

Organization and HRM Strategies in Moderator of Business Performance in Uganda's Emerging Economy.

tobora, tobora odunayo (odunayophd@yahoo.ca)

Human Resource Supply and Procurement, Kampala International university, Uganda
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Resumen

Purpose - An empirical investigation will be conducted to examine the moderator organization and human resource (HR) strategies in the business performance emerging economy of Kampala, Uganda. Surprising as it may sound, this research theme has been extensively researched in Western countries, although precise limited research has been done in the prevailing HRM scenario obtained in developing economies, especially in Central Uganda.

Design/methodology/approach -In this respect, this article attempts to study the relationship and fill this research gap. A two-stage Structural Equation Modelling (SEM) approach and Muti-Group Analysis (MGA) is applied to test stated relationship. Prior to full use of the model, the researcher ensures that the model meets the acceptable goodness-of-fit indices: χ^2 (CMIN) = 387.238 (DF = 196), Relative χ^2 (CMIN/DF) = 1.976, AGFI = 0.870, GFI = 0.899, CFI = 0.939, IFI = 0.939, TLI = 0.928 and RMSEA = 0.056.

In this respect, the projected measurement model is corroborated through confirmatory factor analysis (CFA) additionally; the structural model surveys the hypothesized relationship between the HR strategies and business performance.

Finding - It is found that the two are positively related. The results of this study strengthen prevailing literature in the area and have important implications for organization and HR strategies that will enhance business performance in an emerging economy like Uganda.

Keywords: Business performance, SEM, MGA, emerging economy, moderator and Uganda