



The

MUBS NEWS LETTER

September Issue, 2021

Uganda Police equipped with transformational leadership skills



Officers in a group photo after the training

In a continued effort by the Uganda Police leadership to improve the gender policy, a total of twenty five (25) police officers have been equipped with leadership skills in a three-week transformational leadership training at the Police Senior Command and Staff College, Bwebajja.

The training which took place from September 16-18, 2021, was conducted by the MUBS

Leadership Centre and UN Women.

During the training, the police officers asked the police leadership to recruit more female officers and also consider them for promotion.

The training intended to prepare more women officers to take on command and leadership positions in the Police forces.

MUBS successfully conducts exams Online

MUBS commenced end of Semester one of Academic Year 2020/2021 on September 27, 2021.

The assessment is being done online. Before the on-line examinations, all the staff and students underwent training in online teaching and assessment in order to prepare them on how to use MUBSEP.

The School recognizes the importance of well-trained staff in this area in order for students to fully benefit from online learning.

Students have to scan the answers and upload them to the MUBSEP for submission.

Our Mission: "To enable the future of our clients through creation and provision of knowledge

Our Vision: "The benchmark for Business and Management Education, Research and Training in the region."

"Say No to Drugs"



*Prof. Waswa Balunywa
Principia MUBS*



We welcome you to MUBS
Fraternity

SAY NO TO DRUGS

"Studies can Take you
Higher than Drugs"

TABLE OF CONTENT

Uganda Police equipped with transformational skills	1
Why digital skills matter	4
15 th MUBS Graduation	6
Grants to the School	10
Appeal	12
Programmes at MUBS Jinja Campus	13
Faculty News	14
Leadership Series	16
Employer-Employee Online Engagements	18
Jinja Campus	20
News Around Campus	21
Staff Affairs	23
Career Guidance News	26
Financial Literacy	29
Student's News	31

Editorial Team



Ms. Erinah Najjingo

Editor



Dr. Hamidah Babirye Nsereko

Dy Director, Office of the Principal



Dr. Dennis Nuwagaba

Senior Lecturer, Department of Marketing & International Business



Ms. Sumaia Namuyingo

Assistant Editor



Ms. Jenninah Atukunda

Senior Administrator, Office of the Principal



Ms. Annet Bukenga

Administrative Assistant, Office of the Principal



Ms. Priscilla Lamwaka

Volunteer, Publications Unit



Why Digital Skills Matter More Than Ever

In May 2021, we had our students graduate at the Makerere University 71st graduation ceremony and in October 2021, MUBS is set to graduate her Diploma and Certificate students.

This is a great achievement for both the School and the students and there is reason to celebrate, however, it comes at a time when new graduates are feeling uncertain about their

future.

The virus has interrupted how graduates were preparing to leave school. While some graduates had been searching for jobs or were waiting to hear from employers about their applications, others may have already been accepted for internships, part time jobs or full-time jobs but all this was put on hold.

While some specialized students may not be affected yet, other graduates planning to enter fields like hospitality, retail, food and technology may have to overcome unexpected obstacles. While it may be difficult, there are measures graduates can take to help them navigate this situation to the best of their ability.

Therefore, when looking for job opportunities, prioritize transferable skills and soft skills that could support you in your chosen career path. Even if a job is not in your ideal industry, there may be opportunities to develop skills that you can leverage later when applying for future jobs.

Creating a professional presence on social media and remote networking groups may also help you find opportunities and meet professionals in your chosen field.

Keep your options open as your work experience grows and your career develops. Searching for better opportunities in your chosen field will help increase your career mobility.

Above all, take care of yourself and the people around you as you navigate this situation together.

Erinah Najjingo
Editor



Uganda Police equipped with transformational leadership skills

Continued from Page 1

Transformational Leadership focuses on a *“people-centered approach”* that aims to inspire, empower and motivate one’s team. This means that a leader following this approach works with subordinates to commit to a shared vision and goals for the organization, encouraging innovation and creativity in pursuit of those goals.

Therefore, a transformational leader is inclusive, considers each individual’s unique needs, skills and motivations.

These leaders often have an “open door” policy to facilitate more frequent and candid communication.

The officers were commissioned by the Director of Human Resource Development AIGP Godfrey Golooba, who urged them to become responsible leaders and also inspire their colleagues in the police force to work towards a common goal.

Mr. Dan Bazira, Monitoring & Evaluation specialist appreciated the Uganda Police Force for their interest

in empowering women leaders saying that they will always support the cause.

He however asked the police leadership to give more opportunities and positions of leadership to women in the forces.

Meanwhile, the Director MUBS Leadership Centre Ms. Regis Namuddu appreciated Police Management for choosing MUBS in the training of its officers. She said the cordial cooperation with police should continue.

MUBS set to pass over 1,400 students at its 15th Graduation

Over 1,400 graduands will receive Postgraduate Diplomas, Diplomas and Certificates in a virtual 15th MUBS graduation ceremony to be held at Makerere University Business School (MUBS), Main Campus, Nakawa on October 1, 2021.

The graduation ceremony which will be presided over by the Makerere University Chancellor, Prof. Ezra Suruma will combine cohorts from two academic years including those who should have graduated in May 2020 and another in May 2021.

The May 2020 graduation ceremony was postponed thrice in compliance with the Presidential directives for curbing the spread of COVID-19.

Among the graduands are a total of 39 Luzira inmates who will receive Diplomas and Certificates in Entrepreneurship and Small Business Management in absentia.

The hybrid event will be held across the country in the four other MUBS campuses of Mbale, Mbarara, Arua and Jinja districts.



On May 18, 2021, a total of 3644 students who completed their studies on MUBS Undergraduate and Graduate programmes graduated at the 71st Makerere University graduation.

183 students on Undergraduate programmes graduated with first-class degrees and 09 graduated with Doctor of Philosophy degrees (PhDs).

Mr. Wiston Biryomumaisho who obtained a Cumulative Grade Point Average (CGPA) of 4.91 out of 5.0 on the Bachelor of Business Administration programme was recognized as the best overall

student in Humanities at the 71st graduation.

The Makerere University Chancellor, Prof. Ezra Suruma commended the MUBS leadership for the various training programs conducted both physically and virtually that mentored the graduates in leadership, creativity, entrepreneurship as well as building both public and private enterprise.

As per the practice, the overall best performing male and female students at all levels for 2020 and 2021 will be recognized at the MUBS 15th graduation ceremony.

As you graduate

I take this opportunity to congratulate all our graduands and I wish them the very best in the years ahead. The last one year or so has been a very difficult year as a result of the Coronavirus pandemic.

This led to the postponement of last year's graduation and today we are holding a graduation for two groups of people which has been unnatural. Nonetheless, we thank God that we are alive and we hope that we shall take this opportunity to find new ways of adopting to the changing environment and be able to stay alive, work and live a meaningful life.

As you graduate in these difficult conditions you have to focus your mind on how best you can achieve your life goals, how best can you do the things that you want to do in your life, how best can you plan your family, how best can you plan your career, how best can you be employed and have a meaningful life.

What the School does is to empower you and give you the knowledge, improve the little skills that you have and prepare you for the world of work.

The world of work is not an easy place unlike the university where everything has been smooth because you are a student. As you go to the world of work, take on the responsibilities



Prof. Waswa Balunywa
Principal- MUBS

ities of work of being fathers, mothers' breadwinners among other roles. You will find that the world is completely different from the one that you have known. But we expect that you as our students are going to be able to go out there and work things out. Start a business or be employed, succeed and make us proud.

We hope that the knowledge you have acquired will help you in moving yourself ahead of others and living a meaningful- successful career.

It starts with you and ends with you. I take the opportunity to thank the lecturers who have taught the students, thank the parents who have paid the fees and all those people who made

a contribution to the success of the students. We thank you very much.

We wish to thank Government who of the last one year have continued to pay our salaries and continued to motivate us to stay in the institution we work in and hoping that one day life will go back to normal.

We hope that is not very far away. I would like to urge everybody to continue to keep safe, observe the SOPs, live well, wear your mask, sanitize and practice social distancing to avoid contacting other people who may be potential coronavirus carriers. Congratulations and -all the best in your endeavors and May God Bless You.

School Registrar's Message to the graduating classes of 2020-2021

It is with great pleasure that I convey my profound congratulations to all the graduands of the 15th graduation ceremony. We thank God for His divine protection and for enabling us to witness this ceremony. You have completed your studies during the world crisis of the COVID-19 pandemic, and this is an exceptional achievement, proving your resilience and hard work.

You have been able to adjust to the paradigm shift which has required everyone to change and adjust to the 'new normal' in terms of the teaching and learning environment. Our dear graduates, you have marked another substantial landmark in your continued desire to achieve a fruitful future.

Remember, you are bound to face challenges in your quest for a fruitful future, but I encourage you to believe in yourselves. You have what it takes to achieve



your dreams. Stay inspired and always remember that your vision is within your scope once you are determined and dedicated. I would like to appreciate our beloved parents for entrusting us with your children, and for your financial, moral and social support that has enabled our graduands to succeed in this stage of their career.

Your contribution to the fulfillment of our School mandate cannot be taken for granted as we celebrate this milestone. I must appreciate the School Council, Management, and staff who have had to invest, learn, cope and adjust to the new modalities and requirements of virtual and blended educational requirements. Congratulations once again on your well-deserved success. I look forward to meeting you again as you seek to advance your career by enrolling for one of our degree programmes.

I wish you all a prosperous and peaceful life ahead.

**Ms. Eldred Kyomuhangi-
Manyindo
Ag. School Registrar**



Makerere University Business School
eLearning Centre

ACCESS

With
0 Mbs

MUBSEP
& BigBlueButton

Login Now

www.mubsep.mubs.ac.ug

Study from anywhere at any time

For more information please contact us on: elarning@mubs.ac.ug

School scoops NORAD grant



Prof. Ngoma Muhammed , Dean Faculty of Graduate Research and Studies

MUBS in collaboration with the Norwegian University of Science and Technology, University of Stavanger, University of Juba, Technical University of Kenya and Makerere University have received a grant from NORAD under NORHED II projects to implement activities for Project QZA-21/0159 – Programme 2021-2026 entitled *“Capacity building for socially just and sustainable energy transitions in East Africa”*.

The project includes financing for two-years (24 months) Postdoc research fellowship to conduct research on asset

stranding as a consequence of the global transition to low-carbon economies.

MUBS staff, who completed their PhDs not more than three (3) years ago, wishing to apply for this fellowship are invited to express their interest to the Dean Faculty of Graduate Studies and Research (FGSR), MUBS not later than Friday 17th October, 2021.

The suitable candidate should:

- 1.Be a teaching and research staff of MUBS in active service,
- 2.Have completed a PhD in a

field related to Development, Environment and Natural Resource Economics or Management, Energy Economics, Petroleum and Natural Gas Economics.

3.Submit a recommendation letter preferably from his/her immediate supervisor.

4.Posses demonstrable quantitative, writing and publication skills.

5.Be interested in the stated research topic (asset stranding as a consequence of the global transition to low-carbon economies) and submit a good and relevant research proposal of not more than 12 pages, including references.

6.Submit an updated CV including a list of publications.

The research fellowship is strictly for two years commencing on 1st November 2021.

The research fellowship will be undertaken at the Faculty of Graduate Studies and Research (FGSR) of MUBS and the fellow will be facilitated to conduct independent research. The fellow will work with a collaborative team, which will undertake a supervisory role, comprising of:

- 1.Prof. Ngoma Muhammed (MUBS)
- 2.Dr. Nakakaawa Charlotte (NTNU)
- 3.Dr. Senyonga Livingstone (MUBS)

MUBS receives a grant of 112,884,940

MUBS has received the second phase grant of UGX 112,884,940 from the French Embassy in Uganda, to support the teaching and learning of the language in four Higher Education Institutions in the country.

The grant was received on August, 23rd 2021

by the Department of Leisure and Hospitality Management. The first phase grant of UGX 87,449,339 was disbursed to MUBS on 16/11/2020.

This was after the French Embassy signed a Memorandum of Understanding with the School to support the teaching of French in Uganda.

Under the MoU, the French Embassy will in the next three years support capacity development in four Public Universities namely; Makerere University, Makerere University Business School, Kyambogo University and Kabale University.

Areas of support will include scholarships and scholastic materials worth about 50,000 Euros.

The grant is intended to enable the Department of Leisure and Hospitality Management implement the second phase of the approved project as follows:

Component 1: Strengthening the Teaching of French for Specific



2nd from right, Dr. Timothy Esemu, Dean Faculty of Marketing and Hospitality Management at the signing of the MoU in 2020

Purposes (FFSP)

- Training in French for Specific Purposes by an expert from the region
- Equipment and various costs related to training
- Purchase of teaching materials
- Purchase of Information and communication materials

Component 2: Better management of digital training

- Digital training
- Purchase of computer equipment
- Innovative workshops for students

Component 3, Strengthen the establishment and visibility of French at the university

- Communication
- Support for ongoing research
- Support for the French club
- Development of the language and international relations department
- Setting up 2 scholarships to France.

The French Embassy in Uganda

is implementing a project entitled Solidarity Fund for Innovative Projects, Civil Societies, Francophone and Human Development. Four Universities in Uganda have benefited from the following project: "French, language of education: consolidating the learning of French in the university environment".

The global project aims to promote the influence of the French language in Uganda by strengthening and improving the learning and teaching of French through professional training, cultural promotion and intercultural exchanges as well as teaching.

Component 3 of the project implements a partnership project with four Ugandan Universities (Kabale, Kyambogo, Makerere and Makerere University Business School).

Take Advantage of Mak's 30% Tuition Cut at MUBS-Jinja Campus

MUBS -Jinja Campus Director, Ms. Veronica Mukyaala is appealing to the general public to take advantage of the Makerere University tuition cut extended to students admitted at its upcountry campuses and apply to study from MUBS Jinja Campus.

She further explained that, besides a host of well-qualified and committed teaching and support staff, Ms. Mukyaala says Makerere offers a 30% tuition cuts for learners admitted at the campus.

Most amazingly, students sit for the same exams with their counterparts at MUBS Main Campus, Nakawa at the same time while also having their degrees awarded by Makerere University.

Over the years, MUBS, the only government aided in Busoga, has developed the capacity to admit over 2000 students at their two campuses at Narambai Primary School and YMCA- Jinja.

Having established itself as the leading providers of business education in the region, MUBS has since spread its wings to other parts of the country, including Jinja, Arua, Mbarara and Mbale.

The Jinja Campus was established in 2006, producing over 3000 Masters, Bachelors, Diplomas, and Certificate graduands.

According to Ms. Mukyaala, the Jinja Campus has helped bring university education nearer to the people from Eastern Uganda, and particularly Busoga, an advantage people should unreservedly utilize.



Jinja Campus Director, Ms. Veronica Mukyaala

In addition, to the numerous secondary and primary schools, Jinja boasts of a number of tertiary institutions and universities, a development that makes education more accessible. Apart from MUBS, other Universities have opened campuses in Jinja including; Makerere University, and Kampala University.

Away from the angle of education, Jinja-the City housing the Institution is a mega turn-on for students with an eye for the beauty of nature and serenity.

Bordered by Lake Victoria on its southern frontiers and Lake Kyoga in the West, the city boasts a cool breeze that runs throughout the year.

These are even made more attractive by the multiplicity of beaches and lake view hotels, making the prospect of spending 3 years at MUBS in Jinja even more appealing.

The Nile cable-stayed bridge, the source of the Nile, Nalubaale, and Bugagali Hydro Power dams, the Kyabazinga palace in Bugembe, swarms of factories, merry night life and its welcoming people are some of the other factors one should deeply consider before opting against the allure of living and studying in Jinja.

Programmes Offered at MUBS Jinja Campus

Masters

Tution per semester

Masters in Business Administration (MBA)	2,000,000=
Masters in Human Resource Management (MHRM)	1,628,000=
Masters in Procurement & Supply Chain Management (MPSCM)	1,950,000=

Postgraduate Diploma

Per Module

Postgraduate Diploma in Business Administration (PGDBA)	672,750=
Postgraduate Diploma in Business Education (PGDBE)	672,750=
Postgraduate Diploma in Public Administration (PGDPA)	672,750=

Undergraduate

Tution per semester

Bachelor of Commerce (BCOM)	1,001,000=
Bachelor of Business Computing (BBC)	1,501,500=
Bachelor of Business Administration (BBA)	1,001,000=
Bachelor of Science in Accounting (BSA)	1,001,000=
Bachelor of Human Resource Management (BHRM)	1,547,000=
Bachelor of Catering & Hotel Management (BCHM)	1,001,000=
Bachelor of Procurement & Supply Chain Management (BPSCM)	1,001,000=
Bachelor of Entrepreneurship & Small Business Management (BESBM)	1,001,000=

Diploma & Certificate

Tution per semester

Diploma in Business Administration (DBA)	483,000=
Diploma in Accounting & Finance (DAF)	483,000=
Diploma in Hotel & Restaurant Business Management (DHRBM)	483,000=
National Certificate in Business Administration (NCBA)	402,500=

Recovery Strategies for Sports and Entertainment Business amidst COVID-19

Topic

"Resilient Recovery Strategies for Sports and Entertainment Businesses amidst Uganda's COVID-19 Lockdown"

Friday 10th September 2021 | 2:00 pm - 3:30 pm

Prof. Waswa Balunywa
Key Note Speaker
Principal, MUBS

Ms. Peninah A. Kabenge
Panelist
Head of Department Sports & Recreation/ President of Uganda University Sports

Mr. Bills N. Mboijana
Panelist
Sales Manager for Events
Vision Group of Companies

DJ Barrett

He emphasized that health is important, and one of the ways to keep healthy is through sports. Therefore the public should get vaccinated so that they can go out freely for active sports. The players themselves are not the problem. The biggest problem is with the people who come to watch the events. So, people should vaccinate before engaging in sports events.

The Principal also pointed out that in order to improve sports in the School, there is need to seek for partnership from various organizations who can sponsor the School's sports activities.

Meanwhile Ms. Peninah Kabenge Head of Department Sports & Recreation/ President of Uganda University Sports says they are discussing strategies on how sports in Universities can resume after the lockdown.

Like many East African countries and across the world, Uganda banned all social gatherings and sporting activities immediately after the coronavirus pandemic struck the country.

University sports was not spared either as the Olympic Games had to be postponed from 2020 to 2021 and over 40 events at international level were put on hold. This is because all Universities were closed and all their programs halted.

She explained that among the strategies put in place include; all people who come to watch the games to be tested and confirmed negative before interacting with others.

The Principal Prof. Waswa Balunywa said the corona-virus outbreak greatly affected the sports-event industry, causing nearly every major sporting event to be canceled, moved or postponed.

Prof. Balunywa was addressing the sports and entertainment fraternity on Friday September 10, 2021, during an online engagement organized by the MUBS Faculty of Marketing and Hospitality Management. It was under the theme, "Resilience Recovery Strategies for Sports and Entertainment Business amidst Uganda's COVID-19 Lockdowns."

"The players themselves are not the problem. The biggest problem is with the people who come to watch the events. So, people should vaccinate before engaging in sports events"



**Ms. Peninah Kabenge Head of
Department Sports & Recreation/
President of Association of Uganda
University Sports (AUUS)**

Following the SOPs to ensure that sports is still played and people benefit from what sports has to offer.

On the same time, Mr. Bills Mboijana, Sales Manager for Events Vision Group of Companies said the pandemic exposed the weaknesses in the company's strategic resilience.

As a result, many organizations have came up with different business models to survive during the pandemic. Many companies came up with new digital experiences, products and services in response to the changes in the customers behaviour and needs.

He gave an example of vision group company, that just before the pandemic had launched the new digital experience. He said many organizations including the sports and entertainment industry have switched to digital experience and diversified their supply chain in order to maintain continuity and going concern in the businesses.

Mr. Sam Bagenda aka Dr. Bbosa a renown actor, singer, director and

the this COVID-19, we all descended going back to zero.

Artists should engage in virtual performances, to keep in business and also their supporters.

Apart from that, artists need to diversify, they should not stick-on one talent, try out a variety of talents in order to keep the audience. For example, an actor can try out singing. Connect with essential workers like the Ministry of Health to promote their awareness campaigns.

And DJ Barret Club Icon's Lead, noted that most DJs sold their equipments in order to survive in the lockdown and many are suffering from depression because of not working.

He called upon government to consider opening up the industry with strict SOPs and being vaccinated so that DJs can also get something to eat.

Some DJs have embraced full time farming to not only cope with the lock-down but also to earn a living.



Mr. Sam Bagenda aka Dr. Bbosa

Using Transaction Analysis to deal with difficult people

Understanding what causes people to behave the way they do and having strategies to better influence these people will definitely help make life easier and more successful.

On Saturday September 4, 2021, the MUBS Leadership weekly webinar training focused on using Transaction Analysis to deal

with difficult people.

The led facilitator and MUBS Principal Prof. Waswa Balunywa explained that, transactional analysis is key in understanding why people say what they say and feelings attached.

In an interactive training, he created a scenario where , somebody is resigning from his job and someone is ok with his departure.

Therefore, transactional analysis is a useful tool that helps you to understand what makes you and others tick and helps you to enrich your communication in the workplace and interactions with all types of people.

It also helps us to interact with others, and as you understand yourself why you behave the way you behave and the way somebody else behaves, you are able to manage difficult people.

Emotional intelligence combined with Transactional Analysis makes a powerful skill for one to become an effective leader.

Transactional Analysis enables us to understand people

The poster is for a webinar titled "Create Impact: Prepare To Communicate". It is organized by the Makerere University Business School Leadership Centre. The event is scheduled for Saturday, October 02nd, 2021, from 07:00am to 08:00am EAT. The key speaker is Prof. Waswa Balunywa, PhD, Principal of MUBS. The host is Ms. Regis Namuddu, Director of MUBS Leadership Centre. The poster includes a Zoom meeting ID (967 2841 7236) and a passcode (409947). The background features a red banner with the title "Create Impact: Prepare To Communicate" and a yellow banner with the date and time. There are two circular photos: one of Prof. Waswa Balunywa speaking into a microphone and one of Ms. Regis Namuddu smiling. The Makerere University Business School logo is in the top left corner.

Makerere University Business School
Leadership Centre

Communication Part 2:

Create Impact:
Prepare To Communicate

Saturday, October 02nd, 2021
07:00am - 08:00am EAT

Key Speaker
Prof. Waswa Balunywa, PhD
Principal,
Makerere University Business School

Host
Ms. Regis Namuddu
Director, MUBS
Leadership Centre

Meeting ID: 967 2841 7236
Passcode: 409947

and why people speak and people speak based on their thinking, feelings and behavior. Therefore, the collection of the way we think, feel and behave is what we call an ego state, which makes ones personality at a given time.

Behavior is constituted by three ego states; parent, adult and a child. We have two types of parents, the controlling or critical parent and a nurturing parent.

Look back into how your parents used to treat you, also look at how you treat your own children. Are you the nurturing type for example kind and good to children or you are the type who is shouting at the children at all time? Critical Parent behavior is challenging, especially when they are in a leadership role. They try to 'shape' everyone up to perform and behave in the way they think, very pushy, blaming people all the time, aggressive and impatient.

The nurturing parent behaviour, is defensive, no conflict, non judgmental, cares, very patient, listens, dislike rules. To improve communication in the workplace a bit more nurturing parent may be needed .

The Adult ego state is the part of you that figures things

“
By learning this, you're able to adjust when you're talking to other people. The more you are able to identify the Ego State of another person and respond from a wavelength that complements theirs, the more effective your communication in the workplace will be”

out logically, looks at facts and figures and then reasons out an appropriate answer. In your Adult you remain rational and non-emotional, no matter the circumstances or aggravation going on around you.

Then the other ego state of a child, there are three types of ego states of a child, rebellious child, adaptive child and a free child.

The rebellious child, they are the type who question why a visitor has come to their home, they may even pour soda at the visitor, they are the type you call and they respond what can I do? Or they are the type that don't care.

Whenever we are speaking we may speak from one of these ego states.

The Principal explained that the topic is intended to help people understand the basis why some body is saying



Ms. Regis Namuddu
MUBS Director Leadership Centre

something.

By learning this, you're able to adjust when you're talking to other people. The more you are able to identify the Ego State of another person and respond from a wavelength that complements theirs, the more effective your communication in the workplace will be.

Career Resilience and Employability in changing work context



Prof. Joseph Ntayi, the Dean Faculty of Energy, Economics and Management Science

“Being flexible, principled, creative and planning a head is very important”, said Prof. Joseph Ntayi, Dean Faculty of Economics, Energy and Management Sciences.

He was addressing the students at the 11th Employer-Employee online Engagement organized by the MUBS Career & Skills Development Centre, in September 2021.

Job hunting can be a lonely and solitary exercise because of the hours spent in writing

“
Careers are important but the world is changing and careers have changed too, people no longer stay in careers and die in careers. People have become contractors; they work for 2-3 years and change to something else”

CVs and application letters, searching jobs in newspapers is stressful. Whenever you find such stress, you must

find a way to bounce back to the original state.

The way you manage your career matters a lot because you may regret if you don't pay attention to resilience.

COVID-19 induced Employment and labor challenges, major work-defining technological advances like Drones and Robotics being used to carry out human labor.

There is need to embrace lifelong learning, cultivate a robust professional network and take advantage of online networking.

Meanwhile, the Principal, Prof. Waswa Balunywa noted the world is changing and careers have changed too, people no longer stay in careers and die in careers.

People have become contractors; they work for 2-3 years and change to something else which has got many consequences that if you decide to be a job contractor

Be responsible for their own training and know what is taking place in your specific career field.

You do not need a degree to get a good job

Ms. Sheila Nduhukire, the Principal Relations Officer National Medical Stores, Entebbe said a degree is not what the employers are searching for but they look for the skills and value one will add to the organization.

She was delivering a key note address at the 12th weekly Employer-Employee online Engagements organized by the MUBS Career & Skills Development Centre held on September 14, 2021.

She said employers place more emphasis on work experience and a positive attitude than a class of degree.

The value and skills are largely got outside the classroom, She challenged the students to be passionate about what they want to become. Sharing her experience where her interest for writing gave her courage to apply for a job at the Daily Monitor Mbale branch while at university, when the company had not advertised for the job.

"The gentle man I found at the office asked me, have we advertised? Did we tell you we are looking for a campus reporter? I replied, I have not seen the adverts but I am interested in working with the



Ms. Sheila Nduhukire

"Stay angry and stay foolish" which means remain teachable and be willing to learn. The education system is affected by the COVID-19 pandemic. You need to be relevant with the right skill sets"

Daily monitor. The gentle man replied by the time you walked in to this office without seeing any adverts, then you are passionate. I was offered a job, but after training and mentoring, that is how my journalism journey started". Some times one needs to be crazy to get what they want.

She advised students to open doors to experience even if

they feel that they are closed, if it doesn't work today try the next day. She also shared lessons she learned from fellow journalist Daniel Kalinaki, "Stay angry and stay foolish" which means remain teachable and be willing to learn.

The education system is affected by the COVID-19 pandemic. You need to be relevant with the right skill set.

Be able to identify your measure of success that is doing what makes you happy, and avoid drugs and alcohol because they drive you away from success. Surround yourselves with people who are elder than you who can mentor and guide you.

Meanwhile, Prof. Waswa Balunywa said career planning is crucial for the success of someone's entire life.

The COVID-19 pandemic has changed everything, the way we work, the way we live and it's changing the job and skill set.

Do a great job in whatever you do and people notice that your outstanding performance which makes you competitive.

Prof. Balunywa inspects construction work at Jinja campus

The MUBS Principal Prof. Waswa Balunywa on September 06, 2021 inspected the ongoing construction work of the Health Centre and the resource Centre at the Jinja Campus. The Principal was accompanied by the Campus Director Ms. Veronica Mukyala, the Campus Administrator MS. Saunders Warda and the engineers. He was moved around to cast a glance at the elected walls and the general buildings

Prof. Balunywa thanked the Jinja staff present for making time to attend the site inspection. He also commended the administration of Jinja campus for providing leadership that has seen the campus develop and increase student in student numbers.



Prof. Waswa Balunywa inspecting the campus

Staff appreciates management

I take this opportunity to appreciate the School Management especially the Principal, Prof. Waswa Balunywa, Deputy Principal, Prof. Moses Muhwezi, Human Resource Director and her team for organizing the management trainings.

Every staff needs a basic level of customer service training, irrespective of their position, in order to improve service delivery

Through the trainings, I learnt how to manage, when to manage, what to manage,



where to manage and who is managed.

I also take this opportunity to thank the management of Jinja campus especially the director Ms. Veronica Mukyala and the campus admin-

istrator MS. Saunders Warda for organizing the online engagements, such trainings will elevate the image of campus.

I appeal to all staff both administrative and academic to embrace customer care as we change the image of MUBS.

Mr. Farook Kaziba
Office Assistant Fees Collection
Section
MUBS Jinja Campus.

Public Universities migrating from AIMS

Public Universities are migrating from the Academic Information Management System (AIMS) to the Academic Management Information System (ACMIS), to be able to get more control over student information.

AIMS is an integrated information system designed to meet the needs of educational institutions with a focus on computerizing student in-

formation management, fees collection and maintenance of student records as well as generation of daily and periodic reports.

The system has been operational in all public universities, MUBS, Makerere, Kyambogo, Busitema, Muni, Gulu, Kabale, Soroti, Lira, Uganda Management Institute-UMI, and Mbarara University of Science and Tech-

nology-MUST.

The government undertook the integration of the Academic Information Management System –AIMS with the Uganda Revenue Authority's revenue collection system in 2019 for transparency and accountability of tuition payment at Makerere University. By this time, other public universities were already operating with the system.

MUBS Entrepreneurship, Innovation and Incubation Centre



Discover Your Innovation Potential



Prof. Waswa Balunywa
Principal Makerere University
Business School MUBS
SPEAKER



Dr. Diana Ntamu
Director MUBS Entrepreneurship
Innovation and Incubation Centre
SPEAKER



Rehma Kirunda Karaare
Focal Person Incubation
HOST

Mayor Visits MUBS Jinja Campus

His Lordship Nasser Ashiraf, the Mayor, Southern Division Jinja City paid a courtesy call to MUBS Jinja Campus.

He visited the Campus on September 14, 2021 as part of the campus' effort to strengthen its relationship with the community and the local leaders.

The Mayor held a meeting with the Campus Director Ms. Veronica Mukyala, Campus Administrator Ms. Saunders Warda and Mr. Moses Kisubi a Lecturer in which a number of issues concerning education in the region were discussed.



Mr. Moses Kisubi, Ms. Saunders Warda, His Lordship Nasser Ashiraf and Ms. Veronica Mukyala

The Mayor appreciated the Campus Administration for ensuring quality university education and called upon the administration to continue engaging the community hence boosting education and development in the region and pleaded support to the Campus.

Avoid negative energy

In a security meeting held on September 06, 2021, for Jinja Campus security personnel, Mr. Abdullah Mwanja Ally advised the security staff to avoid indulging in idle talk, negative energy and intrigue because it affects performance.

"We need to work hard and save for retirement. It's high time we wake up from the comfort zone and find something to do visa vie



our government jobs.

After signing out at 5pm in the evening, find something else to do that can add value to you"

Besides working as a Security personnel at the Jinja Campus, Mr. Mwanja is a builder. He spends his free time, off duty days, annual leave in building activities which has supplement-

ed his income. He called upon the MUBS community to learn how to multi-task.

Marriage!!

"

At times, people divorce or remarry and later wish they had remained with their spouse, as they find greater trouble in the new spouse.

This is because the first marriage was not a mistake, and the mistake has not been discovered yet"

Mohammad Busulwa
Correspondent Jinja
Campus

Enabling factors for contract compliance in Procuring and Disposing Entities

Dr. Hamidah Babirye Nsereko presented a qualitative paper out of her PhD titled: "A framework of enabling factors for contract compliance in Procuring and Disposing Entities (PDEs) in Uganda". The paper was presented at the Southern Africa Institute for Management Scientists virtual conference on Tuesday September 14, 2021.

The conference was organised by the Schools of Tourism Management and Management Sciences in the Faculty of Economic and Management Sciences at the North-West University in South Africa and took place from September 13 - 14, 2021. The conference theme was, Re-Imagining Management Research: Past insights for Future Foresights. Dr. Hamidah highlighted that PDEs in state departments are challenged with

missing records, inadequate training, poor enforcement mechanisms, limited funding and poor reports. Taking into account the huge government investment into public contracts, research to understand factors enabling contract compliance is imperative.

The study explored the enabling factors for contract compliance in PDEs in Uganda. A qualitative study of twenty-nine telephone interviews and focus group discussions via Zoom were conducted. Thematic and content analysis were used to identify fourteen major themes.

Findings suggest capacity building, funding, reporting, evaluation, contract management, records management, institutional structure, enforcement, legal and regulatory framework, communication,



Dr. Hamidah Babirye- Nsereko
Deputy Director Principal's Office-
graduated with a PhD from Nelson
Mandela University

openness, compliance checks, ethical orientation and stakeholder involvement as enablers for a suitable contract compliance environment in state departments in Uganda.

The proposed framework serves as a valuable resource for researchers and practitioners especially those involved in public procurement. The paper is to be published as part of the conference proceedings of the Southern Africa Institute for Management Scientists. We congratulate her on this achievement



Digital Marketing Course for Youths

Live Online @UGX 50,000 per week

Start Date: July 26th, 2021. [Register Now!](#)



10% Discount
for organised groups
20+ participants

Congratulations



Mr. Emmanuel Derrick Opifeni
Technician MUBS Mbarara Regional Campus



Mr. Peter Wabuyi,
Administrative Assistant
MUBS Mbale Regional Campus



Ms. Brand Tumuryame,
Lecturer MUBS Mbarara Regional Campus



Mr. Samuel Acidri
MUBS Arua Regional Campus

Staff Achievements



Assoc. Prof. Laura Orobia
Head of Department Accounting &
Finance at Mbarara Campus promoted
to level of full Professor in the School
Service



Assoc. Prof. Sulait Tumwine, PhD the
Deputy Dean Faculty of Graduate Re-
search and Studies was on July 14, 2021
promoted to the position of Associate
Professor by the appointments Board



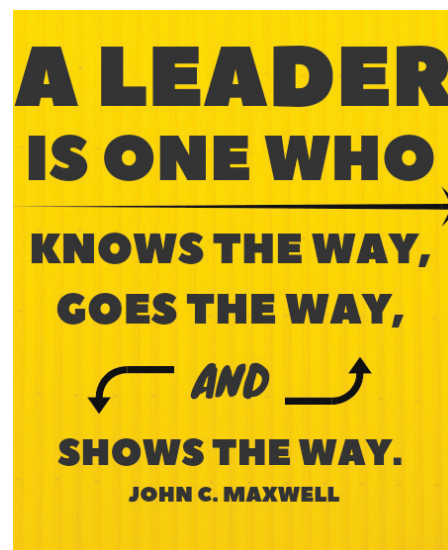
Dr. Mpangwire Lecturer, at MUBS
Mbarara campus, defended her PhD
from Mbarara University of Science and
Technology



Ms. Jacqueline Namaganda, was ap-
pointed the Human Resource Director,
in the School Service



Ms. Veronica Mukyala, is the new Di-
rector, MUBS Regional Campus – Jinja



Gaining individual competitive advantage in your career

“If you do not have competitive advantage, do not compete.” Jack Welch

Competitive Advantages is anything that you have either as an individual or as an organization that keeps you ahead of competition. We are in a highly competitive world where different players engage different strategies to be able to keep ahead of others. This is at company level where we see stiff competition and similarly, at individual level where you find different managers in the same industries trying to stay ahead of others.

Competition is very good for business because it enables organizations to be more efficient and focus on customer needs so that customers finally benefit from the manoeuvres that are made by the companies to stay ahead.

Competitive advantage can come from various sources; customer service, technology, equipment or facilities that are unique and of course the skillset in an organization. These are things that



Ms. Maureen Tweyongyere, Director,
MUBS Career & Skills Development Centre

would create competitive advantage to an organization. Individually, there is a lot to think about in terms of what can give you competitive advantage.

Looking at organizations again, you find in the leisure and hospitality industry say the hotel business, they do everything possible to offer wonderful customer service to enable them stay ahead. They also go ahead to provide other packages for

instance airport pickup services, free laundry services, free high-speed internet to mention but a few. All these are things that give an organization competitive advantage over others. For most organizations, the source of competitive advantage especially sustainable competitive advantage is efficiency through technology.

For individuals who are in similar careers how does one gain competitive advantage over others? In most cases,

once you get employed in an organization that values you, it endeavors to maintain you to be as valuable as you came in. Some organizations have now got the new strategy of new psychological contract where people come in for a limited amount of time and these people will take responsibility for skilling themselves.

Otherwise, the traditional organization has a plan where an individual who comes in the organization is trained over a period so that person continues to gain new skills

depending on the changing environment.

As newer equipment comes on the market, organizations plan to get their employees trained on how to use them. This enables them to remain more competitive relative to others in other companies.

However, the question is clear; what happens to you as an individual, how do you stay ahead of others. Every career has certain knowledge demands and skillset.

In certain profession careers there is something called continuous improvement CPD(-

Continuous Profession Development) which requires people to attend certain seminars or conferences in which they learn something new and therefore keep ahead and continue to be relevant to the industry.

Take a case of accountants who qualified in the 1980s, the 1990s and the 2000s. At that time the usage of Information Technology was limited in nature.

Today, how would such people be up to date. Similarly, a case of engineers until recently engineering was about analogue technology today engineering is largely digital technology. These engineers who studied then, must be able to update themselves to make themselves relevant.

How do you stay ahead of your competitors in the profession or any career?

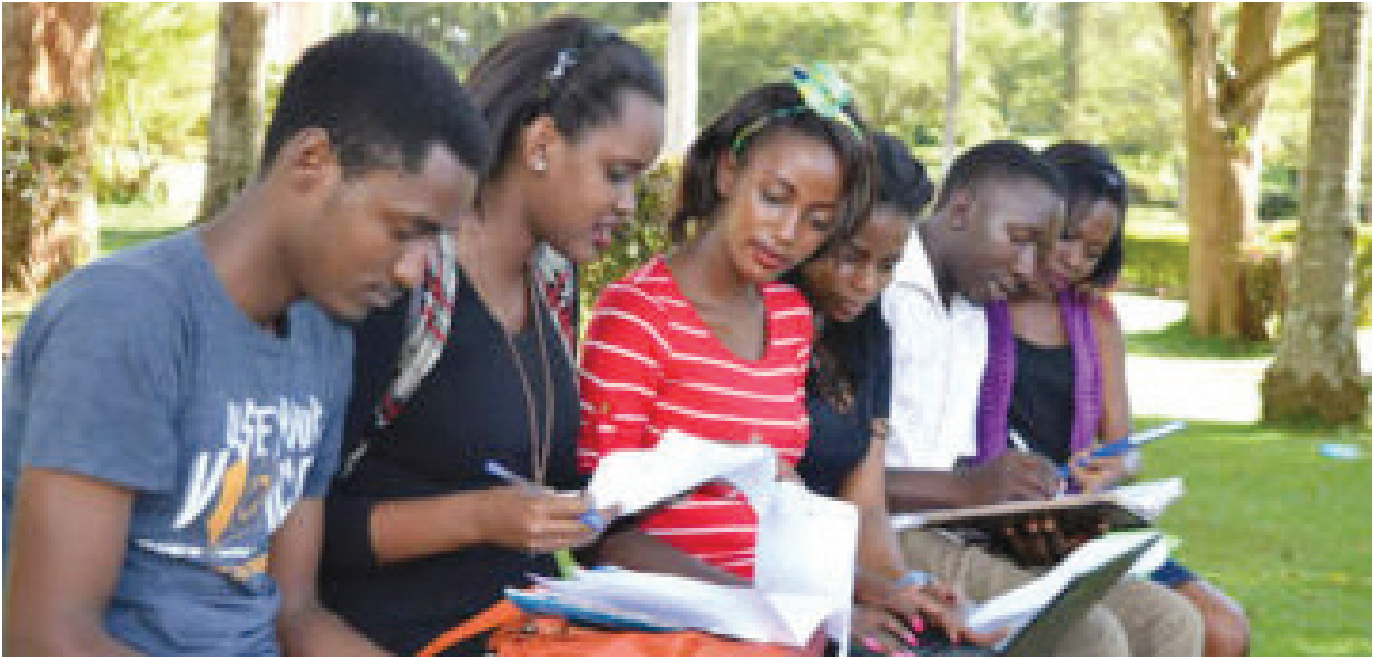
It is ensuring that you acquire the new knowledge and skills that are coming up on the market, for instance in the motor vehicle business today in motor vehicle garages there are computers that are used to detect what the problem is with the vehicle.

Some time back, garages were meant for people who were not educated or who had received a diploma from a vocational institution but now, that there is a computer that



The MUBS Career & Skills Development Centre

Envisioning your Career!



diagnoses the illness or the challenge; such people need to be able to use those computers to continue to be relevant. There are numerous applications that are coming up in various areas of business. For an architect, there are applications that enable you do plans and all requirements with the house.

Not many years back, somebody had to sit over night or several days in the night and be able to draw the plans using hands.

This has changed and to be able to understand the technologies that are ruling to enable you be in a position to adopt these technologies.

Besides that, there are certain complementary skills you

It is important to know what is happening, what is trending and get the necessary training so that you can acquire these skills and your able to use these skills in your daily life"

should be able to continuously improve.

Social skills continue to be relevant at all times and these are also changing depending on the changing nature of the world.

In leadership, in recent times; emotional intelligence is one skill that is being seen increasingly as very important for one's relevance.

Similarly, adaptability and resilience skills. It is import-

ant to know what is happening, what is trending and get the necessary training so that you can acquire these skills and you are able to use these skills in your daily life. There are a variety of other soft skills which continue to emerge that are critical. However, these must be combined with modern technologies to be able to stay ahead of competition.

"We call it value innovation because instead of focusing on beating the competition, you focus on making competition irrelevant by creating a leap in value for buyers and your company, thereby opening up new and uncontested market space."

W. Chan Kim

Business during the Pandemic

As you start and run your business, you will have costs that change according to how much you sell and/or produce; if nothing, you do not incur them.

Then those that stay the same for a while like rent, interest paid when servicing loans salaries. You have got to make enough sales to meet the total costs (variable and fixed).

The point where your total sales are equal to the total costs is called the break even point. In most cases variable costs are paid as soon as a sale is made cause for most, you already incurred them. For you to distribute you have got to pay someone cash or make a promise to pay them in future creating a liability.

Leverage is the use of fixed costs in a business. These created from operating and the way you choose to finance your business, debt vs. equity. This is one of the reasons why it is advised against starting your business with a loan.

Someone that uses debt has to pay interest for a period of time no matter if you've



Ms. Amina Balunywa
Lecturer- Finance Department

sold everything or nothing. Interest will be due and defaulting damages your credit score and reputation.

Take for instance a bar, the amount of liquor it buys depends on the how much people drink. If they predict that no one will come in for a drink for a specific period, they do not have to buy alcohol so they are not incurring any variable costs.

However, this business may still have to pay rent. If this

period without sales is prolonged, it will get harder to cover the rent. Imagine this bar pays UGX 2M in rent every month and doesn't make an alcohol sale in two months. If the owner does not get access to cash, the business may fail so do not take all the profit away from your business. It will save you during cash flow shortages like these and also be used to expand.

Since March 2020 when lock-



down started if your business did not have cash reserves, you had to get loans, sell the business or even just close it because it is no longer sustainable.

With everyone indoors, how could you find your customer? As a business owner, being proactive is one of the key competencies you should have. Go out there and find a solution. Find a way to reduce costs and/or earn more income. Some of the costs you can reduce are storage costs bring them home if possible, salaries &

wages, renegotiate your bank loan schedule and rent payment with the landlord.

Adoption of technology, using apps like Instagram, Facebook websites to advertise and find your clients. Having a Safeboda deliver to the customer and are paid via Mobile Money or MoMo Pay, all without having any interaction. The other thing to do is to diversify your business. Creating different lines of business that bring in revenue and do not have the same specific risk. A pandemic is market risk; that

which affects the whole market.

Circumstances change and you are in business to make money. Customer preferences will change too. Being innovative and adaptive can help. You can find that Tom who bought fries from you every day at 5,000 now buys potatoes and oil that will last longer than one meal. How can you adapt to the change? New ideas are built through research. Good market research improves efficiency.

MY LIFE IN ACTING AND EDUCATION



I am Masswa Mubarak, From Iganga born to Mr. Isabirye Abdallah and Ms. Nakyanzi Nubu of Nawanzu village, Iganga district.

I am a student at Jinja Campus pursuing a Bachelor's degree in Business Administration and I am the Campus Guild Prime Minister 2021/22.

I joined the film industry in my first year at campus in 2018. It was not easy at the start, I had to read a lot and at the same time do rehearsals but this didn't stop me from following my passion and it didn't affect my academics.

I discovered that I had a tal-

ent in acting which I had to awaken, I had to balance acting and books. I was inspired into the film industry by the two small Nigerian actors Osita Iheme and Chinedu Ike-duenze (Aki and Popo) from them I learnt that no matter the size or the shape of someone, one can be a better person and have a better future. They awakened my inner person and this has helped me to succeed in this field.

I am an actor with the "Ocean's Entertainment Uganda". I have acted three movies namely the guilt where I acted as a village boy, John the stubborn boy where I acted as a stubborn boy at school, I also acted

as a family kid these can be accessed at the ocean's entertainment Uganda YouTube channel and also on my YouTube channel in the names of Wasswa Mubarak.

I disagree with those who say that one can not be a student and at the same time working because we are living in a dynamic world which changes time to time and to succeed, one has to be open minded to manage the changes in life and the main key in life is balance.

At times we have difficulties in life but the approach to them differs, the examination period is always challenging, I have to cram the scripts and at the same time read for exams, but I believe in my self and I learnt that everything is possible as long as you give it time and space.

Lastly I advise the youths to always look for a second life or shell of life where they can earn a living a part from education

I thank my parents for being my first teachers and guide in everything that I do.

My movie directors(VJ Beng Beng, Dr aliwuya Sadat and dir Xavier), fellow actors and students for their support.

ACADEMIC PROGRAMMES OFFERED

UNDERGRADUATE PROGRAMMES

1. Bachelor of Commerce
2. Bachelor of Real Estates Business Management
3. Bachelor of Science in Finance
4. Bachelor of Science in Accounting
5. Bachelor of Human Resource Management
6. Bachelor of Leadership and Governance
7. Bachelor of Procurement and Supply Chain Management
8. Bachelor of Business Statistics
9. Bachelor of Transport and logistics Management
10. Bachelor of Arts in Economics
11. Bachelor of Leisure and Hospitality Management
12. Bachelor of International Business
13. Bachelor of Catering and Hotel Management
14. Bachelor of Science in Marketing
15. Bachelor of Travel and Tourism Management
16. Bachelor of Entrepreneurship and Small Business Management
17. Bachelor of Business Administration
18. Bachelor of Business Computing
19. Bachelor of Office and Information Management

