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Organisational culture and talent management in tertiary institutions in Uganda

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Abstract:

Despite the growing importance of talent management, not many studies have been done to identify strategies for it, for many of Uganda's tertiary institutions. This study gathered data from 573 respondents across 86 tertiary institutions, including deans, heads of academic departments, and human resource managers, using a cross-sectional survey and proportionate stratified random sampling. Using data on perceptions of managers, this study examined how organisational culture (recognition of talent, open communication and teamwork) is viewed to influence talent management (mentorship, matching talent to key positions, rewarding performance) in tertiary institutions in Uganda. Preliminary analyses based on a total of 573 respondents from 86 tertiary institutions revealed that organisational culture alone, within limits of the aspects studied particularly aspects of mentorship, performance rewards and placement in key positions, may not influence how top talent is managed. More in-depth research is still needed to determine what aspects of organisational culture may influence what aspects of talent management in tertiary institutions in Uganda.

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