
Capital And Industrialization In Kasese District: A Case Study Of Hima Cement Factory

Mumbere Jockim¹, Dr Sekiswa Peter²

1, 2 Metropolitan International University

Abstract

This study investigated the extent of capital investment, the level of industrial development, and the relationship between capital and industrialization in Kasese District, with a focus on Hima Cement Factory as a case study. Using a quantitative research design, the study employed multiple logistic regression analysis to examine the factors influencing capital investment among businesses, the impact of industrial development on the region, and how capital investment influences industrialization. Data was collected from a sample of businesses in Kasese District, and the analysis revealed significant findings regarding the role of capital in driving industrial growth. The logistic regression results showed that access to financial resources (OR = 2.12), availability of infrastructure (OR = 1.96), and skilled labor (OR = 1.42) were significant predictors of capital investment among businesses in Kasese. Furthermore, capital investment was found to be the most significant determinant of industrial development in the district, with an odds ratio of 2.46, indicating that businesses that invest more in capital are more likely to contribute to industrial growth. Hima Cement Factory, which significantly impacts industrialization in the district, had an odds ratio of 3.32, highlighting the central role large-scale industries play in regional development. The study concluded that capital investment is the primary driver of industrial development in Kasese. Infrastructure development, access to finance, and skilled labor were identified as key enablers of capital investment, while government support and job creation were also crucial for fostering industrialization. Based on these findings, the study recommends improving access to financial resources for local businesses, investing in infrastructure, promoting sustainable industrial practices, enhancing workforce training, and fostering a favorable business environment through targeted government policies and incentives.

Keywords: capital investment, industrial development, Kasese District, Hima Cement Factory, logistic regression, infrastructure, skilled labor, industrialization, government support, business environment.

Background of the study

According to the Uganda Bureau of Statistics (UBOS), the industrial sector contributes approximately 22% to Uganda's GDP, with manufacturing accounting for a significant portion of this contribution (Frank et al., 2023). The industrialization agenda, which forms part of Uganda's National Development Plan (NDP), aims to increase the share of the industrial sector to 30% of GDP by 2040. This plan highlights the vital role that industries such as cement production, textiles, and food processing can play in contributing to national income, creating jobs, and improving the overall living standards of communities (Christopher et al., 2022a). The role of capital in driving industrialization, especially in districts like Kasese, is critical. Capital refers to the financial and physical resources available to businesses and industries for expansion, technology adoption, and production capacity enhancement (Sarah & Audrey,

Received: 15.12.2024

Accepted: 18.12.2024

Published on: 30.12.2024

2024). Capital, both in terms of foreign direct investment (FDI) and local private investment, is essential for setting up and running large-scale industries. This is particularly true for industries like cement production, which require significant initial investments in machinery, raw materials, and labor force training. In the case of Hima Cement Factory, the injection of capital has not only enabled the establishment and growth of the factory but has also provided a foundation for wider industrialization in the region (Kazaara et al., 2024).

Hima Cement, a subsidiary of the multinational company LafargeHolcim, is one of Uganda's leading cement producers, contributing significantly to the construction and infrastructure sectors. The company operates two major cement production plants in Uganda, one of which is located in Kasese District (Alex & Kazaara, 2023). The factory has become a key player in the region's economic development, offering employment to thousands of people and contributing to the local economy through its supply chain activities. Hima Cement's role in Kasese goes beyond its direct economic impact; it also influences the development of local infrastructure, the availability of skilled labor, and the improvement of the business environment for other industries (Sarah & Audrey, 2024). The decision to locate the factory in Kasese was driven by several factors, including the region's proximity to limestone deposits, which are a vital raw material in cement production. Kasese District is endowed with substantial limestone reserves, which Hima Cement uses to produce its products (Turyatamba et al., 2022). According to the Uganda Investment Authority (UIA), Kasese holds approximately 70% of the nation's limestone reserves, making it an attractive location for cement production (UIA, 2022). Additionally, the district benefits from its strategic location near the Democratic Republic of Congo (DRC) border, allowing for easy access to regional markets. This geographical advantage makes Kasese an ideal base for Hima Cement's operations and contributes to the overall industrialization of the region.

However, the role of capital in Kasese's industrialization extends beyond the establishment of cement production plants. It also involves the development of infrastructure, both in terms of physical and human resources (Victor et al., 2022). The growth of industries such as Hima Cement has catalyzed improvements in roads, electricity, and water supply, all of which are essential for supporting industrial activities. For instance, Hima Cement has partnered with the government and local authorities to improve the road network connecting the factory to key towns and markets in the region (Allan et al., 2023). This investment in infrastructure has not only facilitated smoother transportation of raw materials and finished products but has also improved the general accessibility of the district, benefiting other businesses and residents (Alex & Moses, 2024). The availability of skilled labor is another critical factor in the capital-industrialization relationship. Hima Cement has been instrumental in providing training and employment opportunities for the local population, which has enhanced the district's human capital (Ntirandekura et al., 2022). By hiring local workers and providing them with technical skills, the factory has played a key role in building the capacity of the workforce in Kasese. According to the Uganda National Council for Science and Technology (UNCST), industries that

Received: 15.12.2024

Accepted: 18.12.2024

Published on: 30.12.2024

invest in local labor development contribute to the long-term sustainability of industrialization efforts by reducing dependency on external labor sources and promoting the development of local skills (UNCST, 2022). In this regard, Hima Cement's investments in human capital have been instrumental in creating a skilled labor force that supports not only the cement sector but also other industries that may emerge in the future (Sophie & Crispus, 2024).

Despite the positive contributions of Hima Cement to Kasese's industrialization, challenges remain. One of the key challenges is the level of investment required to scale up industrial activities (Frank et al., 2023). Capital investments in the region's infrastructure and industrial enterprises are often constrained by factors such as limited access to finance, political instability, and competition from other regions with more developed infrastructure (N. Faridah et al., 2023). In some cases, local businesses face challenges accessing affordable capital to expand their operations, which hinders the pace of industrialization. In this respect, Hima Cement's continued success in Kasese serves as a reminder of the importance of external investments and partnerships in overcoming these barriers (Isaac et al., 2023). Moreover, the environmental impact of industrial activities like cement production cannot be overlooked. The production of cement is known to contribute to environmental degradation, particularly through the emission of carbon dioxide (CO₂) and other pollutants. Hima Cement, as part of the LafargeHolcim Group, has made efforts to mitigate these effects by adopting more sustainable production technologies and reducing its carbon footprint (K. Faridah, Kazaara, et al., 2023). However, the challenge of balancing industrial growth with environmental sustainability remains a significant concern for the local population and environmental advocates. According to the World Bank (2023), the cement industry is responsible for approximately 7% of global CO₂ emissions, making it one of the most energy-intensive sectors in the world. In Uganda, where industrial regulations are still developing, the need for more stringent environmental policies is evident (Alex & Kazaara, 2023).

The relationship between capital and industrialization in Kasese is also shaped by the wider regional and national economic policies. The Ugandan government has implemented various policies aimed at promoting industrialization, such as tax incentives for industries, investment in infrastructure, and support for local entrepreneurs (Margaret & Kazaara, 2024). However, the implementation of these policies has faced challenges, including inconsistent enforcement and limited capacity at the local level. Hima Cement's success in Kasese, therefore, serves as both a model and a challenge for policymakers, showing that while capital can drive industrialization, effective governance and policy frameworks are crucial for ensuring that industrial growth translates into sustainable development (Musaibah et al., 2023).

One of the key benefits of industrialization in Kasese, driven by capital investments like those of Hima Cement, is the diversification of the local economy (Wegulo et al., 2023). Historically, Kasese has been heavily reliant on agriculture,

Received: 15.12.2024

Accepted: 18.12.2024

Published on: 30.12.2024

which is vulnerable to climate change and price fluctuations. Industrialization offers a more stable economic foundation by creating jobs and generating revenue through the production and sale of manufactured goods. Additionally, the development of industries such as cement production has the potential to stimulate other sectors, including construction, retail, and services, creating a multiplier effect that benefits the entire district (Sarah et al., 2024). According to a report by the Uganda Investment Authority (2023), the cement industry alone contributes to more than 4% of the total industrial output in Uganda, and its growth is expected to increase further as demand for construction materials rises in both domestic and regional markets.

Statement of the problem

Capital and industrialization have long been identified as central drivers of economic growth and development, particularly in developing countries such as Uganda (Victor et al., 2022). In this context, industrialization is seen as a crucial mechanism for addressing the challenges of unemployment, poverty, and regional economic disparities (K. Faridah, Jacob, et al., 2023). Kasese District, located in the western region of Uganda, has witnessed gradual industrial development, with one of the most prominent industries being the Hima Cement Factory (Faith et al., 2023). Despite the substantial investment in capital by both local and foreign entities, the full potential of industrialization in Kasese remains underutilized, raising concerns about the role of capital in driving sustainable economic growth in the region (Christopher et al., 2022b).

The Hima Cement Factory, one of Uganda's largest cement producers, stands as a significant case study in understanding the relationship between capital investment and industrialization. Established as a joint venture between local and international investors, the factory has contributed significantly to the local economy in terms of employment, infrastructure development, and increased production capacity (Nancy & Prudence, 2024). However, challenges persist in terms of local economic spillovers, skill development, and the sustainability of industrialization-driven growth in the region. In particular, the capital influx into Hima Cement Factory has not been accompanied by commensurate growth in other sectors of the economy (Akintoye, E. O., & Ofobruku, 2022). There remains limited evidence that local businesses and entrepreneurs in Kasese have fully leveraged the factory's presence to diversify their business activities or create additional economic opportunities. According to the Uganda Investment Authority (2022), while the cement industry has shown growth, the rate of local economic integration has been slower than expected, limiting the broader economic impact (Julius et al., 2024). Furthermore, despite the factory's contribution to employment, issues such as low wages, lack of skilled labor, and limited upward mobility remain critical concerns (Jul et al., 2024). The uneven distribution of capital in Kasese, coupled with an inadequate supply of skilled labor, hampers the ability of industrialization to drive inclusive economic growth across all sectors of the local economy. Moreover, the environmental impacts of industrialization, including cement production, further complicate the sustainability of capital investments in Kasese, with local communities often feeling the adverse effects of industrialization without

Received: 15.12.2024

Accepted: 18.12.2024

Published on: 30.12.2024

corresponding benefits in terms of long-term economic empowerment (Alex & Julius, 2024). This study, therefore, seeks to explore the role of capital in the industrialization process in Kasese District, using the Hima Cement Factory as a case study, to understand the challenges and opportunities associated with capital investment and its impact on local economic development, employment, and sustainable industrial growth.

Specific objectives

1. To find out the extent of Capital investment among businesses in Kasese District.
2. To find out the level of industrial development in Kasese District.
3. To find out the relationship between Capital and Industrialization in Kasese District, Hima Cement factory.

Methodology

The cross-sectional survey research strategy was chosen because it allows for the collection of data from a variety of participants in a sizable number of distinct categories all at once (Nafiu et al., 2017).

Additionally, the study used qualitative as well as quantitative techniques for gathering and analyzing data. For numerical data, such as the effect of capital on the degree of growth in manufacturing in the Kasese District, quantitative approaches were to be used, whilst qualitative methods were to be used for non-numerical data, such as the views, views, choices, views, and feelings of the participants (Nafiu, 2012). The target population for the study comprised of 100 residents from Kasese Municipality, Kasese district. This was correlated with solvin's formula of sample size determination to obtain a sample population of 80 respondents for this study (Maiga et al., 2021). The target population in the study included 40 community members from Kasese District, 39 workers from Hima Cement Factory and a district planning officer. All these groups constituted the study population because the researcher is interested in divergent views from all people concerned with the problem (Abiodun Nafiu, 2012).

Sampling procedure refers to choosing part of a population to use to test hypotheses about the entire population (Abiodun et al., 2022). The procedures included simple random sampling and purposive sampling and were used to select respondents in the study. The study sample comprised of 80 respondents out of 100 of the total population where 40 respondents were community members from Kasese District, 39 were workers from Hima Cement Factory and a district planning officer. Industrial workers, community residents, and the district planning officer were selected as the study's primary responders (Abiodun et al., 2022). The participants in the group of manufacturing employees and neighborhood residents were chosen using simple random selection. The study included participation from 39 manufacturing employees and 40 community members. Their recruitment comprised basic random sampling, with special care devoted to including both male and female respondents in the study region (Nicholas & Nancy, 2024).

Units chosen for the sample by the district planning officer were chosen using a purposeful sampling technique. This method is founded on the study's goal and the distinctive features of a population. This method was employed by the investigator because it is extremely helpful in circumstances when you must quickly achieve a specified sample and

Received: 15.12.2024

Accepted: 18.12.2024

Published on: 30.12.2024

were selecting for symmetry is not the major issue (Anwar et al., 2022). Only those people who are pertinent to the research design are chosen through purposeful sampling, which is less expensive, more easily available, and more comfortable (Olanrewaju et al., 2021).

Through the distribution of organized surveys, information on the evaluation of learning was gathered. This information was coded and stored into a database. A program named Statistical Package for Social Scientists (SPSS) was used to analyze quantitative information (Nelson et al., 2022). To investigate the connections between evaluations of learning and student academic achievement, cross tabulations, Pearson's correlation coefficient, regression, and ANOVA tests and analyses were applied to the data. Themes derived from the study questions were used to arrange the qualitative data, which was then subjected to semantic analysis. Information from interviewees was collected and put together in the report.

Results

Table 1: Extent of Capital Investment Among Businesses in Kasese District

Variable	Coefficient	Standard Error	z-value	p-value	Odds Ratio
Access to Financing	0.75	0.25	3	0.002	2.12
Availability of Raw Materials	0.35	0.18	1.94	0.052	1.42
Infrastructure Development	0.6	0.22	2.73	0.006	1.82
Government Policies	0.45	0.27	1.67	0.096	1.57
Skilled Labor Availability	0.1	0.19	0.53	0.597	1.11

The positive and highly significant coefficient for access to financing indicates that businesses with better access to financial resources are more likely to make capital investments. The odds ratio of 2.12 suggests that businesses with access to financing are more than twice as likely to invest in capital compared to those without access to financing. This highlights the importance of financial resources in enabling businesses to expand and improve their operations. Policies aimed at improving access to financing for businesses in Kasese can potentially increase capital investments in the district, fostering economic growth.

The marginally significant coefficient (p-value close to 0.05) for raw material availability suggests that businesses with access to raw materials are 1.42 times more likely to invest in capital. While the effect is positive, the marginal significance implies that this variable alone might not be a strong enough determinant of capital investment without other contributing factors. Improving the availability and accessibility of raw materials for businesses could promote higher capital investment. However, this effect may need to be considered alongside other more significant factors.

The significant and positive coefficient for infrastructure development suggests that businesses operating in regions with better infrastructure are more likely to make capital investments. The odds ratio of 1.82 indicates that businesses with access to good infrastructure are almost twice as likely to invest in capital. Infrastructure, such as roads,

Received: 15.12.2024

Accepted: 18.12.2024

Published on: 30.12.2024

electricity, and communication networks, is a critical factor in business decision-making. Strengthening infrastructure in Kasese could lead to more capital investments, improving the business climate in the region.

While the coefficient for government policies is positive, the p-value of 0.096 indicates that it is not statistically significant at the usual 5% significance level. However, the odds ratio of 1.57 suggests that businesses in areas with favorable government policies are 1.57 times more likely to make capital investments. Though not highly significant in this model, government policies related to taxation, incentives, and business support can still have a positive effect on capital investment. Future research might further investigate the impact of specific policies on capital investment decisions.

The non-significant p-value (0.597) for skilled labor availability suggests that the availability of skilled labor does not have a significant impact on capital investment in Kasese District. The odds ratio of 1.11, though positive, indicates that businesses with access to skilled labor are only slightly more likely to make capital investments. The availability of skilled labor may not be as important as financial access or infrastructure in driving capital investments in Kasese. However, this could vary across different types of businesses and may require further exploration in future studies.

Table 2. Level of Industrial Development in Kasese District

Variable	Coefficient	Standard Error	z-value	p-value	Odds Ratio
Capital Investment	0.9	0.2	4.5	0	2.46
Government Support for Industries	0.5	0.22	2.27	0.023	1.65
Infrastructure Development	0.25	0.19	1.32	0.187	1.28
Market Access	0.4	0.21	1.9	0.057	1.49
Environmental Regulations	-0.3	0.16	-1.88	0.06	0.74

The positive and highly significant coefficient for access to financing indicates that businesses with better access to financial resources are more likely to make capital investments. The odds ratio of 2.12 suggests that businesses with access to financing are more than twice as likely to invest in capital compared to those without access to financing. This highlights the importance of financial resources in enabling businesses to expand and improve their operations. Policies aimed at improving access to financing for businesses in Kasese can potentially increase capital investments in the district, fostering economic growth.

The marginally significant coefficient (p-value close to 0.05) for raw material availability suggests that businesses with access to raw materials are 1.42 times more likely to invest in capital. While the effect is positive, the marginal significance implies that this variable alone might not be a strong enough determinant of capital investment without

Received: 15.12.2024

Accepted: 18.12.2024

Published on: 30.12.2024

other contributing factors. Improving the availability and accessibility of raw materials for businesses could promote higher capital investment. However, this effect may need to be considered alongside other more significant factors.

The significant and positive coefficient for infrastructure development suggests that businesses operating in regions with better infrastructure are more likely to make capital investments. The odds ratio of 1.82 indicates that businesses with access to good infrastructure are almost twice as likely to invest in capital. Infrastructure, such as roads, electricity, and communication networks, is a critical factor in business decision-making. Strengthening infrastructure in Kasese could lead to more capital investments, improving the business climate in the region.

While the coefficient for government policies is positive, the p-value of 0.096 indicates that it is not statistically significant at the usual 5% significance level. However, the odds ratio of 1.57 suggests that businesses in areas with favorable government policies are 1.57 times more likely to make capital investments. Though not highly significant in this model, government policies related to taxation, incentives, and business support can still have a positive effect on capital investment. Future research might further investigate the impact of specific policies on capital investment decisions.

The non-significant p-value (0.597) for skilled labor availability suggests that the availability of skilled labor does not have a significant impact on capital investment in Kasese District. The odds ratio of 1.11, though positive, indicates that businesses with access to skilled labor are only slightly more likely to make capital investments. The availability of skilled labor may not be as important as financial access or infrastructure in driving capital investments in Kasese. However, this could vary across different types of businesses and may require further exploration in future studies.

Table 3. Relationship Between Capital and Industrialization in Kasese District, Hima Cement Factory

Variable	Coefficient	Standard Error	z-value	p-value	Odds Ratio
Hima Cement Investment	1.2	0.3	4	0	3.32
Local Employment Creation	0.75	0.22	3.41	0.001	2.12
Skill Development Programs	0.6	0.2	3	0.003	1.82
Environmental Impact	-0.25	0.18	-1.39	0.164	0.78
Regional Economic Growth	0.45	0.25	1.8	0.071	1.57

The positive and highly significant coefficient for access to financing indicates that businesses with better access to financial resources are more likely to make capital investments. The odds ratio of 2.12 suggests that businesses with access to financing are more than twice as likely to invest in capital compared to those without access to financing. This highlights the importance of financial resources in enabling businesses to expand and improve their operations. Policies aimed at improving access to financing for businesses in Kasese can potentially increase capital investments in the district, fostering economic growth.

Received: 15.12.2024

Accepted: 18.12.2024

Published on: 30.12.2024

The marginally significant coefficient (p-value close to 0.05) for raw material availability suggests that businesses with access to raw materials are 1.42 times more likely to invest in capital. While the effect is positive, the marginal significance implies that this variable alone might not be a strong enough determinant of capital investment without other contributing factors. Improving the availability and accessibility of raw materials for businesses could promote higher capital investment. However, this effect may need to be considered alongside other more significant factors.

The significant and positive coefficient for infrastructure development suggests that businesses operating in regions with better infrastructure are more likely to make capital investments. The odds ratio of 1.82 indicates that businesses with access to good infrastructure are almost twice as likely to invest in capital. Infrastructure, such as roads, electricity, and communication networks, is a critical factor in business decision-making. Strengthening infrastructure in Kasese could lead to more capital investments, improving the business climate in the region.

While the coefficient for government policies is positive, the p-value of 0.096 indicates that it is not statistically significant at the usual 5% significance level. However, the odds ratio of 1.57 suggests that businesses in areas with favorable government policies are 1.57 times more likely to make capital investments. Though not highly significant in this model, government policies related to taxation, incentives, and business support can still have a positive effect on capital investment. Future research might further investigate the impact of specific policies on capital investment decisions.

The non-significant p-value (0.597) for skilled labor availability suggests that the availability of skilled labor does not have a significant impact on capital investment in Kasese District. The odds ratio of 1.11, though positive, indicates that businesses with access to skilled labor are only slightly more likely to make capital investments. The availability of skilled labor may not be as important as financial access or infrastructure in driving capital investments in Kasese. However, this could vary across different types of businesses and may require further exploration in future studies.

Conclusion of the findings

The analysis reveals that access to financial resources is the most significant factor influencing capital investment among businesses in Kasese District. Businesses that are able to secure financing are more likely to invest in modern machinery, expand production capacities, and ultimately enhance their overall operations, as evidenced by an odds ratio of 2.12. This suggests that capital investment is deeply intertwined with the availability of funding, making it crucial for the district to improve access to finance through initiatives such as low-interest loans, credit facilities, and grants aimed specifically at small and medium-sized enterprises (SMEs).

Additionally, infrastructure development plays a pivotal role in enabling capital investment. Businesses located in areas with reliable infrastructure such as well-maintained roads, uninterrupted electricity, and robust telecommunication networks are almost twice as likely to make substantial investments in capital, which, in turn, enhances the productivity and competitiveness of the district's industrial base. The findings underline the importance of investing in infrastructure to stimulate economic growth and create a conducive environment for business development.

Received: 15.12.2024

Accepted: 18.12.2024

Published on: 30.12.2024

The availability of raw materials and skilled labor, while beneficial, had a relatively less significant impact on capital investment in this study. This points to the possibility that businesses are more motivated by direct financial support and infrastructure than by the immediate availability of these resources. Nevertheless, improving local access to raw materials and promoting education and skill development remains an important avenue for long-term economic sustainability.

Level of Industrial Development in Kasese District:

A critical conclusion drawn from the analysis is that capital investment is the strongest determinant of industrial development in Kasese. Businesses that make substantial capital investments are significantly more likely to contribute to the industrial growth of the district, as indicated by an odds ratio of 2.46. This highlights the direct relationship between the capacity to invest in production and the ability to spur broader industrialization. For Kasese to experience meaningful industrial growth, fostering an environment where businesses can make these types of investments should be prioritized, and mechanisms to channel financial resources into the region's industrial sector need to be enhanced.

Recommendations of the study

The most immediate recommendation is to improve access to financial resources for businesses in Kasese. As capital investment is the primary driver of industrial development, the local government, in collaboration with financial institutions, should explore mechanisms to provide affordable loans, grants, and credit facilities to SMEs and emerging businesses. Offering incentives such as low-interest loans, financial literacy programs, and business advisory services would help reduce financial barriers to investment and spur economic activity in the district.

It is evident that infrastructure is a critical enabler of industrial growth. To sustain and accelerate industrialization in Kasese, there must be a continued focus on improving key infrastructure such as roads, electricity supply, and telecommunication networks. Upgrading transportation networks to ensure that goods can be moved efficiently, coupled with a reliable electricity supply, will significantly reduce operational costs for businesses and increase productivity across industries. Furthermore, expanding internet access and improving communication networks will foster greater collaboration, access to information, and global market integration.

The government should continue to play an active role in promoting industrial development by introducing more targeted policies that encourage both local and foreign investments in the region. This could include providing tax incentives, offering subsidies for capital investments, and reducing regulatory burdens for new industries. Special economic zones or industrial clusters could be established to attract larger investments from multinational companies and support the scaling of local businesses.

Bibliography

- Abiodun, N. L., Matovu, M. S., & Olanrewaju, R. O. (2022). Statistical Powers of Univariate Normality Tests: Comparative Analysis of 2016 Election Process in Uganda. *European Journal of Statistics*, 2, 1–9. <https://doi.org/10.28924/ada/stat.2.6>
- Abiodun Nafiu, L. (2012). Comparison of One-Stage, Two-Stage, and Three-Stage Estimators Using Finite Population. *The Pacific Journal of Science and Technology*-166, 13(2), 166–171. <http://www.akamaiuniversity.us/PJST.htm>
- Akintoye, E. O., & Ofobruku, S. A. (2022). Staff welfare package and organizational performance: A theoretical discourse. *European Journal of Business and Management Research*, 7(2), 155–159.
- Alex, I., & Julius, A. (2024). *Factors affecting the use of digital payments among Smallholder Tea Farmer in Kanungu District, Uganda*. 8(4), 23–31. www.ijeais.org/ijapr
- Alex, I., & Kazaara, A. G. (2023). *Internal Controls and Financial Performance of Saccos in Wakiso District*. 7(3), 47–56.
- Alex, I., & Moses, N. (2024). *Interest Rates and its Impact on Stock Prices among Small Scale Enterprises : An Empirical Evidence of Kampala District*. 8(4), 43–46.
- Allan, K., Charles, N., Moses, N., Kazaara, A. G., & Nelson, K. (2023). *The Effect of Operation Wealth Creation on Youth Farmers Development : A Case Study of Labongo Layamo Sub County , Kitgum District*. 7(2), 50–63.
- Anwar, S. M., Komal, S., Cheema, A. N., Abiodun, N. L., Rasheed, Z., & Khan, M. (2022). Efficient Control Charting Scheme for the Process Location with Application in Automobile Industry. *Mathematical Problems in Engineering*, 2022. <https://doi.org/10.1155/2022/2938878>
- Christopher, T., Nelson, K., & Prudence, K. (2022a). The Impact of Foreign Direct Investment on Economic Growth in Uganda-A Case Study of Kampala District. In *International Journal of Academic Multidisciplinary Research* (Vol. 6). www.ijeais.org/ijamr
- Christopher, T., Nelson, K., & Prudence, K. (2022b). The Impact of Foreign Direct Investment on Economic Growth in Uganda-A Case Study of Kampala District. *International Journal of Academic Multidisciplinary Research*, 6(12), 78–86. www.ijeais.org/ijamr
- Faith, K., Kalikola, J., Kazaara, A. G., Catherine, M., & Ismail, L. (2023). *The Effects of Public Sector Monitoring and Evaluation on Promoting Good Governance in Uganda : A Case Study of the Ministry Of Local Government*. 7(3), 71–83.
- Faridah, K., Jacob, K., Barigye, G. B., Kazaara, A. G., & Nelson, K. (2023). *The Role of the Non-Government Organizations in Poverty Alleviation in Uganda : A Case Study of Bugiri Municipality Local Government .* 7(2), 99–111.
- 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.

Received: 15.12.2024

Accepted: 18.12.2024

Published on: 30.12.2024

-
- Faridah, N., Kazaara, A. G., & Kazaara, A. I. (2023). *An Evaluation of the Effects of Advertising on Consumer Brand Awareness in an Organization , a Case Study of Mukwano Group of Companies*. 7(3), 206–212.
- Frank, M., Nelson, K., Kazaara, A. G., Deus, T., Christopher, F., & Catherine, M. (2023). *The Macroeconomic Determinants of Economic Growth in Uganda a Case Study Of Wakiso Distict*. 7(2), 147–159.
- 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.
- Jul, A., Prudence, K., & Nancy, M. (2024). *Blockchain Technology in the Financial Services Industry : Opportunities and Challenges , A Case Study of UMEME Limited , Uganda*. 8(8), 261–267.
- Julius, A., Nancy, M., & Audrey, A. (2024). *Forensic Audit On Public Funds Management In Uganda . An Empirical Evidence Of Kampala Capital City Authority*. 8(8), 8–13.
- Kazaara, A. I., Kazaara, A. G., & Julius, A. (2024). *International Trade Nexus Economic Growth In Uganda . Empirical Evidence of Kampala District*. 8(4), 132–137.
- Maiga, I. H., Abiodun, N. L., & Mageto, T. (2021). Analyzing the Effects of Flexible Exchange Rate Regime on the Malian Economy Using a Dynamic Stochastic General Equilibrium Model. *International Journal of Mathematics Trends and Technology*, 67(12), 9–20. <https://doi.org/10.14445/22315373/ijmtt-v67i12p502>
- Margaret, O. J., & Kazaara, A. I. (2024). *Leadership Style and its Impact on Employee Satisfaction : An Empirical Evidence of Metropolitan International University*. 8(4), 127–131.
- Musaibah, N., Kazaara, A. G., Kazaara, A. I., & Deus, T. (2023). *The Organizational Factors Affecting Employee Performance in Non-Governmental Organizations in Uganda . A Case Study of the Uganda Women Parliamentary Association*. 7(3), 221–231.
- Nafiu, L. A. (2012). On an Alternative Estimator in One-Stage Cluster Sampling Using Finite Population. *American International Journal of Contemporary Research*, 2(7), 102–107. www.aijcrnet.com
- Nafiu, L. A., Ph, D., Ibitayo, L. D., Ph, D., Muyombya, S. M., & Sc, M. (2017). *On empirical power of univariate normality tests under symmetric, asymmetric and scaled distributions 1*. 8(3), 381–387.
- Nancy, M., & Prudence, K. (2024). Capacity Building programs and their impact on employee performance. A case study of Metropolitan International University. *Researchgate.Net*, 8(4), 23–27.
https://www.researchgate.net/profile/Metropolitan-University/publication/380909234_Capacity_Building_programs_and_their_impact_on_employee_performance_A_case_study_of_Metropolitan_International_University/links/665576b30b0d2845745e0182/Capacity-Building-p
- Nelson, K., Christopher, F., & Milton, N. (2022). *Teach Yourself Spss and Stata*. 6(7), 84–122.
- Nicholas, K., & Nancy, M. (2024). *The Future of Work : Exploring the Impact of Automation and Remote Work on Organizational Structures and Talent Management . A Case Study the Metropolitan International University*.

Received: 15.12.2024

Accepted: 18.12.2024

Published on: 30.12.2024

8(8), 48–53.

Ntirandekura, M., Ainebyoona, A., Registrar, D., District, B., & Commission, E. (2022).

Humanresourcemanagementstrategiesandstaffretentioninlocalgovernmentsinuganda_2. 6(7), 89–103.

Olanrewaju, R. O., Waititu, A. G., & Nafiu, L. A. (2021). Bull and Bear Dynamics of the Nigeria Stock Returns

Transitory via Mingled Autoregressive Random Processes. *Open Journal of Statistics*, 11(05), 870–885.

<https://doi.org/10.4236/ojs.2021.115051>

Sarah, A., & Audrey, A. (2024). *Corporate Social Responsibility and its Influence on Firm Reputation and Financial Performance . A Case Study of Equity*. 8(8), 202–207.

Sarah, A., Nafiu, P., & Abiodun, L. (2024). *Sustainability in the Fashion Industry : Strategies for Reducing Environmental Impact and Enhancing Profitability*. 8(8), 178–182.

Sophie, N., & Crispus, F. (2024). *Social media marketing and its impact on customer purchase intentions of Mukwano manufacturing companies in Uganda*. 8(4), 92–95.

Turyatamba, C., Nelson, K., Prudence, K., & Ntirandekura, M. (2022). *The Effect of Product Quality on Competitiveness of Small Medium-Sized Enterprises (SMES) In South Western Uganda ; Reflection on Kayonza Growers Tea Factory , In Kanungu District .* 6(12), 152–159.

Victor, M., Nelson, K., & Christopher, F. (2022). *Determinants of Exchange Rates in Uganda (2001-2020)*. 6(7), 198–213.

Wegulo, N. A., Kazaara, A. G., Kazaara, A. I., Deus, T., Moses, N., & Charles, N. (2023). *Effect Of Public Sector Monitoring And Evaluation On Promoting Good Governance In Uganda , A Case Study Of Ministry Of Local Government*. 7(3), 227–239.