



BUDGETARY PARTICIPATION, ORGANIZATIONAL COMMITMENT AND PERFORMANCE OF ASSESSMENT AREAS OF PALLISA DISTRICT LOCAL GOVERNMENT

ABSTRACT

This study examines the role of organizational commitment and budgetary participation on performance of assessment areas of Pallisa District Local Government. Questionnaires were distributed to the heads of departments and section heads involved in the budget process of Pallisa District Local Government to identify their budgetary participation level and the impact on performance of the assessment areas. The study employed the quantitative research methodology utilizing a cross sectional research design. The total of 47 respondents was selected using stratified sampling. In these a sample of 44 assessment areas was obtained using simple random sampling. Data was collected using questionnaires and analyzed using SPSS. The findings reveal that budgetary participation has a significant effect on managerial performance by enhancing organizational commitment. Overall, the study findings provide a better understanding of the effects of budgetary participation in the public sector, allowing local governments to improve organizational commitment among employees and refine budgetary processes so more employees can participate. Most of the studies on budgetary participation have been conducted in the private sector rather than the public sector even in developing countries. This study attempts to fill up the gap.

The study recommended that Local Governments should encourage participation from all level of employees in budgetary activities and employees should receive training to enhance their level of budget-setting.