

# Structure and culture to administrative staff performance at Uganda Management Institute

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## **Abstract**

This study, a cross-sectional survey in nature, was carried out to assess the contribution of organizational structure and culture to the performance of administrative staff at Uganda Management Institute. The respondents comprised of all the non-teaching staff of the Institute which included Heads of Non-Teaching Departments and non-teaching staff from all the three campuses in Kampala and the two Outreach Centres situated in Mbarara and Gulu. From the total sample size of 79 respondents, 53 returned valid questionnaires representing 67% response rate. The data collection methods included use of questionnaires, interviewing and documentary review. The data was analysed using descriptive statistics, correlation, multiple and hierarchical regression methods that reported on respondents' profiles, respondents' views on different variables, relationships between the different variables and the cause and effect relationships. The results indicated that organizational structure and culture were partially statistically significant in contributing to the performance of administrative staff at UMI. Personal characteristics had no statistically significant moderator effect on the relationship between the independent and dependent variables. It is concluded that institutions or organizations, particularly Uganda Management Institute being one of the Management Development Institutes, should provide organizational structure and culture that enhance performance of their staff since the two variables were found to be critical contributors to employee performance.