

Predicting Research Productivity of Academic Staff with PhDs in Universities in Uganda Using Bean's Model

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Abstract

In this study, I sought to examine whether Bean's model could be used to predict research productivity (RP) of an academic staff member with a PhD in a university in Uganda. To Bean, the RP of an academic staff member arises out of individual variables after being influenced by organisational variables. Using a positivist paradigm within a Cartesian philosophy, I employed a predictive, cross-sectional survey design, where 217 academic staff members with PhDs, I randomly sampled from three universities, completed SAQs. I tested three hypotheses using both Pearson's linear correlation and standard multiple linear regression, and one hypothesis using mediation analysis. Results indicated that the only variables that significantly positively predicted the RP of a member of staff with a PhD were collaboration with research colleagues and equity of rewards. Further, a significant positive prediction existed between university reputation and research goals together with collaboration with research colleagues; university affluence and research resources together with equity of rewards; university autonomy and research legitimacy. Lastly, the results showed significant mediation between research emphasis and RP by research goals; university reputation and RP by jointly research goals and collaboration with research colleagues; and university affluence and RP by research legitimacy. I conclude that Bean's model could partially be used to predict RP of an academic staff member with a PhD in a university in Uganda. Because the prediction of RP by most of the individual and organisational variables individually were not statistically significant, I recommend that university managers consider attending to these factors in synergy if RP of their academic staff members with PhDs is to improve.