TEAM WORK, KNOWLEDGE SHARING AND INSTITUTIONAL EFFICIENCY IN FACULTIES OF PUBLIC UNIVERSITIES IN UGANDA

ABSTRACT

In this era of globalization, academic institutions no matter their size require efficient systems to meet a wide array of objectives and satisfy demands from their customer groups. However, while calls for increasing institutional efficiency are widespread among academic institutions, several academic giants both on the local and international levels have consistently been inefficient manifested by registering lower rankings, declining academic standards, reduced student numbers and poor quality of graduates, among others. Thus, the study sought to examine the relationship between team work, knowledge sharing and institutional efficiency within public universities in Uganda. The study intended to identify the relationship between teamwork and institutional efficiency, establish the relationship between knowledge sharing and institutional efficiency as well as examine the relationship between teamwork, knowledge sharing and institutional efficiency in public universities in Uganda.

The study used a cross sectional research design with a sample size of 210 respondents including a faculty registrar, dean and administrative assistant drawn from 83 faculties within public universities in Uganda. Both correlational and inferential statistics were obtained using SPSS (v20). A regressive analysis was used to assess the predictive potential of team work, knowledge sharing and institutional efficiency. To ensure validity and reliability of the instrument, the researcher sought guidance from experts and supervisors in the field of student performance.

The findings revealed a positive and significant relationship between; team work and institutional efficiency as well as knowledge sharing and institutional efficiency. Moreover, the study showed that a combination of team work and knowledge sharing are fundamental in predicting institutional efficiency within public universities in Uganda. Therefore, management of public universities in Uganda should not take these factors lightly if they want to improve institutional efficiency.
In view of these findings, management within public universities need to encourage and maintain team work among staff. This can be achieved through measures such as problem solving, offering complementary skills to staff members and developing trustable relationships between senior management and junior staff. Furthermore, there is need to provide support by senior managers to their subordinates by giving tools for executing tasks and responsibilities. In the same way, public universities should encourage knowledge sharing platforms that can transfer explicit, tacit and embedded knowledge among their staff. These include; conducting conferences, delegating duties, forming discussion forums such as buzz groups and establishing proper mentoring platforms where knowledge can be transferred from experienced staff to junior members.