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Examining the Impact of Diversity Management in Relation to Staff Performance: A Case Study of Jinja Municipal Council.

This study was conducted in Jinja Municipality. It was geared towards establishing whether “diversity management has an impact in relation to staff performance” in Jinja Municipality. The study aimed at identifying the benefits, problems, and the strategies that can be employed for diversity management within Jinja Municipality. Documentary review was carried out citing important studies about diversity management. This dissertation contains views that were expressed by a cross section of people about diversity management. These included the employees and management staff of Jinja Municipality. . The study discovered that diversity management had led to a number of benefits such as teamwork, hard work and sharing experiences. The study revealed that diversity management had also led to a number of benefits to the general public. However, diversity management within Jinja Municipal Council had been affected by some problems such as poor employee relations and language barrier. However, the employees also suggested a number of strategies which can be employed such as equal opportunity policies, training and capacity building which can be used to solve these problems. The study recognises that diversity management is a reality in today’s world and an important strategy to improve performance of employees. However, the programme has not been adequately managed due to insufficient resources planning and other factors that affect the employees in the workplace. In conclusion, in order to develop meaningful and sustainable diversity management policies. The writer makes a number of recommendations including; developing a diversity committee, document diversity management policy, monitoring and evaluation. He also suggested other new areas of research like examining the impact of training on diversity management initiatives.

Key Words: Examining, Impact, Diversity, Management, Staff Performance, Jinja Municipality