

ABSTRACT

This study set out to establish the relationship between knowledge management and employee performance at Educate Uganda. The study implemented a correlational study design. 280 study participants were sampled from a population of 845 respondents. Data analysis comprised descriptive and inferential analysis. Findings showed that knowledge creation was positively and highly associated with employee performance at ($r = 0.700$); knowledge dissemination is positively and highly associated with employee performance at ($r = .765$); knowledge retention is positively and very highly associated with employee performance at ($r = .816$). Knowledge Creation, Knowledge Dissemination and Knowledge Retention were found to significantly predict employee performance at Educate! Uganda with an Adjusted $R^2=0.695$. Knowledge Retention contributes the highest to the unique variations recorded in employee performance at Educate! ($\beta=0.569$), followed by Knowledge Creation ($\beta= 0.209$) and lastly Knowledge Dissemination ($\beta=0.123$). Knowledge Creation and Knowledge Retention were statistically significant whereas Knowledge Dissemination was not.

In conclusion, knowledge creation has some of the expected effects on employee performance at Educate! Uganda; knowledge dissemination did not have the expected effect on employee performance at Educate! Uganda and knowledge retention had some of the expected effect on employee performance at Educate! Uganda. This study recommends Educate! Uganda enriches knowledge creation by cultivating organizational learning culture. The study recommends Educate! Uganda improves the content of the knowledge being disseminated to include more skill based content to be shared during the youth boot camps. Lastly, the study recommends Educate! Uganda identifies mission critical data to retain as the basic first step to improving knowledge retention.