

**PSYCHOLOGICAL CAPITAL, TALENT MANAGEMENT, ORGANISATIONAL
CITIZENSHIP BEHAVIOUR AND EMPLOYEE ENGAGEMENT
A CASE OF SOROTI DISTRICT LOCAL GOVERNMENT**

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2011/HD10/3672U

**A DISSERTATION SUBMITTED TO THE GRADUATE SCHOOL IN PARTIAL
FULFILLMENT OF THE REQUIREMENTS FOR THE AWARD OF A MASTER IN
HUMAN RESOURCE MANAGEMENT DEGREE
OF MAKERERE UNIVERSITY**

PLAN A

NOVEMBER, 2014

ABSTRACT

The purpose of the study was to establish the relationship between Psychological capital, talent management, and organizational citizenship behavior and employee engagement of staff in soroti local governments. The researcher used a simple random sampling method to select a sample of 312 respondents. A self-administered questionnaire was used to collect data and analyzed using a statistical package for social scientists (SPSS) software. The results indicated that there was a significant positive relationship among the study variables. A significant positive relationship between Psychological capital and organizational citizenship behavior, a significant positive relationship between talent management, and organizational citizenship behavior was revealed and a significant positive relationship between organizational citizenship behavior and employee engagement was revealed. Regression analysis showed that 47.7% of the variance in employee engagement can be attributed to Psychological capital, talent management, and organizational citizenship behavior. However it was noted that Psychological capital, talent management, and organizational citizenship behavior alone can predict employee engagement. The researcher concluded that Psychological capital, talent management, and organizational citizenship behavior are the most necessary pre- requisites for employee engagement in Local Governments. The integration of Psychological capital, talent management, and organizational citizenship behavior and other factors like it was revealed in the study findings would consequently enhance employee engagement in local governments. The researcher recommended that it is crucial for the management of Soroti District local government to continuously develop the talents of their employees through talent management, as this will help attain OCB. Increasing the psychological capital of their employees and improving on the environment for building OCB.

