

ABSTRACT

The main purpose of this study was to establish the relationship between organizational conflicts and employee performance in selected districts of Arua, Nebbi and Koboko in west-Nile region in Uganda. The objectives of the study were; to establish the effects of task conflicts on employee performance in selected local governments in west-Nile region, to establish the effects of interpersonal conflicts on employee performance in selected local governments in west-Nile region, to establish the effects of procedural conflicts on employee performance in selected local governments in west-Nile region. The study was done by developing a conceptual frame relating organizational conflicts and employee performance. The study employed a descriptive correlation design. Relevant data was collected using a survey research. The target population was 681 and a sample size of 248 respondents and a total of 184 questionnaires were received. The questionnaire was the research instruments used to collect the required data. Additional data was obtained by review of library books, journals, Magazines, Newspapers, Articles from MoLG and the internet. Data were analyzed at univariate level using frequency counts and summary statistics and Pearson Linear Correlation coefficient at bi-variate level. The study revealed that task, interpersonal, and procedural conflicts affect employee performance. The following were the recommendations from the study were (I) Destructive conflicts should be dealt with in their early stages before they reach crisis proportions. Conflicts are more difficult to resolve when they are in their advanced stages, (ii) the level of communication should be increased across all departments and the political leadership. (iii) The political leadership and HODs should be trained in counseling skills to help council disgruntled members of staff.