

The Dean, Faculty of Management Sciences to present the following Graduands who have satisfied the requirements for the Conferment of the **DEGREE OF DOCTOR OF PHILOSOPHY IN BUSINESS ADMINISTRATION AND MANAGEMENT of Busitema University.**

WANYANA Mercy Mugonola

INNOVATIVE WORK BEHAVIOR AMONG UGANDA'S PUBLIC UNIVERSITY ACADEMIC STAFF



Wanyana Mercy Mugonola investigated Innovative Work Behavior among Uganda's Public University Academic Staff using behavioral theories. She particularly set out to examine mechanisms that management in public universities can use to enhance academic staffs' innovative work behaviour to achieve increased organizational success. Using an explanatory sequential research design, she established that psychological empowerment plays a mediating role in the relationship between perceived

organizational support, servant leadership, and innovative work behaviour among academic staff in Uganda's public universities. Her work sheds light on the contextual and individual level aspects that contribute to creative work practices-IWB. By integrating perceived organizational support initiatives, organizational culture, servant leadership practices and psychological empowerment, Mercy's work provides a novel approach to management of innovative work behaviour by creating a supportive, trusting, and empowering environment where employees feel motivated to generate and implement new ideas. She recommends that high levels of innovative work behaviour require varied and integrated organizational support approaches based on perceived organizational support principles, defining innovation as a core value and establishing supporting structures, implementation of sound servant leadership practices, and development of psychologically empowered staff. From the policy perspective, she recommends actionable strategies for government through its line ministry and relevant bodies to nurture a positive workplace environment in public universities through development of programs and initiatives that raise employees' motivation for innovation, enhancing teaching quality, research output and overall institutional performance. This study was funded by Busitema University and was supervised by Assoc. Prof. Musenze Ibrahim Abaasi and Prof. Abdul Kaziba. Mpaata.

The Dean, Faculty of Engineering and Technology to present the following Graduand who has satisfied the requirements for the Conferment of the **DEGREE OF DOCTOR OF PHILOSOPHY IN ENERGY ENGINEERING of Busitema University.**

MENYA James

**UGANDA CROPS DRYING CHARACTERIZATION FOR AUTOMATION OF
A SOLAR DRYER**



Mr. James Menya conducted ground-breaking research on solar drying and storage optimization for post-harvest loss reduction in Uganda. His study aimed at enhancing a solar drying system through characterization, automation, and moisture control for effective drying and safe storage of crop products. His work demonstrated that locally fabricated systems can rival advanced technologies while ensuring consistent, food-safe drying with minimal supervision. By integrating high-efficiency solar energy utilization, intelligent control, and safe storage, Mr. Menya's work provides a novel, climate-resilient approach to food preservation that enhances quality, safety, and year-round availability of agricultural produce. This contribution advances Uganda's pursuit of sustainable agro-industrialization and food security through renewable energy innovation. This study was funded by the government of Uganda through Busitema University Research Innovations Fund (BURIF) and was supervised by; Associate Prof. Kant Kanyarusoke, Prof. Wilson Babu Musinguzi and Eng. Dr. Joseph Ddumba Lwanyaga.