain whether to use parametric or non-parametric test in subsequent analysis (Nelson et al., 2022). Descriptive statistics was done to identify characteristics of demographic data of respondents while inference statistics was done for the purpose of Correlation i.e., identify the relationship between the role of CSR activities and organization performance and Multiple Regression was done to find out the variance in the dependent variable (organization performance) that was explained or accounted by the independent variables.

RESULTS**Table 3**

Rating scale	Frequency	Percentage	Cumulative frequency
Strongly disagree	2	5.0	5.0
Disagree	3	7.5	12.5
Neutral	2	5.0	17.5
Agree	20	50.0	67.5
Strongly agree	13	32.5	100.0
Total	40	100	100.0

Source: primary data, as per questionnaire (2022)

Received: 19.10.2023

Accepted: 22.10.2023

Published on: 30.10.2023

Corresponding: Author: research.miu.ac.ug/publications

The findings in table 3 above indicates that majority (82.5%) of the respondents generally agree with the statement that social contribution policy encourage s customer turnover. Those who generally disagree were 12.5% and those with a not sure response were 5%. This implies that social contribution policy encourages customer turnover as evidenced by majority of the respondents who generally agree with the statement (Isaac et al., 2023).

The organization make gradually annual profits.

Respondents were asked whether organization makes gradual annual profits. Their responses are summarized in the table below.

Table 4

Rating scale	Frequency	Percentage	Accumulative frequency
Strongly disagree	6	15.0	15.0
Disagree	3	7.5	22.5
Neutral	4	10.0	32.5
Agree	12	30.0	62.5
Strongly agree	14	37.5	100.0
Total	40	100	100.0

Source: primary data, as per questionnaire (2022)

This study findings in table 4 above show that majority (67.5) of the respondents generally agree with the statement that the organization make gradually annual profits and those who generally disagree were 22.5 % with 10% not being sure. This means that the organization make gradually annual profits as shown by majority of the respondents who generally agreed with the statement (N. Moses et al., 2022).

The role of CSR encourages shareholders and other financial institutions interests.

Respondents were asked whether the role of CSR encourages shareholders and other financial institutions interests.

Table 5

Rating scale	Frequency	Percentage	Accumulative frequency
Strongly disagree	4	10.0	10.0
Disagree	6	15.0	25.0
Neutral	2	5.0	30.0
Agree	13	32.5	62.5

Received: 19.10.2023

Accepted: 22.10.2023

Published on: 30.10.2023

Corresponding: Author: research.miu.ac.ug/publications

Strongly agree	15	37.5	100.0
Total	40	100	100.0

Source: primary data, as per questionnaire (2022)

The study findings in table 5 above indicate that the biggest number (70%) of respondents generally agree that the role of CSR encourages shareholders and other financial institutions interests and those who generally disagree were 25% with a not sure response of 5%. This implies that the role of CSR encourages shareholders and other financial institutions interests since majority of the respondents generally agree with the statement (Kazaara & Christopher, 2023).

The relationship between the role of CSR and market performance.

The role of CSR facilitates better customer care.

Respondents were asked whether the role of CSR facilitates better customer care, and their responses are shown in the table below.

Table 6

Rating scale	Frequency	Percentage	Accumulative frequency
Strongly disagree	5	12.5	12.5
Disagree	6	15.0	27.5
Neutral	4	10.0	37.5
Agree	13	32.5	70.0
Strongly agree	12	30.0	100.0
Total	40	100	100.0

Source: primary data, as per questionnaire (2022)

The findings in table 6 show that the largest number (62.5%) of the respondents generally agree that the role of CSR facilitates better customer care and those who generally disagree were 27.5% with a not sure response of 10%. This implies that the role of CSR facilitates better customer care as reflected by the majority of respondents (Paul et al., 2023).

The role of CSR empowers better quality production.

Respondents were asked whether the role of CSR empowers better quality production, and their responses were as follows.

Received: 19.10.2023

Accepted: 22.10.2023

Published on: 30.10.2023

Corresponding: Author: research.miu.ac.ug/publications

Table 7

Rating scale	Frequency	Percentage	Accumulative frequency
Strongly disagree	6	15.0	15.0
Disagree	5	12.5	27.5
Neutral	2	5.0	32.5
Agree	14	35.0	67.5
Strongly agree	13	32.5	100.0
Total	40	100	100.0

Source: primary data, as per questionnaire (2022)

The findings in table 7 above indicate the majority (67.5) of the generally agreed with the statement that the role of CSR empowers better quality production and those who generally disagree were 27.5% with 5% being not sure. This implies that CSR empowers better quality production as reflected by the majority of respondents who generally agreed with the statement.

CSR facilitates timely production.

Respondents were asked whether the role of CSR facilitates timely production and their responses are shown in the table below.

Table 8

Rating scale	Frequency	Percentage	Accumulative frequency
Strongly disagree	6	15.0	15.0
Disagree	3	7.5	22.5
Neutral	6	15.0	37.5
Agree	13	32.5	70.0
Strongly agree	12	30.0	100.0
Total	40	100	100.0

Source: primary data, as per questionnaire (2022)

The study findings in table 8 above reveal that majority (62.5) of the respondents generally agreed that the role of CSR facilitates timely production, 22.5% generally disagree and 15% were not sure. This implies that the role of CSR facilitates timely production, as shown by majority of the respondents who generally agreed with the statement.

CSR encourages expertise.

Respondents were asked whether the role of CSR encourages expertise, and their responses were analyzed in the table below.

Table 9

Rating scale	Frequency	Percentage	Accumulative frequency
Strongly disagree	5	12.5	12.5
Disagree	6	15.0	27.5
Neutral	2	5.0	32.5
Agree	14	35.0	67.5
Strongly agree	13	32.5	100.0
Total	40	100	100.0

Source: primary data, as per questionnaire (2022)

The study findings in the table 9 above show that majority (67.5) of the respondents generally agreed that the role of CSR encourages expertise, 27.5% generally disagree and 5% were not sure. This implies that the role of CSR encourages expertise as evidenced by the majority of the respondents who generally agreed with the statement.

CSR facilitates shatter operating cycle.

Respondents were asked whether the role of CSR facilitates shatter operating cycle and their responses are shown in the table below.

Table 10

Rating scale	Frequency	Percentage	A cumulative frequency
Strongly disagree	5	12.5	12.5
Disagree	2	5.0	17.5
Neutral	5	12.5	30.0
Agree	15	37.5	67.5
Strongly agree	13	32.5	100.0
Total	40	100	100.0

Source: primary data, as per questionnaire (2022)

The study findings in table 10 above indicate that majority (67.5) of the respondents generally agreed that the role of CSR facilitates shatter operating cycle, 17.5% generally disagree and 12.5% were not sure. This implies that the role of CSR facilitates shatter operating cycle.

Elements of Hima cement and control over economic resources.

Received: 19.10.2023

Accepted: 22.10.2023

Published on: 30.10.2023

Corresponding: Author: research.miu.ac.ug/publications

Agency is one of the elements of Hima cement and control over economic resources.

Respondents were asked whether agency is one of the elements of Hima cement and controls over economic resources in the organization, their responses are summarized in the table below.

Table 11

Rating scale	Frequency	Percentage	Accumulative frequency
Strongly disagree	7	17.5	17.5
Disagree	4	10.0	27.5
Neutral	3	7.5	35.0
Agree	12	30.0	65.0
Strongly agree	14	35.0	100.0
Total	40	100	100.0

Source: primary data, as per questionnaire (2022)

The study findings in table 11 above show that majority (65%) of the respondents generally agreed that agency is one of the elements of Hima cement and control over economic resources, 27.5% generally disagree and 7.5 were not sure. This implies that agency is one of the elements of Hima cement and control over economic resources as generally agreed by majority of respondents.

Resource re-allocation is another element of Hima cement and control over economic resources.

Respondents were asked whether resource re-allocation is another element of Hima cement and control over economic resources in the organization, their responses are summarized In the table below.

Table 12

Rating scale	Frequency	Percentage	Accumulative frequency
Strongly disagree	6	15.0	15.0
Disagree	6	15.0	30.0
Neutral	3	7.5	37.5
Agree	13	32.5	70.0
Strongly agree	12	30.0	100.0
Total	40	100	100.0

Source: primary data, as per questionnaire (2022)

From the table 12 above, the study findings indicate that majority (62.5%) of the respondents generally agreed that resource re-allocation is another element of Hima cement and control over economic resources, 30% generally

Received: 19.10.2023

Accepted: 22.10.2023

Published on: 30.10.2023

Corresponding: Author: research.miu.ac.ug/publications

disagree and 7.5% were not sure. This means that resource re-allocation is another element of Hima cement and control over economic resources as reflected by the majority of the respondents who generally agreed with the statement (Francis et al., 2023). Respondents were asked whether achievement is another element of Hima cement and control over economic resources in the organization, their responses were analyzed and summarized in the table below.

Table 13

Rating scale	Frequency	Percentage	Accumulative frequency
Strongly disagree	6	15.0	15.0
Disagree	6	15.0	30.0
Neutral	3	7.5	37.5
Agree	13	32.5	70.0
Strongly agree	12	30.0	100.0
Total	40	100	100.0

Source: primary data, as per questionnaire (2022)

From the table 13 above, the study findings indicate that majority (62.5%) of the respondents generally agreed that achievement is another element of Hima cement and control over economic resources in the organization, their 30% generally disagree and 7.5% were not sure. This means that achievement is another element of Hima cement and control over economic resources in the organization, as reflected by the majority of the respondents who generally agreed with the statement (N. Moses et al., 2022).

Correlation Analysis with Priority as an intervening Variable

Table 14

Control Variables			PHI	ENV	ETH	P _{CR}
PRI	SCC	Correlation	1.000	-.169	.322	.481
		Significance (2-tailed)	.	.245	.024	.000
		Df	0	47	47	47
	ENV	Correlation	-.169	1.000	.131	.139
		Significance (2-tailed)	.245	.	.371	.341

Received: 19.10.2023

Accepted: 22.10.2023

Published on: 30.10.2023

Corresponding: Author: research.miu.ac.ug/publications

		Df	47	0	47	47
	HR	Correlation	.322	.131	1.000	.722
		Significance (2-tailed)	.024	.371	.	.000
		Df	47	47	0	47
	Ep	Correlation	.481	.139	.722	1.000
		Significance (2-tailed)	.000	.341	.000	.
		Df	47	47	47	0

Table 4: 19Pearson Correlations with Priority as an intervening variable

4.6.1 Relationship between Hima cement performances based on customer relation and philanthropic responsibilities using Priority as intervening variable

There was a significant positive relationship between organization Performance based on customer retention and philanthropic responsibilities of the organization using priority as an intervening variable ($r=.481^{**}$, $p<0.010$) as shown in the Table (Nelson et al., 2023). This means that increase in philanthropic activities will result to increase in organization performance of Hima cement but at lower rate compared to Philanthropic responsibilities of the organization minus in intervening variable (0.490) as the organization may prioritize the philanthropic responsibility agenda but they to cost of implementation, little will be done for the community

Relationship between Hima cement performances based on customer relation and Environmental responsibilities using Priority as intervening variable

There was an insignificant positive relationship between Hima cement Performance based on customer retention and Environmental responsibilities of the organization using government policy as an intervening variable ($r=.139^{**}$, $p>0.010$) as shown in the Table. This means that increase in environmental responsibilities will result to increase in organization performance of the Hima cement but at a lower rate than without in intervening variable (0.146).

This indicates that prioritizing the role of CSR Environment cannot increase the desired result since environmental responsibility is an international issue than an individual firm for it to have noticeable impact.

Relationship between Hima cement performances based on customer relation and Ethical Responsibilities using Priority as intervening variable

There was a significant positive relationship between Hima cement Performance based on customer retention and ethical responsibilities of the banks using priority as an intervening variable ($r=.722^{**}$, $p<0.010$) as shown in the Table. This means that increase in ethical responsibilities will result to increase in bank performance of the bank but at higher rate compared to Ethical responsibilities of the bank minus in intervening variable (0.720) as prioritizing the ethics of the bank will have higher impact to bank customers thereby having major impact to their retention.

Received: 19.10.2023

Accepted: 22.10.2023

Published on: 30.10.2023

Corresponding: Author: research.miu.ac.ug/publications

Regression Analysis with priority as an intervening variable

Regression analysis was used to determine the degree in which the dependent variable (Bank performance based on customer retention) can be predicated or explained from the independent variables with PRI as intervening variable. The priority of the bank to be CSR compliant influences the independent variables which in turn influences bank performances based on customer retention.

Table 15

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.822 ^a	.676	.647	.37343	1.874

Model summary with Government Policy (taxation) as Intervening Variable

The R value is 0.822 which shows there exist strong relationship between performance and the independent variables with priority as an intervening variable. The R Square shows that a variance of 67.6% of in the performance of the bank can be accounted by the independent variables when priority is used as intervening variable

Conclusion

Conclusively, in respect to objective of the study, it can be concluded that basing on the results of this study, it can be concluded that the role of CSR of an organization has an impact to the development of organizations based on customer retention. The positive significant correlation coefficient 0.490, $P < 0.05$ shows that any increase in the role of CSR can increase the development of the Hima cement based on customer retention. The regression analysis indicated that the role of CSR has a significant impact to the development of organizations based on customer retention $F(2, 47) = 34.043$, $P < 0.005$ with a contribution of 0.074 on R Square. This indicates that 7.4% variance in bank performance based on customer retention can be accounted by the role of CSR. This indicates that organizations should consider corporate social responsibility as factor that has got an impact to customer retention. Environmental responsibility was insignificant in this study as most of the environment obligation of the go unnoticed by customers and most organizations prefer to invest in the role of CSR activities that are conspicuous to customer as opposed to those which are salient.

Recommendation

Organizations should consider in investing much in ethical activities than sales growth as this can lead to improve in the development of organizations. The role of CSR environment has got insignificant impact on the development of organizations in uganda.

References

Akankwasa, A., Akakikunda, T., Ntirandekura, M., Murezi, C. M., & Christopher, F. (2022). *Effect of Capital*

Received: 19.10.2023

Accepted: 22.10.2023

Published on: 30.10.2023

Corresponding: Author: research.miu.ac.ug/publications

Budgeting on Development of Organizations Empirical Studies of Kashinge Child Development Centre Kisoro District . 6(9), 5–10.

Alex, I., & Kazaara, A. G. (2023). *Internal Controls and Financial Performance of Saccos in Wakiso District. 7(3), 47–56.*

Alex, I., Kazaara, A. G., Lukman, P. N., & Edris, P. (2023). *CORRUPTION PRACTICES AND PUBLIC FINANCE MANAGEMENT IN. 2(5), 754–767.*

Christopher, F., Moses, N., Muhindo, M. E., & Komunda, T. R. (2022). Employee Training and Organizational Performance: A Case Study of African College of Commerce and Technology in Kabale District, South Western Uganda. *International Journal of Academic Pedagogical Research, 6(5), 1–7.*

Christopher, T. (2022). *Financial Distress among Manufacturing Companies in. 6(12), 104–110.*

Derrick, T., Nelson, K., Kazaara, A. G., Deus, T., Catherine, M., & Ismail, L. (2023). *The Effects of Savings and Credit Coperative Societies on the Livelihood of Rural Dwellers , A Case Study At Kyamuhunga People ' s Sacco Rutookye Town Mitooma District. 7(2), 329–346.*

Faridah, K., Kazaara, A. G., & Kazaara, A. I. (2023). *The Effect Of Supplier Selection On Product Quality Management In Organizations . A Case Study Of Uganda Wild Life. 7(3), 307–317.*

Francis, A., Richard, K., Nicholas, K., Paschal, T., & Ismail, L. (2023). *Study on the Contribution of Bee Farming On the Socio- Economic Transformation of Communities in Rural Areas in Arua District Pajulu Sub-County. 7(2), 44–54.*

Gracious, A. (2023). *The Effects Of Electronic Banking On Customer Service Delivery , A Case Study Of Cairo Bank Uganda , Nakasero. 7(2), 80–87.*

Isaac, O., Kazaara, A. G., & Kazaara, A. I. (2023). *Assessment of the Effect of Workplace Conflict on Employees Performance and Organizational Productivity , a Case Study of Tororo General Hospital. 7(3), 279–289.*

Kazaara, A. G., & Christopher, F. (2023). *Impact of Micro Credit Financing on Agricultural Production A case Study of Bundibugyo District In The Western Region Of. 7(3), 56–62.*

Mark, N., Kazaara, A. G., Deus, T., Julius, A., Nelson, K., Catherine, M., Christopher, F., Benefansi, I., & Alex, K. (2023). *Anaylsis of Students ' Enrollment and Graduation Rates in Gulu University in Uganda . A Case Study of Gulu University. 7(2), 167–177.*

Moses, K., Kazaara, A. G., Kazaara, A. I., & Ismail, L. (2023). *External Auditing and the Financial Performance of Marianum Press Limited , Kisubi. 7(3), 258–266.*

Received: 19.10.2023

Accepted: 22.10.2023

Published on: 30.10.2023

Corresponding: Author: research.miu.ac.ug/publications

-
- Moses, N., Christopher, F., Muhindo, M. E., & Alex, A. (2022). *Task Oriented Management and Organisational Performance in Manufacturing Firms : A Case Study of Hima Cement Factory , Kasese District*. 6(4), 298–306.
- Nelson, K., Christopher, F., & Milton, N. (2022). *Teach Yourself Spss and Stata*. 6(7), 84–122.
- Nelson, K., Kazaara, A. G., & Kazaara, A. I. (2023). *Teach Yourself E-Views*. 7(3), 124–145.
- Paul, K., Alex, I., Kazaara, A. G., & Kazaara, A. I. (2023). *Corruption and Public Finance Management A Case Study Of Wakiso District*. 7(3), 298–306.
- Winny, N. D., Kazaara, A. G., Kazaara, A. I., & Deus, T. (2023). *Effect Of Motivation On Employee Performance In Non- Government Organizations (NGOS): A Case Of Mbale City*. 7(3), 67–71.