

Organisational Support and Research and Publications at Islamic University in Uganda (IUIU)

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Abstract: This examination's aim was towards examining the affiliation amongst organisational support and research and publications at IUIU. This examination was directed through three specific goals explicitly; (i) to examine the relationship between research funding and research and publications in IUIU, (ii) to examine the relationship between research training and research and publications in IUIU and (iii) to examine the relationship between research leadership and research and publications in IUIU. This examination followed quantitative approaches and a correlational examination design. It involved 57 academic staff in IUIU – Kampala campus who were nominated utilizing a census enquiry. Statistic was composed through usage of a closed end questionnaire. A response rate of 82.4% was obtained since 47 out of the planned 57 respondents responded on time. Data collected was encoded as well then put into a computerized software denoted to be the SPSS where both descriptive and inferential coefficients were computed. Inferential statistics involving an analysis for Pearson correlations was utilized towards testing this study hypothesis and at this same time create an affiliation amongst this study variable factors. These outcomes specify that; (i) there's a statistical substantial and strong optimistic affiliation amongst investigative funding and investigation and publications at IUIU ($r = 0.725$, Sig. value = $0.000 < 0.01$), (ii) there's a statistically substantial and robust optimistic affiliation amongst research training and research and publications at IUIU ($r = 0.644$, Sig. value = $0.000 < 0.01$) and (iii) there's a statistical substantial and strong optimistic affiliation amongst leadership and research as well as publications at IUIU ($r = 0.740$, Sig. value = $0.000 < 0.01$). The study therefore concluded that an improvement in organisational support in form of research funding, research training and research I leadership can bring about a considerable improvement research and publications at IUIU. Basing on this examination discoveries, this study commended that research funding provided towards researchers at IUIU should be increased to cover proposal development costs as well as hiring of research assistants for data collection. Research training provided should also be expanded to cover areas like how to use statistical software and tools (e.g. SPSS, MaxQDA etc.) in research activities. Additionally, IUIU should start offering rewards, incentives or recognition for completed, presented or published research works.

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I. INTRODUCTION

There's increasing acknowledgement of this implication of research and publications in the success of any university (Kanaabi, 2023). From the late 19th century to earlier 20th century, universities across the globe paid more

focus to research and publications to enhance their image and reputation and at the same time contribute to the knowledge base (Mosha, 2022). Despite the fact that studies and publications have demonstrated that they boost university rankings and promote growth, evidence available indicates that the amount of scholarly works is taking a

downward trend across the globe (To & Yu, 2020). This problem is even more prevalent under Africa, in which researchers in the area have more difficulty finding respectable publishing houses for their work, indicating that scholarly publishing is clearly dying (Chirisa & Ngoepe, 2024). Similar study by Zell (2021) revealed a disheartening trend of scholarly publishing in Africa with most universities producing only a handful of new titles and several publishing no new books at all.

It was noted by Nafukho et al., (2019) who directed an examination onto scholarly output for 612 academics in two prestigious universities that are public in Kenya that there is low research productivity from academics with h-index ranging from 0 to 27 for a five-year period, with many academics' publications never cited at all. Similar observations were made in Uganda where it was reported that research and publications among Ugandan universities remain feeble, with their academic staff producing little research (Rukanyangira & Oidu, 2021).

In response to the above global phenomenon, various strategies have been devised to address the issue of low scholarly works among universities. The current study focused on organisational support which has been identified as a critical component that potentially affects research and publications among university academic staff (Nguyen et al., 2021). According to Suwardi et al., (2023), in order to motivate academic staff to publish more frequently and publish their research discoveries in both domestic and foreign journals, organizational support is essential. In a similar vein, workers who believe their companies are supporting them report higher levels of organizational dedication and achievement (Nguyen et al., 2021).

The study was guided by the Eisenberger et al. (1986) Organizational Support Theory (OST). According to OST, workers develop opinions about how much their company appreciates their work and is concerned about their welfare. Many facets of employee views, actions, and performance at work are influenced by how supportive the organization is perceived to be. Employee perceptions of the way companies value their efficacies and considers their wellness are linked towards organizations' sustenance (Suwardi et al., 2023).

In the context of research and publications in Universities, organisational support involves the policies, management practices, systems and structures, funding, physical and electronic infrastructure that a University makes available to a Lecturer to support his/her research productivity (Kanaabi, 2023).

Research and publication relates to the extent to which academic staff engage in academic investigations, publish their findings in form of conference presentations, book chapters, books, journal articles, in addition to supervising graduate students at Masters and Doctoral levels to completion (Kanaabi, 2023). Research and publications, numerous papers published in internationally recognized journals, dissertations for doctoral studies defended, and the quantity of research grants obtained were used as indicators of performance (Gaus & Hall, 2016). Kanaabi (2023) also indicated that research and publications is measured by numerous published journal apprenticeships, books and subsections of books authored, conference papers presented, number of Masters and Ph.D. students supervised to completion by lecturers.

The study focused on the Islamic University in Uganda established by Organization of Islamic Cooperation (OIC) in 1988 as part of a bilateral agreement amongst OIC and the Government of Uganda (GOU). With 10,000 students from 21 different countries, the university offers more than 100 academic programs across 8 faculties (IUIU, 2024). IUIU aims to be amongst the best by conducting knowledge transfer, teaching, and research relating to Africa's universities. The University's primary activity, research, takes center stage in achieving this objective. The current study is necessary as it reveals factors that limit the contribution of organisational support towards research and publications in IUIU. This will help IUIU directorate of RPI to adapt workable measures or strategies that are likely to improve research and publications in IUIU.

In 2012, the IUIU created the Directorate of Research, Publications and Innovation (RPI) as one of its implementation strategies for research and publication realization. The Research Coordination Committee (RCC) oversees the Directorate of RPI. The University's research is stimulated, streamlined, and coordinated by the RCC, which also improves research skills, encourages fundings innovation, research, and opportunities, endorses research standards, and makes it easier for research to be published. In order to strengthen a research culture across university staff and students, the Directorate RPI collaborates with faculties to host research trainings, workshops, conferences, and seminars.

Additionally, it is dedicated to helping staff and students develop their grant proposal writing abilities so they can apply for funding for their studies (IUIU, 2024). This above notwithstanding however, research and publications at IUIU remains low and unpleasant (Ugandan Universities through Uganda National Council for Science and Technology, UNCST, 2023; AD Scientific Index Rankings, 2025) as displayed under Table 1.

Table 1 Ranking of Research Performance of Selected Ugandan Universities

No	University	Ranking in Africa (Out of 1701 universities)	World Rank (Out of 30000 universities)
1	Makerere University	13 th	1092 nd
2	Kampala International University	58 th	2275 th
3	MUST	112 nd	3116 th

4	Kyambogo University	197 th	4331 st
5	Busitema University	237 th	4871 st
6	Gulu University	265 th	5269 th
7	Uganda Martyrs University	282 nd	5548 th
8	MUBS	372 nd	7056 th
9	Islamic University in Uganda	378 th	7192 nd
10	Mountains of the Moon	397 th	7711 st

Source: UNCST (2023).

Information in Table 1 suggests low research and publication at IUIU since research and publication is the basic criterion used in the aforementioned university rankings. While there could be many factors contributing to such a state of affairs, organizational support may also be responsible since it is the university that is supposed to provide the necessary support and logistics for the academic staff to engage in research and publications. It's contrary to the backdrop that this current examination pursued to inspect an affiliation amongst organisational sustenance plus research as well as publications at IUIU.

➤ *This Examination was Directed Through these Subsequent Goals;*

- To examine the relationship between research funding and research and publications at IUIU.

- To examine the relationship between research training and research and publications at IUIU.
- To examine the relationship between research leadership and research and publications at IUIU.

➤ *This Study Tested the Following Null Hypotheses;*

- H₀: there's no statistical substantial affiliation amongst research funding and research and publications at IUIU
- H₀: there's no statistical substantial affiliation amongst research training and research and publications at IUIU
- H₀: there's no statistical substantial affiliation amongst research leadership and research and publications at IUIU.

➤ *The Study was Conceptualized as Follows*

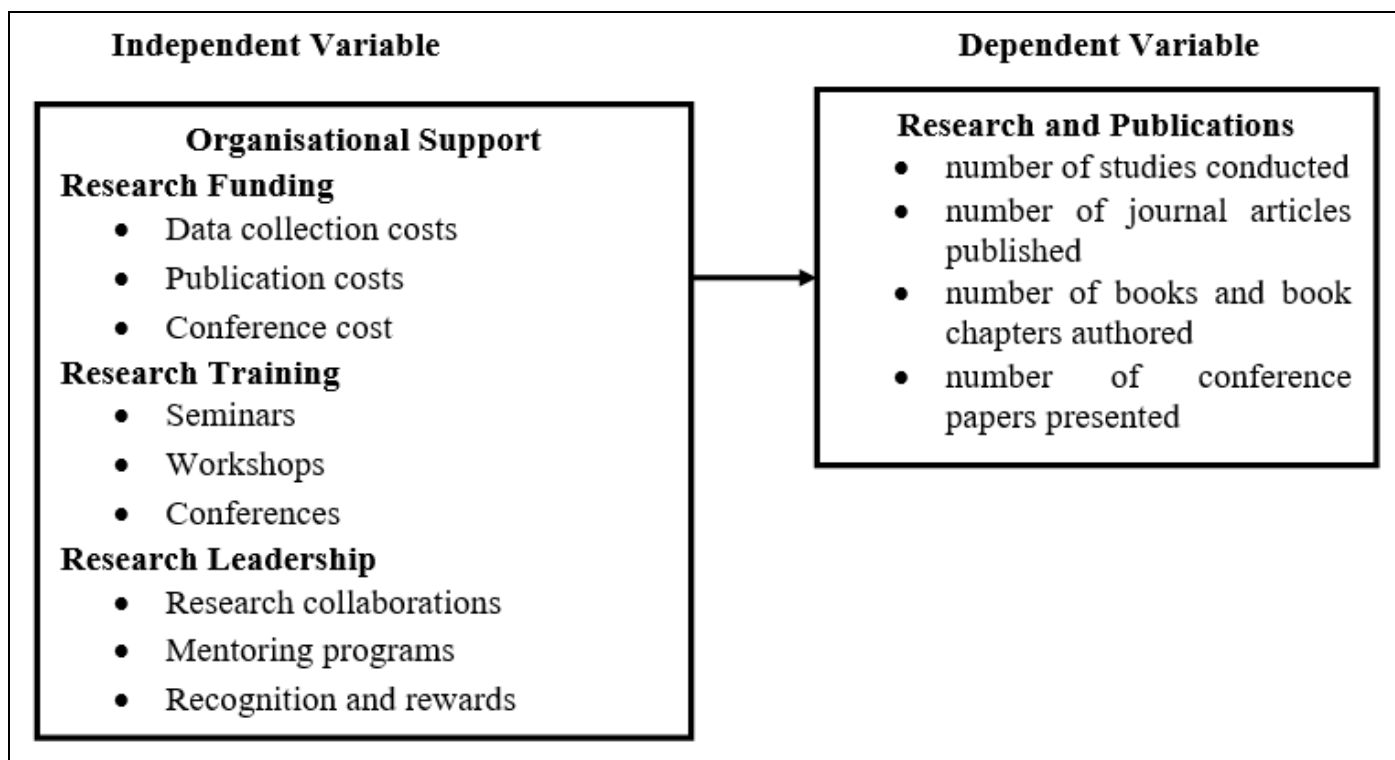


Fig 1 Independent Variable Dependent Variable

The conceptual framework was adopted and adapted from Kanaabi (2023).

A conceptual context within Figure 1, displays organisational support as the independent variable involving research funding, research training as well as research

leadership all hypothesized to have a direct relationship with research and publications which was defined in terms of number of studies conducted, published journal articles numbers, books and book subsections authored and conference papers presented.

II. LITERATURE REVIEW

➤ A Meta-Analysis of Literature Reviewed was Summarized as Below;

Table 2 Showing Summary of Literature Review

Variables	Author & Yr	Title	Method	Major Finding
Research Funding	Adda et al., (2023)	The Impact of Research Grants on Publications and	Quantitative approach based on secondary data sources	research grants substantially increase publication outcomes
	Ayoubi, Pezzoni, and Visentin (2019)	What if scientists benefit from participating in research grant competitions	The study was based on difference-in-difference (DiD) methodology	Results indicated that researchers who apply for the program experience an increase of 43% in publications
	Hussinger and Carvalho (2022)	effect of research grants on scientific output	Quantitative approach was used	university professors increase of their journal publications in the years following the grant receipt
	Kanaabi (2023)	Organisational Support and Research Productivity	The study used a mixed-method was used	Research funding has no significant effect on research productivity.
Research Training	Bingwa and Ngibe (2021)	Impact of academic training on teaching and learning.	A quantitative approach was used	Training was identified as a significant contributor to f teaching and learning
	Balyer et al., (2017)	Teacher Empowerment: School Administrators' Roles	A qualitative approach was used	Training was identified as an enhancer to teaching and learning in higher education
	Umar (2017)	Training Needs of Colleges of Education Business Teachers for Job Performance	A quantitative approach was used	Training has a significant influence on lecturers' performance
	Rwothumio et al., (2021)	Staff training and teaching and research outputs of academic staff	A mixed-method approach was used	There is a positive relationship between staff training and research output.
Research Leadership	Wanyama and Nyaga (2019).	Strategic Leadership Practices and Performance of Banking Sector in Kenya:	A qualitative approach was used.	Leadership has a significant impact on effective strategic practices
	Tino and Zikusooka (2024)	Leadership Style and Its Impact On Organization Performance In Uganda:	A quantitative approach based on a case was used.	There is a positive relationship between leadership and organization performance
	Stephanie and Serrano (2022)	Research Leadership as a Predictor of Research Competence	A quantitative approach and regression analysis were used.	Research leadership significantly predicts the research competence of the respondents
	Oketch and Komunda (2020)	Supportive Leadership Style and Staff Motivation in Private Universities in Uganda:	The study adopted a descriptive correlational design	Supportive leadership style has a positive and significant effect on staff motivation

III. METHODOLOGY

This examination utilized correlational research designs. This justification for utilizing a correlational research design is that it helps in establishing a relationship between variables. This study was composed of 50 full-time academic staff members (Professors, Associate professors and Senior lecturers) at the IUIU Kampala Campus. The sampling frame was the name list of all full-time academic

staff members at the IUIU-KC. The list was obtained from the office of the deputy director at IUIU-KC which maintains a register of all its academic staff members. The relatively small population eliminated the need for sampling. Consequently, a census enquiry was used to consider all the 57 respondents in the study area as respondents for the study. Further details of this examination populace, samples and sample techniques are indicated under Table 3.

Table 3 Study Population, Sample Size and Sampling Techniques

Category	Population	Sample Size	Sample Technique
Professors	7	6	Census
Associate professors	4	4	Census
Senior lecturers	46	46	Census
Total	57	57	

Source: Office of the Deputy Director IUIU-KC (2025)

The study utilized a survey method where closed ended questionnaires based on Likert scale five point were utilized to collect required data. The method was found to be appropriate because it enables the investigator has to quickly gather data from a large number of responders (Mugenda & Mugenda, 2007). The questionnaires were found to be less costly and offered greater assurance of anonymity as reported by Amin (2005).

The researcher ensured content validity. This was determined by consulting experts (3 lecturers holding a qualification of PhD) who assessed the relevance of the elements within a questionnaire. A Content Validity Index (CVI) was evaluated utilizing the formulation; $CVI = n / N$. Whereby: N =Total numbers of items and n = items rated

relevant. The researcher obtained a CVI of 0.95 which is above 0.7 implying that the instrument is valid. This is based on Creswell and Cresswell (2018) who indicated that instruments with a CVI of at least 0.70 are accepted as valid in research.

To guarantee that the information gathering is reliable, the researcher undertook a pilot study on a total of 20 respondents under this examination area. A computer program entitled SPSS (Statistical Package for Social Scientists) was utilized to input statistics from this pilot study. A test of Cronbach's Alpha had to be calculated using similar program to evaluate an instrument's dependability. Results are presented under Table 4.

Table 4 Reliability Statistics

Cronbach's Alpha	N of Items
.813	20

Source: Primary Data 2025

Based on the findings under Table 4, .813 value for Cronbach's Alpha which is higher than .70 acceptable values according to Sekaran and Bougie (2010). This therefore means that the data collection instrument to be utilized under this examination is reliable.

Statistics collected from responders, was prepared in readiness for analysis by editing, coding and then entering it into the SPSS program version 20.0. The SPSS was utilized to generate both statistics inferentially and descriptively. Descriptive statistics presented findings on demographic characteristics as well as respondents' responses on the different elements in the questionnaire. Inferential statistics involving the Pearson correlation analysis was utilized in testing the study hypotheses and establishing the affiliation amongst the examination variable factors.

IV. STUDY FINDINGS

Findings about the three specific objectives that guided this examination are displayed under these subsections subsequently.

➤ Objective 1: To Examine the Relationship Between Research Funding and Research and Publications at IUIU

An analysis of Pearson's correlations was utilized to examine relationship amongst research funding plus research as well as publications at IUIU. Results are indicated as follows.

Table 5 Correlations Results

		Research Funding	Research and Publications at IUIU
Research Funding	Pearson Correlation	1	.725**
	Sig. (2-tailed)		.000
	N	47	47
Research and Publications at IUIU	Pearson Correlation	.725**	1
	Sig. (2-tailed)	.000	
	N	47	47

** . Correlation is Significant at the 0.01 Level (2-Tailed).

Outcomes for an Analysis of Pearson Correlations under Table 5 above specify that there's a statistically substantial and strong optimistic affiliation amongst research funding as well as research and publications at IUIU ($r =$

.0725, Sig. value = 0.000 < .01, $N = 47$). This study hypothesis of null was thus disallowed in favor of the alternative.

➤ *Objective 2: To Examine the Relationship Between Research Training and Research and Publications at IUIU*

An analysis of Pearson correlations was utilized to examine relationship amongst research training plus

research as well as publications at IUIU. Results are indicated as follows;

Table 6 Correlations Results

		Research Training	Research and Publications at IUIU
Research Training	Pearson Correlation	1	.644**
	Sig. (2-tailed)		.000
	N	47	47
Research and Publications at IUIU	Pearson Correlation	.644**	1
	Sig. (2-tailed)	.000	
	N	47	47

** . Correlation is Significant at the 0.01 Level (2-Tailed).

Outcomes for an Analysis of Pearson Correlations under Table 6 above specify that there's a statistically substantial and strong optimistic affiliation amongst research training as well as research and publications at IUIU ($r = 0.644$, Sig. value = $0.000 < .01$, $N = 47$). This study hypothesis of null was thus disallowed in favor of the alternative.

➤ *Objective 3: To Examine the Relationship Between Research Leadership and Research and Publications at IUIU*

An analysis of Pearson correlations was utilized to examine relationship amongst research leadership plus research as well as publications at IUIU. Results are indicated as follows.

Table 7 Correlations Results

		Research Leadership	Research and Publications at IUIU
Research Leadership	Pearson Correlation	1	.740**
	Sig. (2-tailed)		.000
	N	47	47
Research and Publications at IUIU	Pearson Correlation	.740**	1
	Sig. (2-tailed)	.000	
	N	47	47

** . Correlation is Significant at the 0.01 Level (2-Tailed).

Outcomes for an Analysis of Pearson Correlations under Table 4.3 above specify that there's a statistically substantial and strong optimistic affiliation amongst research leadership as well as research and publications at IUIU ($r = .740$, Sig. value = $0.000 < .01$, $N = 47$). This study hypothesis of null was thus disallowed in favor of an alternative.

V. STUDY CONCLUSIONS

Basing on this study conclusions, a researcher made these subsequent conclusions on each of this examination specific goals.

- An improvement in research funding can bring about a considerable improvement research and publications at IUIU.
- An improvement in research training can bring about a considerable improvement research and publications at IUIU.
- An improvement in research leadership can bring about a considerable improvement research and publications at IUIU.

RECOMMENDATIONS

Basing upon this examination discoveries, an investigator made these subsequent commendations geared towards improving research and publications at IUIU.

- Research funding provided to researchers at IUIU should be increased to cover proposal development costs as well as hiring of research assistants for data collection.
- Research training provided to researchers at IUIU should be expanded to cover areas like how to access to recent online publications for research works and how to use statistical software and tools (e.g. SPSS, MaxQDA etc.) in research activities.
- IUIU should start providing rewards, incentives or recognition for completed, presented or published research works. Additionally, IUIU management should encourage combined journal articles' publication amongst lecturers under the different departments.

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