

**WAMALA GERALD (2008-M092-20104)**

**An Analysis of Institutional Policies and Employee Performance: A Case Study of Kasana, Luwero Diocese**

This research aimed at analysing the effects of institutional policies on employee performance in Kasana Luwero diocese. The need for the study arose from complaints regarding the poor performance of employees reflected in their failure to submit monthly reports on time, meeting deadlines and absenteeism as indicated in the chancellor's report (2008). On the basis of these complaints, it was crucial that a study be conducted to establish the factors that account for employee performance so that pertinent and practical recommendations are made from an informed point of view. In order to accomplish this, three objectives were formulated to find out the extent to which reward, supervisory and resource policies accounted for the performance of employees in the diocese. The research employed a cross sectional design using a sample of forty one (41) randomly selected respondents. The data pertaining to the study was collected using a self-administered questionnaire and interviews. The results of the analysis revealed positive correlations between each of the three constructs of the independent variable (institutional policies) and the dependent variable (employee performance). In particular, the findings showed that improvement in the reward, supervisory and resource policies results into an improvement in the performance of employees in the diocese. In view of the research findings, conclusions and recommendations were made and subsequently, areas for future research were proposed.

**Keywords: Employee performance, Institutional policies, Luweero**