

Title: Organisational Commitment, Rewards, Job Conditions and Performance of Health Centers IV Workers in Greater Mbarara District.

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### **Abstract**

Studies have shown that organizational commitment, rewards and job conditions improve the performance of health workers. When health workers are not fully committed, rewarded and the working environment is not improved upon, their performance and service delivery are affected. This study set out to examine the relationship between organizational commitment, rewards, job conditions and performance of Health Center IV workers in Greater Mbarara District. The study was premised on objectives; to examine the relationship between organizational commitment and performance of health Centre IV workers, the relationship between organizational rewards and performance of Health Centre IV workers, the relationship between job conditions and performance of Health Centre IV workers. The study employed a cross-sectional survey design, where descriptive, correlational and explanatory approaches were used. A sample size of 200 health workers from 11 (Eleven) Health Center IVs of Greater Mbarara District were considered in this study. These were subjected to questionnaire survey method of data collection and analysis. The preliminary data analysis was performed using SPSS for descriptive statistics such as frequencies, mean and standard deviations were also computed to gain information about the sample characteristics and study variables and AMOS specifically for data screening in terms of missing value analysis (using Little's MCAR test), outliers (using frequencies, box and whisker, normal probability plot) and Diagnostic tests for normality, linearity, homogeneity and Multicollinearity. Structural Equation Modelling (SEM) for testing hypotheses was adopted to run specified models and settled with the best model with the best fit indices to test hypotheses. The findings showed that normative commitment is insignificant predictor of health centre IV workers' performance. The findings also indicated that bonuses, fringe benefits and promotion are insignificant predictors of the health workers' performance. The results further showed that both job security and work environment had a significant relationship with

health workers' performance. The study recommends that policy initiatives and strategies which can respond to the challenges facing the health sector not only in greater Mbarara but also in Uganda in general, be revisited.