

**THE EFFECT OF HIV/AIDS ON EMPLOYEES'
PERFORMANCE IN KAGANDO HOSPITAL
KASESE DISTRICT**

**BY
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**A DISSERTATION SUBMITTED TO THE COLLEGE OF
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DECLARATION

I KYAKIMWA MARY, declare that the research dissertation, "*The Effect of HIV/AIDS on Employees' Performance in Kagando Hospital – Kasese District*", has never been submitted to any Faculty of Study, School or University and no other person has ever written a similar dissertation, the completion of this dissertation has been my own investigation with maximum originality of data and information got from secondary sources or references.

Signed

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.....18/9/2012.....

APPROVAL

This is to certify that the dissertation entitled, "*The Effect of HIV/AIDS on Employees' Performance in Kagando Hospital – Kasese District*", has been done under my supervision in partial fulfillment of the requirement for the award of Bachelors degree in Guidance and Counseling.

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Academic Supervisor

Date

18 September 2012

DEDICATION

This research is dedicated to my dear parents Mr. Mpondi lav Muhasa and his lovely dearest Mrs. Masika Regina Muhasa who have given me the light of life to be and directing me in a right way to reach the apex of my first academic goal. In an apple and peaceful manner, this is a show of much love and mutually respect that exist between you and me.

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ABSTRACT

The topic of the study was effect of HIV/AIDS on Employees' Performance in Kagando Hospital. The study problem was to have improved performance in Kagando hospital, Kasese – Uganda.

The study purpose was to establish the Effect of HIV/AIDS on Employees' Performance in Kagando Hospital – Kasese Uganda.

The research objectives was; to identify the spread of HIV/AIDs in Kagando hospital in Kasese district, to find out the problem of HIV/AIDS On Employees' Performance In Kagando Hospital – Kasese Uganda; and finally to establish the possible solution to the problem faced by employees in Kagando hospital.

Both qualitative and quantitative research designs were used in the course of the study. The effect Of HIV/AIDS on Employees' Performance was identified and possible solutions were reached to improve employees' performance at work.

The study recommendations on reducing effects of HIV/AIDS on employees' performance was made and based on adopting all the suggested solutions to the problems mostly preventive mechanisms like the use of condoms, having trusted partners and if possible abstinence form se to avoid the wide spread of HIV/AIDS at the hospital.

CHAPTER ONE

THE PROBLEMS AND THEIR SCOPE

1.0 Introduction

This chapter consists of the; background of the study, statement of the problem, purpose background of the study, research objectives, scope background of the study and the significance background of the study.

1.1 Background of the study

AIDS in the whole world is looked at as a serious killer disease with no cure. AIDS worldwide has been a great threat since 1985 up to date. Worldwide an estimated 2.5 million people die of AIDS each year from 1997 up to date and the number still continues to multiply. In proportion since 1985, the rate of death was higher for women than men. [MMWR, 1996 d], through the year 1990q, over 120000 people died from AIDS, by the end year of 2001, about 467000 people died from AIDS worldwide ending year 2007 of an estimated 65 million HIV infected persons about 40 million are ,living with HIV disease, about 47% are women and about 7% are children and 46% are men.

The rate of increase in new cases AIDS cases has slowed, but the number of new cases continues to exceed the number who dies of AIDS [AIDS update, 2007].

By any and every measure, AIDS is a plague of biblical proportion. It is claiming more lives in Africa than in all the wars waging on the continent combined. AIDS is now leading cause of death among all people of ages in Africa and the progression of this pandemic has outpaced all projection; for example, in 1991, the world health organization predicted that by 1999 there would be 9 million infected and near 5 million deaths in Africa die to AIDS. Beginning 2002, the numbers are about 27 million infected and 20 million deaths. Nearly all these currently HIV infected in Africa will die around 2018. It is estimated that there are 11000 new HIV infections each day in Africa and

about 16000 each day from 1998 through year 2001 AIDS killed 2.3 million annually or about 6000 per day.

With such overwhelming numbers, it is important to remember that data is about people not numbers and not facts and figures, but faces and families [USAID 2006 update]. Of all reported AIDS cases, 91% are estimated to have been hetero sexual acquired, infections through blood transfusions and prenatal transmission from mother to child have also contributed to the spread of HIV across the continent. Tuberculosis [TB] is the most common opportunistic infection of the factors that facilitate transmission of high prevalence of STF, low rate male circumcision, the unequal status of women, migration, poverty and patterns of social mixing differs by a country. The HIV/AIDS pandemic in Africa is like no intense heat, no mushrooming clouds, and no buildings destroyed just one silent death after another with end in sight [UNAIDS, 2000].

AIDS already has sharply reduced life expectancy in many south african countries for example in Botswana, where more than one third of adults are affected with HIV, life expectancy is now 39 instead of 71, as it would have been without the disease. It is projected that by 2016, life expectancy will be 29 in Botswana, 30 in Swaziland, 33 in Namibia and Zimbabwe, and 36 in South Africa, Malawi and Rwanda. Without AIDS it would have been around 70 in many of those countries, more people died of AIDS in 1999 in 2000, and again in 2001 in Africa, than all the wars on the continent during those years,. Including conflicts in Angola, Congo Brazzaville, Sierra Leon, Somalia, Sudan and Eritrea. About one in 30 people are HIV infected. Beginning year 2002, 90% of all African AIDS orphan reside in sub Saharan Africa up to date [AIDS update 2007].

Uganda was one of the first sub Saharan African countries to be infected by HIV/AIDS. The first report case were identified in south central Uganda in 1982. Thereafter, the country experienced an unparallel exponential increase in HIV transmission. Over one million people are estimated to have died from

HIV/AIDS related causes over the past years. In addition, nearly one million adults and over 100000 children are currently living with HIV/AIDS.

It is estimated that there are more than 70000 new infections every year in Uganda with children counting 160000 of the total. 85% of these new infections are estimated to be among people aged 15 – 49. More than 50% of thee infected are women and 15% are children under the age of 15 productivity, have declined and entire households have been impoverished while attempting to meet AIDS related costs.

The prevention of government health services has been challenged by the ever increasing need for HIV/AIDS related services. Patients with HIV/AIDS related illnesses now occupy more than 70% hospital beds.

Findings from the Sero-prevalences survey 2005 indicate that 6.4% of Ugandans aged 15 to 59, an estimated 800000 people are among pregnant women was estimated at 6.2%. As illustrated in figure 7.1, infections levels are highest among those in their 30, and 40s and are lowest in the 15 – 19 years age group. Prudence is high among female than male; in female peaks at 12% for those aged 30 – 34 among men prevalence peeks at 9.6% for those aged 35 – 39 [UNICEF, 2009].

According to Daft [2000] performance refer to the organization ability to attain its goal by using resources in efficient and effective manner. The ultimate responsibility of managers or directors is to achieve high-performance. Employees performance as is defined as the way in which a task into be accomplished. It can be adopted carried out or achieved worth working environment [Thomas, 1995].

According to Robbins, [1998] employees' performance refers to the ability and efforts achieved in terms of quality and quantity by an individual and the organization in general towards the set goals and objectives. Employee's performance refers to how well an employee is doing a job in relation to the

standards of organization. If they performance is low then in doing the job exhibition of high effort leads to high performance [Dalton, Holyee, 2000].

In many organizations, it has been realized that increased rates of death among the infected and affected increased cases of sick people in hospitals, reducing number of workers a result if death from AIDS have resulted into poor employee performance in both private and public hospitals.

1.2 Statement of the problem

In Uganda, many private and public hospitals have managed to come up with different ways of preventing HIV/AIDS to ensure good health for the public and its employees to improve performance in hospitals. For example, encouraging use of condoms and supplied for free, providing testing services for free, providing counseling services for free and giving out ARVs to strengthen an support the immune system for the affected employees. In spite of all services and efforts, hospitals still face the problem of AIDS related deaths cases, sicknesses as a result of HIV/AIDS. The infected employees are weak and for times they tend to be absent for regular activities and services which have affected the effectiveness sufficiency and supply of services. The spread of HIV/AIDS from patients to doctors due to lack of proper equipment like gloves, lack of skills and infected blood transfusions have weakened many employees in hospitals. Therefore there is a need to find out the relationship between AIDS and employees performance in hospitals in Uganda: a case study of Kagando Hospital in Kasese district – Uganda. Report on the situation of children and women in the republic of Uganda [2009].

1.3 General objective

The purpose of the studies was, “To establish the Effect of HIV/AIDS on Employees’ Performance in Kagando Hospital – Kasese District.”

1.4 Research objectives

- i) To identify the spread of HIV/AIDS in Kagando hospital in Kasese District
- ii) To find out the problem of HIV/AIDS on employees performance in Kasese District
- iii) To establish the possible solutions to the problem faced by employees in Kagando hospital

1.5 Research questions

- i) What are causes of the spread of HIV/AIDS in Kagando hospital?
- ii) What are the problems of HIV/AIDS on employee performance in Kagando hospital?
- iii) What are the possible solutions to the problems faced by employees in Kagando hospital?

1.6 Scope of the study

1.6.1 Geographical Scope

The study was carried out in Kagando hospital, Kasese district in western region – Uganda. Kagando hospital is located 20km away from Kasese – Bwera main road heading to Bwera Town Council – Lubiriha Boarder of Uganda and DRC.

1.6.2 The Content Scope

The study focused on HIV/AIDS and employee performance, identify the spread of HIV/AIDS in Kagando hospital, to identify the problem of HIV/AIDS in Kagando hospital and establish the solutions to the problem faced by employee sin Kagando hospital.

1.7 Significance Of The Study

It may help the government of Kagando hospital and other public and private hospitals adopt the suggested solutions that can be used to achieve higher performance, encouraging the use of condoms and supplying them at all

hospitals and other public busy places like hospitals, towns, cities and other private and public places, providing free testing services, counseling services and many other services that may help in prevention of HIV/AIDS. And if practiced effectively, it will improve the effectiveness, efficiency and lead to high provisions of services in hospitals.

It may help different researchers who would like to identify the spread of HIV/AIDS have proper information about HIV/AIDS and employees information about HIV/AIDS an employees' performance and develop the effective ways of improving employees performance in many hospitals.

It may help the researchers to establish the solution to the problem of HIV/AIDS on employee performance and help other research terms [organizations] to use the relevant approaches developed by the researcher towards improving the performance of employees in hospitals which may help to improve the service delivery and performance of employee in hospitals.

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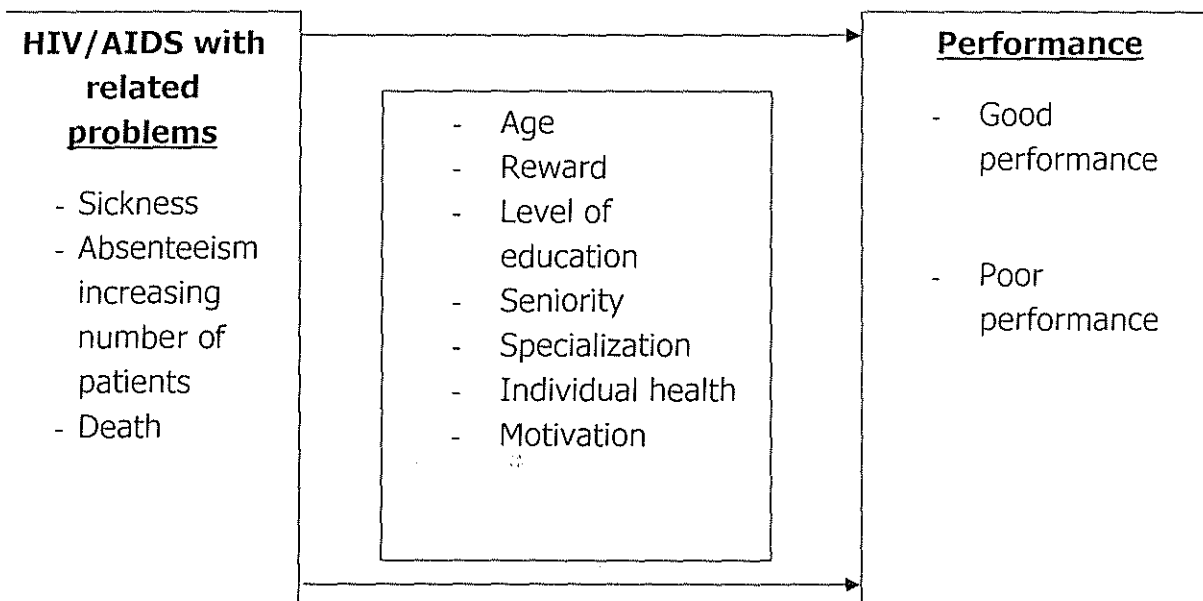
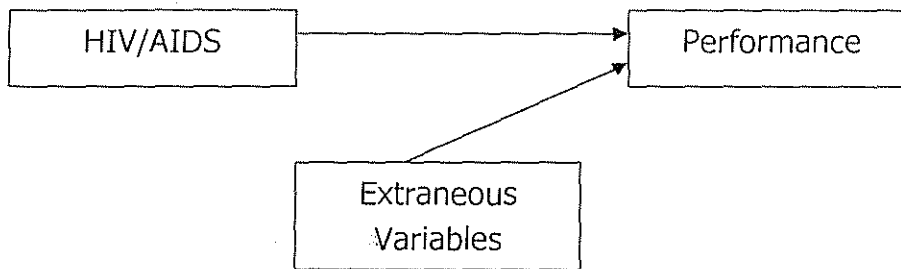
CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

The chapter will review literature and researcher's views and ideas, theoretical from work of the study, the conceptual framework, the effects of HIV/AIDS on employees' performance and possible solutions in a hospital. The researcher will collect data using secondary sources of data such as text books, internet and other sources that may provide relevant information.

2.1 Conceptual Framework



Source: HIV/AIDS Update, 2007

The conceptual framework above shows that great relationship between dependant and independent variables. HIV/AIDS is the independent variable

with its related issues such as sickness, increasing number of patients, absenteeism and death. The dependent variables are performance which can be influenced by HIV/AIDS or other factors. HIV/AIDS has a negative effect on the performance of employee in many hospitals and other working places. There are extraneous variable such as reward age, level of education, seniority, specialization, individual healthy, motivation which can also influence performance in all ways both negative and positive. If the employee are well rewarded, motivated, having mature age having good education and skills being specialized and having good health, the performance of employee will be good and high but if the above is not available employees performance can also be poor and low. [Source: HIV/AIDS update 2007]

HIV/AIDS

Acquired Immune Deficiency Syndrome [AIDS] is a variable and dreadful sickness caused by a retrovirus that infects lymph glands and destroys lymphocytes through gene alteration, spreading the sickness between secretions and a lesser extent through the placenta and infected mother's milk [Frank D Cox, 1999].

AIDS is an acquired sickness caused by HIV that ends in death form Immune deficiency. To other AIDS means having one or more well defined diseases such as lymphomas [cancer of lymphocytes] or a few, AIDS and HIV+ are the same things [Frank D Cox, 1999].

According to Eileen L Daniel [1998] HIV/AIDS is a virus which attacks and destroys [T-lymphocytes], which are integral to the body's immune system, and damages the body's ability to fight other diseases without a functioning immune system to work off other germs, the HIV infected persons becomes vulnerable to harmful organisms that may cause life threatening diseases, such as pneumonia. AIDS is a leading cause of death among men aged 25 to 44 and among women aged 36 to 44 years of age.

The sickness is divided into four stages;

- 1- ***Predrome [premonitory symptom of disease]*** – The time during which aches, fever and headache are most common symptoms.
- 2- ***Latency*** – when overt symptoms are absent, the infection persists in lymph glands and spreads via small lymphocytes migrating from these glands
- 3- ***Generalized lymph gland enlargement*** and / autoimmune diseases, such as kidney or bone marrow failure occur
- 4- ***AIDS*** – The body will experience wasting, poor resistance to all kinds of infections, various forms of cancer and lymph gland destruction occur

Let us break down the acronym AIDS – **Acquired Immune Deficiency Syndrome**. **Acquired** means the conditions are not inherited but are acquired from environmental factors such as virus infections. **Immune deficiency** means that the virus gradually causes deficient immunity, which results in poor nutrition and low resistance to infections and cancers. **Syndrome** means the virus causes several kinds of diseases each with characteristic signs and symptoms. Because the infectious diseases by HIV have so many variable manifestations before AIDS appears HIV sicknesses [HIVs] is a better term than syndrome.

The virus that causes AIDS has different names, but the term preferred by most scientists is HIV [Human immune deficiencies virus]. Virus is tiny poisonous particles that can cause disease and are too small to see with an ordinary microscope. Virus depends on the living host cells [in the case of AIDS the lymph cells] to grow and survive.

Although we usually speak of one AIDS virus worldwide that causes AIDS related conditions and cancers in human beings; HIV-1 is still the most

common cause of AIDS worldwide, except West Africa where HIV-2 is relatively common. HIV-2 appears to be less virulent than HIV-1. In addition, scientists can identify up to nine major genetic subtypes of HIV-1. It should be noted that HIV is a retrovirus – this class of viruses lack DNA and, therefore, depend on the DNA in other bodily cells [in this case, lymphocytes] to produce.

People affected with AIDS usually suffer from various combinations of severe weight loss, many different types of infections and several different kinds of cancer. They go through long, miserable illnesses that end in death several years after the initial diagnosis of AIDS. However, this general description does not apply to every person with the disease. Some people with AIDS alternate between periods of sickness and periods of fair good health, at least after diagnosis; other people die within a few months, while a few have lived ten or more years after the initial diagnosis. It is important to understand that HIV in one's blood is not the same as having AIDS. Most people carrying HIV in the blood remain symptom free for several years [During which time they can infect others however]. Although not all HIV+ people will sooner or later develop AIDS, it is unclear at this time whether all such carriers will go on to develop the disease. To date, approximately 5 percent of HIV+ people have remained free from progressive disease and maintain normal cell counts for a decade or more [Michael Thomas Ford 1995].

There have been few AIDS cases reported in which the person is not HIV+. This has led a few scientists to believe that HIV may not be the only cause of AIDS, although this view is not widely held. Varying symptoms are associated with AIDS. The reason for this is [as the name implies] that HIV impairs the body's ability to fight infections; it does this by destroying lymphocytes.

Lymphocytes mean "lymph cells". Lymphocytes, like other cells, control cell growth, and guard against infections. Lymphocytes are the most common kind of cell in our biological defense system, the immune system. They help to prevent cancers by controlling cell growth and they help protect against

infection by producing antibodies [proteins that fight infection] [Moral Issue, 1996]

Health care workers: Health care workers are defined by the CDC as people including students and trainees, whose activities involve contacts with patients in a Health care setting. They present 7.7% of USA of USA labour force.

According to Daft [2000] performance refer to the organization ability to attain its goal by using resources in an efficient and effective manner. The ultimate responsibility of a director or manager is to achieve high performance employee performance also is accomplished in particular level of standards, to which a tasks to be accomplished. It can be adopted, carried out or achieve within the working environment [Thomas, 1995].

According to [Robbin, 1998] Employee performance refers top the ability and effort achieved in terms of quality, productivity by an individual and the organizations in general towards the set goals and the objectives. Employee performance refers to how well an employee is doing a job in relation to the set standards of the organisation. If the performance is low, The it means that an employee put les effort in doing the job but exhibition of high effort leads to high performance [Dalton, Holyle, 2000 . in many hospitals both private and public, AIDS is still a threat and affecting employees health by falling sick with a collected diseases like fever, dry cough, cancer among others due to HIV mpairing body's ability to fight infection and as a result, employees become weak an sign off duty, absenteeism, death which reduces man power for service delivery at the hospital and affect the performance of many employees and the performance of the hospital [organization] in terms of service delivery.

1.3.2 General effects of HIV/AIDS on employee performance

Destruction of Lymphocytes and poor permanence: HIV/AIDS destroys lymphocytes and impairs the body's ability to fight infections. It does this by destroying Lymphocytes which feeds other cells because Lymphocytes are the

most common cell in our biological defense system. The immune system, which helps to prevent diseases like cancer, fever, dry cough, anemia and sometimes this help not to feel tired, not to lose weight and develop infections in the mouth that make it difficult for the patients to swallow is being weakened by HIV/AIDS. Such effects cause job turnover, absenteeism, low service delivery which in turn result into poor employees performance in hospitals. But if the employees have good health body which is free from HIV/AIDS, attendance of workers will be good, there will not be absenteeism resulting from sickness, job turnover which in turn result into effectiveness, efficiency and high service delivery of employee in the hospital [Green haven Press, 1988].

The spread of HIV/AIDS from patients to doctors and performance

In many hospitals in African countries, Uganda inclusive face the problem of contracting HIV/AIDS from the HIV/AIDS patients due to lack of proper and enough equipments like gloves which are used when handling patients who are HIV+.

Some doctors lack skills to use the equipments other workers at the hospitals do not use professional ethics and other workers do not execute their duties according to how they are required to perform them. Having acquired HIV/AIDS in the process of exercising duties many employees tend to refuse giving services to their clients who are HIV/AIDS positive; these results to death of many clients due to insufficient service delivery from employees resulting into poor employee performance in hospitals [Jeanette Laver, 2002].

Unfilled vacancies and performance

In many hospitals, there have been ideally a number of descriptive and explorative studies that have been done which gives a fair estimation on the statistics on the socio-economic impact of HIV/AIDS in the workforce [hospitals] due to ill health and death.

There is no doubt as to magnitude of the many workers at work place including health workers at hospitals die of the epidemic. Experienced workers in hospitals die of the pandemic leaving many vacancies unfilled which is

performed with an experienced workers who perform it at the less expectation of the hospital and creating over working conditions or situations which make some workers get affected with work stress, and affects the effectiveness, efficiency and the level of service delivery in many hospitals [AIDS brief for professionals, 2002].

Stigmatization and performance

Employees with HIV/AIDS at the hospitals are being stigmatized by the fellow workers at the work place.

Other employees don't want to know why Mr. A and B is absent because of the sickness or pandemic while Mr. C and D is being overworked. Other workers tend to accuse others for acquiring the disease even if high skilled workers are given out some advice to the fellow workers they sometimes tend to neglect the productive advice because it is from the sick persons. Other workers tend to be absent, within reasons but because others who are weak as a result of HIV/AIDS have been absent for so long which reduces the performance of employees at work and live health and other service delivery in hospitals [AIDS brief, 2002].

Abnormal expenditure and performance

Without doubt patients with HIV/AIDS tend to spend much money in trying to maintain their livelihood both at home and work place. This forces the HIV/AIDS infected worker to over work because they need income for survival which cost life expensive for them. In addition, in trying to work hard, they develop job stress because they work with an element that they are HIV positive which makes them lose self esteem and having issues haunting them. This kind of life deteriorates their performance at work place [AIDS brief, 2002].

Increasing rate of HIV/AIDS patients and performance

Many hospitals in Uganda and worldwide have faced a problem of increasing number of patients with HIV/AIDS who need a lot of man power to serve them in a notified period of time for service delivery. This requires a lot of man power

to position the services of people with HIV positive in a right condition. However, many workers at different hospitals both private and public face the problem of low salary but with increased number of HIV/AIDS patients to serve; some workers tend to run away from work because of being overworked, some become absent and as more and more workers absent themselves, the effectiveness, efficiency and their level of productivity will remain low during health service delivery and in turn, result into poor performance of employees.

Luckily enough drugs and performance

The HIV/AIDS patients require enough drugs to boost the body functioning of the people with HIV/AIDS. But in many hospitals drugs like ARVS which are important of people with HIV/AIDS tend to be inadequate which make the patient to be weaker and reduce the reliability to perform at work. ARVs and other related drugs given to the HIV/AIDS patients boost the immune system which help to prevent disease like cancer, fever, dry cough among others and keep the patient more strong to perform a given activity.

However, due to the problem of drugs which are inadequate, as a result of lack of enough income to buy the drugs and increasing number of patient. Therefore, due to lack of enough drugs at the hospitals, patients tend to be weaker and the level of service delivery is low as well as performance.

2.3.3 General solutions to the effects of HIV/AIDS and performance

Non discrimination

Discrimination against employees who are HIV/AIDS infected / affected in work place is a thorny issue, as well a legal issue. Discrimination of workers at work place should be stopped; private and public organizations should be concerned about the rights of the infected people at the work place.

According to the Employment Equity Act No. 55 of 1998 is based on the principle that no persons may be unfairly discriminated against on the basis of HIV status. Section 6[1] of the employment equity act provides that no person

may be unfairly discriminated against or victimized or stigmatized. This will protect employee to have equal rights with others which help them to perform highly.

Giving out employee benefits

Workers at the hospitals should be given employee benefits to motivate them to perform according to the expectation of hospital employee benefits like training, promotion and other benefits should be given. This will help the employees to gain more skills and knowledge on how services at the hospital should be provided and boosts their ability to perform the work to be done.

Designing policies to favor the employees

There is a need to come up with policies like compensation policies for occupationally acquired HIV/AIDS. The policy should be addressing the problem of occupationally acquired HIV. Legally all employees are entitled to be compensated for acquiring HIV as a result of occupational accident. In accordance with the basic conditions of Employment Act No 75 of 1977, every employer is obliged to ensure that all employees receive certain basic standards employment including a minimum number of days' sick leaves this will motivate employees to work hard and double their performance.

Education and training is a key factor to accomplish the above view

This is necessary so as to understand the HIV/AIDS cycle and its impact on employees themselves, the hospital [organization], the peer employees and the economy. The management requires being observant to the performance of the employees, as it might happen that the reason for an employee's performance is due to the effects of HIV/AIDS. Noel, Hollenbeck, Gerhardt and Wright [2003] agree with this point as they say a sudden negative change in an employees' performance may indicate personal problem

Condom use

It is one of the most important preventive measures for the spread of HIV/AIDS.

The hospital is always dealing with senior doctors and the learners. Therefore, it means that the employees at the hospitals are different age groups. Therefore, there is a need to be continuously reminded of the essentiality of consistency in positive behaviour modification. Furthermore, there is a need to make sure those preventions accessible for every employee at the work place. The condoms should be placed at all corners of the hospital. Educators and learners need to know exactly where to get condoms so that they do not engage in unproductive sex

Prevention

It is a program designed to prevent HI transmission, including complements such as awareness, education, training, condom distribution, treatment of sexual transmitted infections, occupational infection control [Department of public service, 2002 . programmes should be tailored to the age, gender, sexual orientation, sector characteristics, and the behavioral risk factors of the workforce and its cultural context, peer education should be given to be particularly effective and involvement of people living with HIV/AIDS in the doing so, HIV/AIDS effects will be reduced and employees ability to perform a given task will be high

CHAPTER THREE

METHODOLOGY

3.0 Introduction

This chapter presented a detailed description of methodology that was used in data collection. It included the research design, area of study, study population, source of data, sampling procedure, data collection, instruments, research procedure and data analysis or processing

3.1 Research design

In carrying out the study, the researcher used a case study in gathering the relevant information about the research problem. Under this research design, information obtained from respondents who were workers from the area chosen. The area of the study was Kagando hospital in Kasese district. This hospital is the biggest private hospital with the largest employees in Kasese district. The researcher used it to find out the research problem.

3.2 Area of the study

The study was carried out in Kagando Hospital in Kasese district – western region of Uganda. Kagando Hospital is located 20km away from the Kasese – Bwera main road heading to Bwera town council – Lubiriha boarder of Uganda and DRC.

3.3 Population of the studies

The target population was 60 employees, of Kagando Hospital. These included the Director, Chief Executive Office, Technical Managers, Head of Departments Especially Human Resource and Finance Departments.

The sample population was 10 employees and these included both men and women irrespective of religion, age, colour and tribe. This was done to help the researcher get relevant information or data about the research problem without bias.

3.4 Sampling procedures

3.4.1 Simple random Sampling

The researcher used simple random Sampling to select the respondents. Under this procedure, each member of the target population had an equal chance of being included in the sample

3.4.2 Systematic random Sampling

A sample of 60 employees was systematically sampled to participate in the study. Systematic sampled to participate in the study, Systematic Sampling was used to avoid bias in obtaining samples. This was made possible by getting a list of employees from the personnel's office and sampling interval was established by random procedure to selects the participants consistently.

3.5 Data Collection

The researcher used questionnaire and interview methods as the main tools for collecting data. Under questionnaire method, the researcher set questions about the research problem and send them to respondents so as to read, interpret and attempt them in writings. This was suitable for the researcher because information needed was described by the respondents in writings. Also interview method was used by the researcher to collect information that cannot be directly observed or is difficult to put down in writing. The information was collected from both male and female above 20 years of age working in Kagando hospital.

3.5.1 Questionnaire

The researcher personally administered the questions to the respondents and collects them after a set interval of time. The questions comprised of open ended and closer ended questions that required respondents to answer all questions to the best of their knowledge and the information was obtained from both male and female achieved 20 years of age who were within the sample population.

3.5.2 Interviews

The researcher used interviewing questions which were both structured and unstructured for respondents to answer. The interview questions were centered on the effects of HIV/AIDS on the performance of employees in Kagando hospital. The researcher chose to use this key hold because it allows interactions with the respondents that makes clarification of some questions to the respondents possible and was answered by both male and female above 20 years of age within the sample population

3.7 Data Analysis and presentation

The data was analysed in form of figures, tables depending on the data and requirements of the data collected and conclusion will be drawn. The researcher used methods of data analysis

3.7.1 Descriptive statistics of percentages

This was used because percentages are easy to interpret and they facilitated easy comparisons of items. Tallies for each response; for example, agree, strongly, agree, disagree, not sure were tabulated and used to draw frequencies counts for each item, which were used to compute percentages and presented in the tables so charts.

3.7.2 Qualitative description based on the theme studies

This was suitable for data obtained from oral interviews and open ended part of the questionnaires. The responses were categorized using data reduction method and these were tallied and expressed in frequency counts for key informants. Hand descriptions or explanation was employed to explain the choice of option in the structured questionnaires.

3.8 Limitations of the study

The following were the problems faced during the research study.

- Lack of trust between the researcher and respondents. Most of the employees were not willing to give out information to the researcher. This limited the researcher to collect enough information about the problem.
- There was also a problem of confidentiality, where by some of the information was not supposed to be disclosed to any person. This hindered the researcher to collect enough information.
- Some of the employees also claimed that they were busy; this meant lack of response from employees in gathering information

CHAPTER FOUR

PRESENTATION, ANALYSIS AND INTERPRETATION OF DATA

4.0 Introduction

This chapter presents data interpretation and presentation. It mainly summarizes key issues from the theoretical and literature review. The systematic analysis was done on regard or accordance with the research study objectives study or objectives and study variables which are HIV/AIDS and employee performance.

In the analysis, the researcher used various tools to analyze the data collected such as frequencies and percentages. Also quantitative and qualitative data presentation techniques were used.

4.1 What are the causes of HIV/AIDS in Kagando Hospital?

Unprotected sex among the employees within and outside the hospital

It was reported by some respondents that many employees in Kagando Hospital tend to have unprotected sex with work mates and other people around or outside the hospital which was left many employees infected with HIV/AIDS and increasing its spread.

Lack of enough equipment

Such as gloves trips for testing AIDS, and other components of materials that are used during HIV/AIDS testing.

Respondents reported that during the period of testing HIV/AIDS and during the periodic cleaning the used materials [gloves, cotton wool, and shape objects like injection tools] and other materials, some workers tend to contact the disease because of not having enough protective garments or gadgets, this has resulted into the spread of diseases.

Immoral behaviors in Kagando Hospital

Many responds reported that HIV/AIDS is increasing due to immoral behaviors. It was reported that during the process of acquiring jobs, some

HIV/AIDS infected persons tend to use it as a chance to have sex form those people requesting for jobs in the hospital, this has resulted into the spread of HJIV/AIDS from either a person giving out a job or a person requiring for a job.

Untrusted partners

It was reported that in most cases the workers tend to have unprotected sex from outside and living their partners alone during work and during the time of being with the partner, he or she spreads HIV/AIDS if one was infected during the rime of work and this has contributed to a high spread of HIV/AIDS in Kagando Hospital.

New staffing of workers

Respondents also stressed that in the period staffing of new workers, employees tend to have sex with different fellow workmates without knowing the status of each other, this contributes to the spread of HIV/AIDS from the top officers to the last.

However, other factors like poor use of professional ethics whereby doctors tend to have sex with patients was also suspected to be cone of the cause of HIV/AIADS though it was this comment was snot common in the hospital

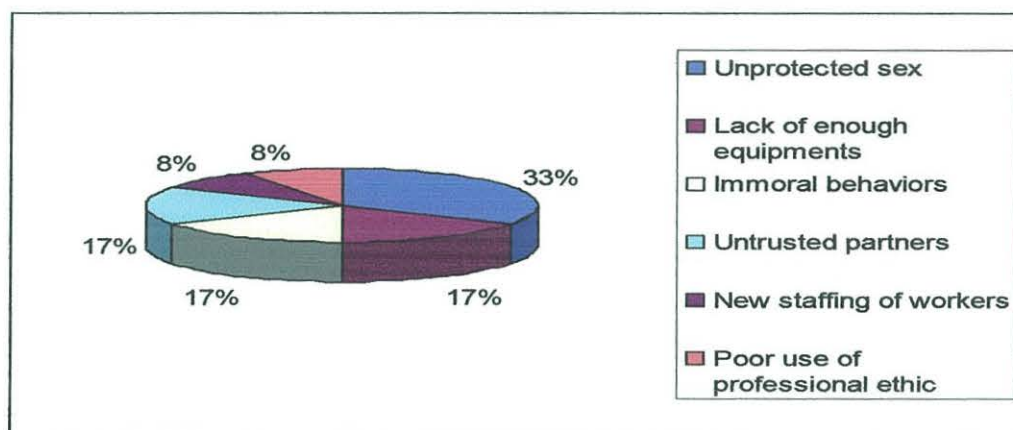
4.1 Table 1: Showing the causes of HIV/AIDS in Kagando Hospital

Responses	Frequency	Percentages [%]
Inprotected sex	20	33.3
lack of enough equipments	10	16.7
mmoral behaviors	10	16.7
Intrusted partners	10	16.7
New staffing of workers	5	8.3
Poor use of professional ethic	5	8.3
Total	60	100

Source: Primary Data

The findings in the table above showed that most people unprotected sex which was 33.3%, 16.7% reported that lack of enough equipment to use during testing is seen of the causes of HIV/AIDS, immoral behaviors stood for 16.7%, Untrusted partners stood for 16.7%, new staffing of workers and poor use of professional ethics was up to 8.3% which indicated that the above prevailing cause exists in the hospital and have increased HIV/AIDS spread in Kagando Hospital

Figure 1: showing the causes of HIV/AIDS in Kagando Hospital



Source: Primary Data

According to the research study that was conducted using interviews, the causes of HIV/AIDS in Kagando Hospital where mostly six which included; unprotected sex which stood for 33.3%, lack of enough equipments which stood for 16.7%, immoral behaviors which stood for 16.7%, untrusted partners which stood for 16.7%, new staffing of workers with 8.3% as shown in the figure above.

4.2 Effects of HIV/AIDS in Kagando Hospital – Kasese district

On the objectives, respondents were asked a question what are the effects of HIV/AIDS on employees' performance in Kagando Hospital - Kasese district, Uganda

Table 2: showing the effects of HIV/AIDS on employees' performance in Kagando Hospital - Kasese district, Uganda

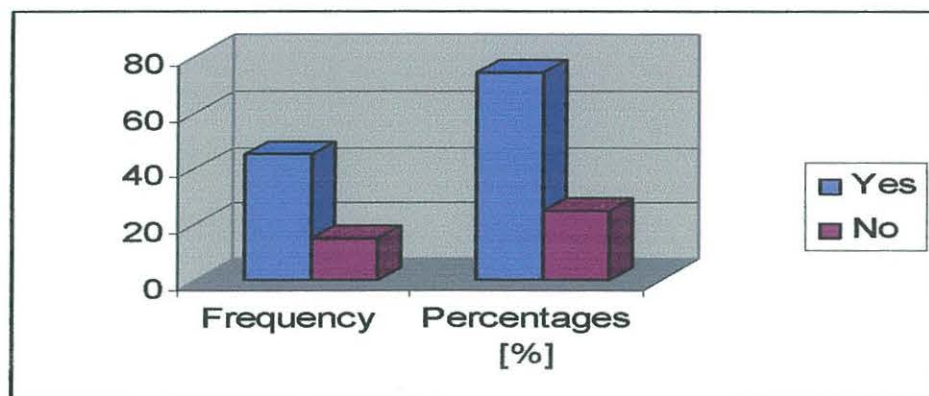
Responses	Frequency	Percentages [%]
Yes	45	75
No	15	25
Total	60	100

Source: Primary Data

According to the research conducted, using interviews, the Effects of HIV/AIDS on employees' performance are; weakening the immune system and make the body cells weak to fight diseases such as fever, cancer, dry cough among others affecting employees ability to perform

Stigmatizing of infected workers at work place by fellow workmates which affects also performance since it results in absenteeism and makes other workers develop inferiority by complex abnormal expenditure, HIV/aids needs a lot of income for survival which costs if expensive for survival and make them develop job stress; respondents asks stressed that increasing rates of HIV/AIDSS patients with a little of man power to save them has led to labour turn over and resulting into poor performance. Lastly, by use of interviews, workers reported that due to increasing number of HIV/AIDS patients, drugs of HIV/AIDS infected persons is scarce, few workers tend to get the required normal dosage and other starve which make them more weaker and affect employee performance in Kagando Hospital. There above effects of HIV/AIDS on employee performance was supported by 75% of the respondents;' however 25% of the respondents stressed that it's not only HIV/AIDS affecting employee performance but there are other factors like poor rewards, lack of skills to perform activities, level of education, individual health, motivation which was also reviewed by HIV/AIDS update of 2007

Figure 2: Showing the effects of HIV/AIDS on employees' performance in Kagando Hospital Kasese district, Uganda



Source: Primary Data

According to the research carried out using interviews, 75% of the respondents answered that HIV/AIDS has a great effect on employees' performance in Kagando Hospital and 25% reported that other factors like reward, personal health, motivation, lack so skills to perform activities, level of education have also a great influence on employees' performance in Kagando Hospital

4.3 Solutions to the Effects of HIV/AIDS on employees' performance in Kagando Hospital - Kasese district, Uganda

On this objective, respondents were asked about the solutions to the problem of HIV/AIDS on employees' performance in Kagando Hospital. The response were as follows in the table 4.3

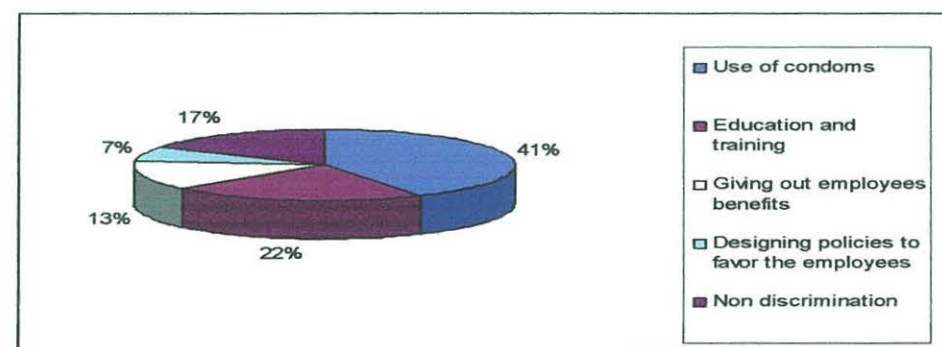
Table 3: Showing solutions to the Effects of HIV/AIDS on employees' performance in Kagando Hospital

Responses	Frequency	Percentages [%]
Use of condoms	25	41.7
Education and training	13	21.7
Giving out employees benefits	08	13.3
Designing policies to favor the employees	04	6.7
Non discrimination	10	16.7
Total	60	100

Source: Primary Data

The findings of the study as shown above indicates that, the respondents gave ways of how to solve the problem of HIV/AIDS on employees' performance in Kagando Hospital – Kasese district, Uganda, analyzing the data in accordance to the problem, 41.7% of the respondents encouraged the use of condoms a great prevention to HIV/AIDS, 21.7% stressed that employees should have education about the disease and have various training about HIV/AIDS, 13.3% supported issue of giving out employees benefits to the workers, employees discouraged discrimination among employees who were 16.7% and others encouraged that the government and other organizations should design policies to protect employees at work places

Figure 3: Showing the Solutions to the Effects of HIV/AIDS on employees' performance in Kagando Hospital



Source: Primary Data

In regard to the data that was collected interviews showed that, the problem HIV/AIDS on employees' performance in Kagando hospital can be reduced by adopting the use of condoms during sex, giving education and training about HIV/AIDS, giving employees benefits at work and discouraging discrimination among the workers and the above solution stood the following percentages; 41.7%, 21.7%, 6.7%, 13.3% and finally 16.7% respectively

CHAPTER FIVE

DISCUSSION OF FINDINGS, CONCLUSION AND RECOMMENDATIONS

5.0 Introduction

The chapter covers the discussion of the findings of the study or research carried out, conclusion and recommendations for the further research

5.1 Discussions of the findings

5.1.1 Causes of HIV/AIDS among the employees in Kagando Hospital

According to the findings, the causes of HIV/AIDS among the employees in Kagando Hospital was unprotected sex among the workers within and outside the hospital

It was reported that most employees in Kagando Hospital have unprotected sex with workmates and other persons outside the hospital. It was reported that some employees have uncontrolled sexual desires which forces them to go unprotected sex and in such condition many contract HIV/AIDS virus

Having information from the respondents through interviews

They reported that some employee have no trust to their partners and tend to have unprotected sex outside. It was reported that having unprotected sexual make some to acquire the virus and spread it to their partners which has increased the chain of HIV/AIDS spread very wide in Kagando Hospital

Lacks of enough gadgets to use during HIV/AIDS testing services

It was reported that some employees contract HIV/AIDS during the process of HIV/AIDS testing. Sharp objects and other objects with the virus sometimes injures the employees and make them contract the disease due to insufficient tools and gadgets to use during the service delivery which has increased the sickness and affecting the workers performance.

5.1.2 Effects of HIV/AIDS on employees performance in Kagando Hospital – Kasese district

According to the research findings, HIV/AIDS have only negative effects on employees'; performance in Kagando Hospital and these are;

It was found that employees with HIV/AIDS have destructed lymphocytes

and have developed impaired body which fails to fight infections

HIV/AIDS destroys lymphocytes which re common cells in the body to fight biological diseases. Due to destruction of lymphocytes, employees who have virus ten to be weak and their cells ability to fight other disease is very low which keeps the more weak and reduce their ability to perform well

During service delivery, some employees in Kagando Hospital accidentally

acquire the virus. During HIV testing services, some employees are infected because they lack enough and strong gadgets to use, however it was reported that some employees lack skills to use the equipments during HIV testing services which has affected health of many employees in Kagando Hospital and their ability to perform a given task is also affected due to increasing sickness and resulting into poor performance

HIV/AIDS has made the hospital to lose some of its skilled and specialists

person to give special services at the hospital. This has left unfilled vacancies vacuum]. A tendency to use skilled and specialists workers or employees, some activities in Kagando Hospital have been executed by un experienced, skilled persons because there are no option to use and therefore employees are signed a given task which they are not experienced and make them perform poorly and besides they are loaded hence developing job stress which still affects performance, this is as a result of increasing sickness.

Stigmatization

It was discussed that HIV/AIDS patients are being stigmatized by the workmates at the work place, it was reported that other employees does not want why Mr. A is absent for two days while Mr. B and C is ever working

without rest. Some workers tend to accuse others for acquiring HIV/AIDS which make some affected employees to be absent, run away from work and perform poorly

Lack of enough drugs

It was also reported by the respondents in Kagando Hospital that HIV/AIDS patients require enough drugs to boost their body functioning. However, in Kagando Hospital has drugs like ARVs but they are inadequate for the increasing population with HIV/AIDS. It is well-known that ARVs boost the immune system which helps to prevent diseases like fever, cough, and skin rash among others. If such symptoms are witnessed by a patient, his or her ability to perform reduces leading to poor performance in Kagando Hospital

5.1.3 The suggested solutions to the problem of HIV/AIDS in Kagando Hospital

Non discrimination

Discrimination against employees who are HIV/AIDS positive at work place should be managed, private and public hospitals should ensure that discrimination is managed to support employees with HIV/AIDS problem and make them develop self esteem which will empower them to perform well at work place

Designing policies to favor employees with HIV/AIDS

There is a need to come up with policies like compensation policies to occupationally acquired HIV/AIDS./ the policy should be addressing the problem of occupationally acquired HIV. This was stated by one of the respondents in Kagando Hospital

Use of condoms

A good percentage of employees supported those of condoms as a measure to prevent HIV/AIDS in Kagando Hospital. Furthermore, there is a need to make

sure that the condoms are accessible to every employee at the hospital. They stated that condoms should be placed at all corners of the hospital. Educators and learners need to know exactly where to get condoms so that they do not engage in unprotective sex.

Employees' benefits

Respondents suggested that it is very important to give out employee benefits like training, promotion and other benefits. This will help the employees to gain more skills and knowledge on how services at the hospital should be provided and boosts their ability to perform well.

Conclusion

The study's conclusion is that HIV/AIDS has a negative effect on employee performance in Kagando Hospital – Kasese district, Uganda. HIV/AIDS has affected mostly the ability of employees to perform well by affecting employees' health. However, it was also discovered that although HIV/AIDS has effect on employees' performance in Kagando Hospital, other factors such as; rewards, age, motivation, education level, seniority, specialization was anticipated to be having negative and positive influence on performance of employees in Kagando Hospital.

Recommendations

The study recommendations were made in relation to the findings and the conclusion of the study which concluded that; much as the HIV/AIDS has effect on health and employee performance, the employees need to take responsibility for their health by adopting all the suggested solutions to the problems mostly prevention mechanism like the use of condoms, being a trusted partner and if possible abstinence from sex to avoid the widespread of the disease at the hospital which affects performance.

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APPENDICES

Appendix 1: questionnaire guide to used in the study

Dear Sir/Madam,

I am carrying out a study on the effect of HIV/AIDS on employees' performance in Kagando Hospital in Kasese District Western Region – Uganda. I am a student at Kampala International University offering a Bachelors Degree of Guidance and Counseling. I am privileged to have you as my respondents and the information given to me is purely academic and will be treated with confidentiality.

BIO DATA:

1) Gender

- a) Male ☐
- b) Female ☐

2) Education background

- a) O level ☐
- b) A level ☐
- c) Diploma ☐
- d) Degree ☐

3) Age

.....

4) Marital status

- a) Single ☐
- b) Married ☐
- c) Divorced ☐

5) How long have you worked in this organisation

a) Less than 2 years ☐

b) Above 2 years ☐

c) Above 5 years ☐

6) What is your job title?

.....

7) From which department?

.....

8) Do you have knowledge about HIV/AIDS in Kagando Hospital?

(a) Yes ☐

(b) No ☐

9) How does your hospital reward its employees?

.....
.....
.....

10) Do you have a designed website for your hospital?

(a) Yes ☐

(b) No ☐

11) What challenges do you get in the hospital?

.....
.....
.....

12) What is your opinion towards the relationship between HIV/AIDS and employees' performance?

13) What are the spread of HIV/AIDS in Kagando hospital?

14) What are with problems of HIV/AIDS on employees' performance in Kagando hospital?

15) What are the possible solutions to the problems faced by employees in Kagando hospital?

Thanks for your cooperation

APPENDIX III

ESTIMATED BUDGET

the budget to be used is estimated at 627,900/= as illustrated below;

no	Particular	Quantity	Amount [Ug Shs]
	Stationery		15,000
	Ream of paper	1	1,400
	Pens	2	3,000
	Clipboard	1	25,000
	Flash disk	1	90,000
	Photocopy	1	21,000
	Binding	1	22,500
	Typing/printing	2	15,000
	Internet	3	85,000
	Transport		350,000
	Accommodation		
	Grand total		627,900/=

Thanks for Your Co-Operation