

WORK ETHICS AND EMPLOYEE PERFORMANCE IN GOVERNMENT OWNED
ENTITIES: A CASE STUDY OF UGANDA CIVIL AVIATION
AUTHORITY ENTEBBE INTERNATIONAL AIRPORT

DAVID LIVINGSTONE RUSOKE
17MBA0285

A RESEARCH DISSERTATION SUBMITTED TO THE SCHOOL OF GRADUATE
STUDIES AND RESEARCH AS A PARTIAL FULFILMENT OF THE REQUIREMENT FOR
THE AWARD OF A MASTER OF BUSINESS ADMINISTRATION OF UNIVERSITY OF
KISUBI

SEPTEMBER 2021

ABSTRACT

The study examined the effect of work ethics on employee performance in Government owned entities using a case study of Uganda Civil Aviation Authority. The study sought to answer the following questions: what is the effect of integrity; employee commitment; and work attitude on employee performance? The study used a case study survey employing both qualitative and quantitative research approaches to enable a triangulation of data on the variables under study. A sample of 169 respondents was selected using simple random and purposive sampling. Questionnaires and interviews were the data collection instruments used by the researcher. Quantitative data was summarized, sorted, edited and analyzed using Pearson's correlation and regression analysis with the help of statistical packages for social scientists (SPSS) version 25.0 and Microsoft office excel. The findings were presented in a report format. During the course of presenting the qualitative data, narratives were included from interviews to emphasize basic opinions. The study established a significant moderate positive relationship between integrity and employee performance ($r = 0.301$), a significant moderate positive relationship between employee commitment and performance ($r = 0.312$); and a significant weak positive relationship between the work attitude and employee performance ($r = 0.265$). The researcher consequently concluded that integrity, employee commitment and work attitude have a significant positive effect on employee performance at UCAA. The researcher recommended that employees' integrity and commitment should be strengthened; and work attitude should be given positive attention since an improvement in work attitude would lead to an improvement in employee performance.