

ABSTRACT

This research/study consists five chapters. It was conducted in investigation of Management Styles and Conflict Resolution in Public Universities in Uganda, with Case Study of Kyambogo University 2006-2010. The research was derived as a result of persistent conflicts in the public universities of Uganda by both students and staff, which lead to paralysis of academic programs and cost both government and tax payers a huge loss. As a Kyambogo; the third public university in Uganda has changed up to four Vice Chancellors in 10 years, raising a huge managerial question.

The study employed mainly ethnography and views were collected from mainly staff with attachments to former institutions of UPK, UNISE and ITEK which were merged to form Kyambogo University. The research found out, corruption, irregularities, conflict of interest, failure to follow initial staff integration procedures of amalgamation from the 3 former institutions, inappropriate management functions, unfavorable management and leadership styles and conflicting public policies to be key in causing the persistent conflicts in the government universities.

There was thus, strong relationship between management styles and conflict resolution in the public universities of Uganda with up to 93% of respondents agreeing. The researcher then recommended among others that: there is need to apply multiple management styles with flexible leadership, deal issues of policies through involving all concerned stakeholders (including those with contrary ideas) far from given political affiliation, need to decentralize Kyambogo University in departments representing the interests of former mother institutions before merger to cater for the important specific visions systematically.