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The Effect of Supervision on Employee Performance in Private Security Companies: A Case Study of Saracen Uganda Limited.

The study was conducted to examine the relationship between supervision and employee performance in Private Security Companies. The objective of the study was (i) to investigate the effect of control on employee performance, (ii) to determine the influence of personal initiative on employee performance, (iii) to establish the influence of participation on employee performance and (iv) to examine the influence of bureaucracy on employee performance. Saracen Uganda Limited was taken as the case study where sampling techniques were used to select a sample of 120 respondents. Qualitative and quantitative research methods were both used and data was collected using questionnaires, and interviews. The data was analysed using the Statistical Package for the Social Sciences (SPSS). The study findings showed that there is a positive significant relationship ($r = 0.371^{**}$, $p < 0.01$) between control and employee performance and a positive significant relationship ($r = 0.746^{**}$, $p < 0.01$) between bureaucracy and employee performance. The study further showed that there is no significant relationship ($r = 0.191$, $p > 0.01$) between personal initiative and employee performance and also no relationship ($r = 0.057$, $p > 0.01$) between participation and employee performance. The findings revealed that control and bureaucracy significantly predict employee performance while personal initiative and participation do not predict employee performance. The study recommended that the top management of Saracen Uganda Limited should ensure that the staff are controlled and monitored and they should follow all the required protocol and hierarchy so as to lead to performance improvement.

Key Words: Employee Performance, Private Security Companies.