

Thesis title: Work Place Environment and the Well-being of Academic Staff at Makerere University

Name of student: Annet Mbabazi

Registration Number: 2018/HD04/872U

Supervisors: Dr. Tom Balojja

School: College of Education and External Studies, East African School of Higher Education Studies and Development

ABSTRACT

This study was about examining the effect of perceived workplace environment on academic staff well-being at Makerere University. Using pragmatism, a mixed-method approach based on stratified proportional random and purposive sampling, 382 academic staff and heads of department from 3 colleges and 1 school were reached with self-administered questionnaires and interviews. Through the convergent parallel design, the quantitative data were analysed through descriptive statistics and inferential statistics, while the qualitative data was through thematic and content analysis inductively, and later both sets were converged while interpreting the summaries of findings. Findings indicate that workplace climate, supervisory relationships, and peer group interaction have significantly predicted the employee well-being of academic staff at Makerere University. The conclusions thus are that workplace environment in terms of adequate resources, clear communication, supportive colleagues, recognition and feedback, supervisory relationships like engaging, mentoring, and recognizing employees, and peer group interactions comprising of collaboration on research projects and participation in department meetings, had a significant impact on staff well-being. Accordingly, the study recommendations are that; Makerere University Council and management prioritize work-life balance practices to enhance the well-being of academic staff; create a supportive work environment; and facilitate staff interaction practices to enhance academic staff well-being.