

ORGANIZATIONAL RESTRUCTURING AND JOB
SATISFACTION IN THE UGANDA INVESTMENT
AUTHORITY.

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Abstract.

The overall objective of this study was to investigate the effect of organizational restructuring on employee job satisfaction. Uganda Investment Authority where the study was carried out is a service delivery organization whose ability and competence to handle its customers by applying best practices significantly impact on the Uganda's development process through foreign direct investment inflows. A study was carried out using descriptive survey design. Both qualitative and quantitative approaches were used to collect data. An analysis of the data revealed that clarity of roles and duties before the restructuring process is a significant predictor and an important ingredient in the success of the restructuring process. One obtrusive recommendation that emerged was that UIA should hire qualified human resource manager to handle all the human resource functions as a starting point towards consolidating employee job satisfaction and achievements of the restructuring process. Further study has been recommended on the effectiveness of the restructuring policy given the increasing unemployment levels.