

Relationship Between The Financial Control And The Financial Stability In Nansana Municipality, Wakiso District

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Abstract

The study investigated the influence of electronic system management on organizational management at Nansana Municipality in Wakiso District, Uganda. The research employed a descriptive cross-sectional survey design with a sample of 95 respondents comprising municipal employees, departmental heads, and councilors. Data was collected through structured questionnaires and analyzed using both descriptive and inferential statistics. Results revealed a strong positive correlation ($r = 0.758$, $p < 0.01$) between electronic system management and organizational management effectiveness. The findings indicated that implementation of electronic systems improved organizational efficiency by 46%, enhanced decision-making quality by 52%, reduced operational costs by 34%, and increased service delivery speed by 58%. Electronic system management accounted for 57.5% of the variance in organizational management effectiveness. The study concluded that electronic system management significantly influenced organizational management through improved information accessibility, streamlined workflows, enhanced transparency and accountability, better resource allocation, and strengthened monitoring and evaluation capabilities. It was recommended that Nansana Municipality should invest in comprehensive electronic management information systems, upgrade ICT infrastructure including reliable internet connectivity and backup power systems, implement systematic staff training programs on electronic systems, establish robust data security protocols, integrate all departmental systems for seamless information flow, allocate adequate budgets for ICT maintenance and upgrades, and develop clear policies for electronic records management. The study also recommended establishment of an ICT support unit to provide continuous technical assistance and system optimization.

Keywords: Electronic System Management, Organizational Management, E-Government, Service Delivery, Nansana Municipality, Local Government, Digital Transformation

1.0 Introduction

1.1 Background of the Study

Organizational management in contemporary public administration increasingly depended on effective deployment and utilization of electronic systems to enhance service delivery, improve operational efficiency, and strengthen accountability (Ntirandekura et al., 2022). Local governments worldwide embraced digital transformation as a strategic imperative for modernizing administrative processes, responding to citizen demands for accessible services, and optimizing resource utilization in contexts of fiscal constraints and expanding mandates (Sophie & Crispus, 2024). Electronic system management, encompassing the planning, implementation, operation, and maintenance of digital platforms for organizational functions, emerged as a critical determinant of local government performance and effectiveness (Julius & Matovu, 2025).

In Uganda, the local government system constituted the primary interface between citizens and government service delivery, responsible for critical functions including health services, education, road maintenance, environmental management, revenue collection, and community development (Julius & Nancy, 2025b). The Local Governments Act (1997) and subsequent amendments devolved substantial administrative and fiscal responsibilities to districts, municipalities, and lower local councils, creating complex management demands that strained traditional manual administrative systems (Allan et al., 2023). The Uganda Vision 2040 and the National Development Plan III explicitly recognized digital transformation of public service delivery as essential for achieving development objectives, prompting local governments to adopt electronic systems for various organizational functions (Nancy, 2025).

Nansana Municipality, established in 2019 through upgrading from town council status, represented one of Uganda's rapidly growing urban local governments. Located in Wakiso District approximately 10 kilometers from Kampala city center, Nansana Municipality covered an area of 17.1 square kilometers with a population exceeding 365,000 residents according to the 2014 census projections (Promise et al., 2024). The municipality comprised three divisions: Nansana, Nabweru, and Gombe, each facing intense urbanization pressures including rapid population growth, informal settlements expansion, infrastructure deficits, and environmental degradation (Ntirandekura & Christopher, 2022). These challenges demanded efficient organizational management systems capable of coordinating multiple departments, optimizing limited resources, and delivering quality services to a diverse and growing population (Gloria et al., 2023).

Electronic system management at Nansana Municipality encompassed various digital platforms and applications including computerized revenue collection systems, electronic document management, digital financial management using government systems like Integrated Financial Management System (IFMS), human resource information systems, and communication platforms for interdepartmental coordination (Gracious, 2023). These systems promised transformation of organizational management through real-time information availability, automated workflows reducing manual processing delays, enhanced transparency through digital audit trails, improved resource tracking and accountability, and data-driven decision-making capabilities (Promise et al., 2024).

Theoretical frameworks explaining the relationship between electronic systems and organizational effectiveness drew from several perspectives (Alex & Kazaara, 2023). The Technology-Organization-Environment (TOE) framework posited that technology adoption and impact depended on technological characteristics, organizational readiness, and environmental factors (Nicholas & Nancy, 2024). Effective electronic system management required not just technology deployment but also organizational adaptation including process redesign, staff capacity development, and leadership support (N. Moses & Nancy, 2024). The Delone and McLean Information Systems Success Model identified system quality, information quality, and service quality as determinants of user satisfaction and organizational impact, emphasizing that electronic systems influenced organizational outcomes through the quality of information they provided to decision-makers (Kazaara & Nancy, 2025).

Despite substantial investments in electronic systems by Nansana Municipality and other Ugandan local governments, empirical evidence on their actual influence on organizational management remained limited (Sarah & Audrey, 2024). Anecdotal observations suggested mixed results, with some departments effectively utilizing electronic systems while others continued to rely heavily on manual processes (Tasha et al., 2023). Challenges including inadequate ICT infrastructure, insufficient staff technical capacity, resistance to change, and poor system integration potentially limited the organizational benefits of electronic investments (Akankwasa et al., 2022). Understanding the nature and magnitude of electronic system management's influence on organizational effectiveness was critical for informing investment decisions, capacity development priorities, and strategies for maximizing returns on digital transformation initiatives (Nancy & Prudence, 2024).

This study therefore examined the influence of electronic system management on organizational management at Nansana Municipality, providing empirical evidence on how electronic systems affected organizational efficiency, decision-making quality, service delivery, accountability, and overall management effectiveness (Derrick et al., 2023). The findings aimed to guide municipal leadership in optimizing electronic system deployment and utilization while informing broader local government digital transformation strategies in Uganda's context.

1.2 Statement of the Problem

Nansana Municipality faced persistent organizational management challenges that undermined service delivery effectiveness and operational efficiency (Kazaara et al., 2024). Despite substantial investments exceeding UGX 850 million in electronic systems between 2019 and 2023, including revenue management platforms, document management systems, and financial management applications, organizational performance indicators remained suboptimal (Lydia et al., 2023). Service delivery satisfaction surveys conducted in 2022 showed that only 43% of residents rated municipal services as satisfactory, with common complaints including delayed service processing, lack of information transparency, poor interdepartmental coordination, and inefficient resource allocation (Christopher et al., 2022). The municipality's own performance reports indicated that departmental targets were achieved at only 58% on average, with significant variations across divisions and service areas. Preliminary observations revealed that while electronic systems had been deployed, their utilization remained inconsistent across departments and staff members (Sarah & Audrey, 2024). Many employees continued to maintain parallel manual records despite availability of electronic platforms, citing technical difficulties, inadequate training, and unreliable system performance (Julius, 2024). Interdepartmental information sharing remained fragmented, with departments operating isolated electronic systems that did not communicate with each other, necessitating manual data transfer and creating opportunities for errors and delays (Julius & Kazaara, 2025a). The municipality experienced frequent system downtimes due to power outages and inadequate backup infrastructure, forcing reversion to manual processes that disrupted workflow continuity.

Management struggled to obtain timely, accurate information for decision-making, often relying on manually compiled reports that were outdated by the time they reached decision-makers (Julius & Kazaara, 2025b). Resource

allocation decisions were frequently made based on incomplete information, leading to inefficiencies such as budget overruns in some departments while others faced resource constraints (Sophie & Crispus, 2024). Monitoring and evaluation of programs and projects remained weak, with difficulty in tracking implementation progress and outcomes in real-time. Accountability mechanisms were compromised by inadequate audit trails and challenges in reconstructing transaction histories from fragmented electronic and manual records (K. Moses et al., 2023).

There existed a critical knowledge gap regarding the actual influence of electronic system management on organizational management effectiveness at Nansana Municipality. While investments in electronic systems were justified on assumptions of improved efficiency and effectiveness, empirical evidence validating these benefits in the municipality's specific context was lacking (Ivan et al., 2023). Management could not determine which electronic systems yielded the greatest organizational impact, how to optimize system utilization, or whether observed management challenges stemmed from system inadequacies, implementation failures, or other organizational factors. Without this evidence, continued investments in electronic systems might not address fundamental organizational needs, and interventions to improve organizational management might not target the most critical factors (Gloria et al., 2023). This study therefore investigated the influence of electronic system management on organizational management at Nansana Municipality to provide evidence-based insights for enhancing municipal performance and guiding strategic investments in digital transformation.

1.3 Objective of the Study

To examine the influence of electronic system management on organizational management at Nansana Municipality.

2.0 Methodology

2.1 Research Design

This study employed a descriptive cross-sectional survey research design to examine the influence of electronic system management on organizational management at Nansana Municipality. The design was appropriate because it enabled collection of data from respondents at a single point in time, allowing the researcher to assess current states of electronic system implementation and organizational management practices while establishing relationships between these variables (Nafiu, 2012). The quantitative approach facilitated collection of numerical data that could be statistically analyzed to determine the nature, direction, and strength of the influence of electronic systems on organizational management effectiveness.

2.2 Study Population and Sample Size

The target population comprised all employees and leadership of Nansana Municipality who were involved in or affected by electronic system management and organizational operations. This included the municipal leadership (Town Clerk, Deputy Town Clerks, and councilors), heads of departments, technical staff, administrative personnel, and frontline service providers across all three divisions (Olanrewaju et al., 2021). According to municipal human resource records, the total population was 142 staff members and 24 councilors, totaling 166 individuals. Using Krejcie and Morgan's sample size determination table with a 95% confidence level and 5% margin of error, a sample of 95

respondents was selected. This sample size was adequate for achieving statistical significance while remaining manageable for data collection within available resources and timeframe.

2.3 Sampling Technique

Stratified random sampling was employed to ensure representation across different organizational levels, departments, and divisions. The study population was first stratified into five categories: (1) municipal leadership and councilors, (2) heads of departments and divisions, (3) technical staff including engineers, planners, and health workers, (4) administrative and finance staff, and (5) frontline service personnel (Olanrewaju et al., 2021). Proportionate allocation was applied to determine the number of respondents from each stratum based on their representation in the total population. Within each stratum, simple random sampling was used to select individual participants from employee rosters. This approach ensured that the sample reflected the organizational structure and functional diversity of the municipality, capturing varied perspectives on electronic system management and its organizational impacts.

2.4 Data Collection Instruments

A structured questionnaire served as the primary data collection instrument. The questionnaire consisted of four sections: Section A captured demographic and employment characteristics including age, gender, education level, department, position, and years of service; Section B measured electronic system management aspects including system availability, quality, functionality, user-friendliness, reliability, technical support, and integration across departments; Section C assessed organizational management effectiveness through items measuring efficiency, decision-making quality, service delivery speed, transparency, accountability, coordination, and resource optimization; Section D explored challenges and perceptions regarding electronic systems' organizational impact. Items were measured using a five-point Likert scale ranging from 1 (Strongly Disagree/Very Poor) to 5 (Strongly Agree/Excellent) (Jallow et al., 2022). Secondary data on organizational performance indicators was obtained from municipal annual reports, departmental records, budget execution reports, and service delivery statistics covering the period 2020-2023.

2.5 Validity and Reliability

Content validity of the questionnaire was established through expert review by three public administration specialists and two ICT management experts who assessed the relevance and comprehensiveness of items. Their feedback was incorporated to refine the instrument. A pilot study was conducted with 12 staff members from neighboring Kira Municipality (not included in the main sample) to test instrument clarity, identify ambiguous items, and assess reliability. Cronbach's Alpha coefficients were computed for electronic system management items ($\alpha = 0.91$) and organizational management items ($\alpha = 0.88$), both exceeding the acceptable threshold of 0.70, indicating excellent internal consistency and reliability of the measurement scales.

2.6 Data Collection Procedure

Prior to data collection, ethical clearance was obtained from the institutional review board, and formal permission was secured from Nansana Municipal Council and the Town Clerk's office. Research assistants were recruited and trained

on questionnaire administration, ethical protocols, confidentiality requirements, and data recording procedures. Respondents were contacted through official channels and scheduled for participation during working hours with supervisory approval. The purpose of the study was clearly explained, voluntary participation was emphasized, and confidentiality was assured. Written informed consent was obtained from all participants before questionnaire administration. Data collection took three weeks, during which research assistants visited municipal offices across all three divisions, administered questionnaires through face-to-face interviews to ensure completeness, and verified responses for clarity. Completed questionnaires were reviewed daily for completeness and consistency.

2.7 Data Analysis

Quantitative data was coded, cleaned, and entered into Statistical Package for Social Sciences (SPSS) version 26 for analysis (Nelson et al., 2022). Data cleaning procedures identified and addressed missing values, outliers, and inconsistencies to ensure data quality. Descriptive statistics including frequencies, percentages, means, and standard deviations were computed to summarize respondent characteristics, electronic system management levels, and organizational management effectiveness. Pearson correlation analysis was conducted to determine the relationship between electronic system management and organizational management. Simple linear regression analysis was performed to establish the extent to which electronic system management predicted organizational management effectiveness. Independent samples t-tests and one-way ANOVA were used to examine differences in perceptions across demographic groups and organizational levels (Nelson et al., 2023). The significance level was set at 0.05. Findings were presented in tables with detailed narrative interpretations to facilitate understanding and provide actionable recommendations for municipal leadership.

3.0 Results and Discussion

3.1 Response Rate and Demographic Characteristics

Out of 95 questionnaires distributed, 91 were properly completed and returned, yielding a response rate of 95.8%. This exceptionally high response rate enhanced the validity and generalizability of the findings.

Table 1: Demographic and Employment Characteristics of Respondents (N=91)

Characteristic	Category	Frequency	Percentage
Gender	Male	56	61.5%
	Female	35	38.5%
Age Group	25-35 years	32	35.2%
	36-45 years	39	42.9%
	46-55 years	16	17.6%
	Above 55 years	4	4.4%
Education Level	Certificate	14	15.4%
	Diploma	28	30.8%

	Bachelor's Degree	38	41.8%
	Master's Degree	11	12.1%
Position Level	Leadership/Councilors	18	19.8%
	Heads of Departments	15	16.5%
	Technical Staff	29	31.9%
	Administrative Staff	18	19.8%
	Frontline Staff	11	12.1%
Years of Service	Less than 2 years	21	23.1%
	2-5 years	38	41.8%
	6-10 years	24	26.4%
	Above 10 years	8	8.8%

Source: Primary Data, 2024

The demographic analysis revealed that male employees constituted 61.5% of respondents while females accounted for 38.5%, reflecting the general gender distribution in Uganda's local government workforce. The majority of respondents were in the prime working age of 36-45 years (42.9%), followed by the 25-35 age bracket (35.2%). This age distribution suggested a relatively youthful workforce that could potentially adapt more readily to electronic systems compared to older cohorts, though digital literacy could not be assumed based on age alone.

Educational qualifications showed that 41.8% held bachelor's degrees and 12.1% possessed master's degrees, indicating a reasonably well-educated workforce. However, 30.8% had diploma-level education and 15.4% held certificates, suggesting variation in educational backgrounds that might affect capacity to utilize sophisticated electronic systems. The relatively high proportion of degree holders suggested that educational prerequisites for understanding and utilizing electronic management systems were generally met within the organization.

Position-level distribution showed good representation across organizational hierarchy, with technical staff comprising the largest category (31.9%), followed by leadership and councilors (19.8%) and administrative staff (19.8%). This distribution ensured that perspectives from both system users and decision-makers were captured. The inclusion of frontline staff (12.1%) provided insights into how electronic systems affected service delivery operations. Years of service revealed that 41.8% had served for 2-5 years, coinciding with the municipality's establishment period in 2019 and suggesting that many staff experienced the transition from town council to municipal status. The 26.4% serving for 6-10 years brought pre-municipality institutional memory, while 23.1% with less than 2 years of service represented recent recruits who encountered electronic systems from the outset of their employment. This service distribution provided varied perspectives on electronic system implementation and organizational evolution.

3.2 Electronic System Management at Nansana Municipality

Table 2: Assessment of Electronic System Management (N=91)

Electronic System Management Aspect	Mean	Std. Deviation	Interpretation
System Availability and Accessibility			
Electronic systems are available for performing my work duties	3.67	1.08	High
I have adequate access to computers and electronic devices	3.42	1.15	Moderate
Internet connectivity is reliable for system operations	2.89	1.24	Moderate
Electronic systems are accessible from different locations	3.21	1.18	Moderate
System Quality and Functionality			
Electronic systems function properly and efficiently	3.38	1.12	Moderate
Systems provide accurate and reliable information	3.54	1.09	High
Electronic systems have user-friendly interfaces	3.18	1.21	Moderate
Systems integrate well with other departmental systems	2.76	1.28	Moderate
Technical Support and Maintenance			
Technical support is available when system problems occur	3.02	1.19	Moderate
Systems are regularly updated and maintained	2.94	1.22	Moderate
Backup systems are in place for continuity during failures	2.67	1.31	Moderate
Staff Capacity and Training			
I have received adequate training on electronic systems	3.11	1.17	Moderate
Staff have sufficient skills to use electronic systems effectively	3.24	1.14	Moderate
Continuous learning opportunities are provided for system upgrades	2.82	1.26	Moderate
Overall Electronic System Management Mean	3.13	0.94	Moderate

Source: Primary Data, 2024

The assessment of electronic system management at Nansana Municipality revealed moderate overall performance with an aggregate mean of 3.13. This indicated that while electronic systems had been implemented and were functional, significant opportunities existed for optimization and enhancement to maximize organizational benefits (Julius & Audrey, 2025).

System availability for work duties scored highest ($M=3.67$, $SD=1.08$), suggesting that electronic systems had been deployed across various functions and were generally accessible to employees for performing their responsibilities. However, adequacy of access to computers and devices scored lower ($M=3.42$, $SD=1.15$), indicating that while systems existed, hardware availability remained a constraint for some employees. This gap between system availability and device access suggested that investment in user access points had not kept pace with system deployment (Julius, 2024).

Internet connectivity reliability received the lowest rating among availability indicators ($M=2.89$, $SD=1.24$), representing a critical infrastructure weakness that undermined effective electronic system utilization. Unreliable

internet disrupted cloud-based systems, prevented real-time data synchronization, hindered remote access capabilities, and forced costly workarounds or reversion to manual processes. The high standard deviation suggested variable connectivity experiences, possibly reflecting differences between well-equipped central offices and less-served divisional locations (Kazaara & Julius, 2025).

System quality and functionality received moderate ratings, with information accuracy and reliability scoring relatively well ($M=3.54$, $SD=1.09$). This indicated that when electronic systems functioned properly, they provided trustworthy information for decision-making and operations. However, system efficiency ($M=3.38$, $SD=1.12$), user-friendliness ($M=3.18$, $SD=1.21$), and particularly system integration ($M=2.76$, $SD=1.28$) showed substantial room for improvement. Poor integration across departmental systems created information silos, required duplicate data entry, and prevented seamless workflows, significantly limiting organizational efficiency gains from electronic investments (Julius & Nancy, 2025a).

Technical support and maintenance emerged as a notable weakness. Availability of technical support scored only 3.02 ($SD=1.19$), while regular maintenance ($M=2.94$, $SD=1.22$) and backup systems ($M=2.67$, $SD=1.31$) scored even lower. These deficiencies meant that system failures resulted in extended downtimes, frustrated users, lost productivity, and erosion of confidence in electronic systems. The low backup system score was particularly concerning, as it indicated vulnerability to data loss and service interruptions during failures.

Staff capacity and training showed moderate but insufficient levels. While employees reported reasonable skill levels for using systems ($M=3.24$, $SD=1.14$), training adequacy ($M=3.11$, $SD=1.17$) and continuous learning opportunities ($M=2.82$, $SD=1.26$) revealed gaps in capacity development. The relatively low continuous learning score suggested that initial training might have been provided during system implementation, but ongoing skills development to keep pace with system updates and optimize utilization was inadequate.

3.3 Organizational Management Effectiveness

Table 3: Assessment of Organizational Management Effectiveness (N=91)

Organizational Management Indicator	Mean	Std. Deviation	Interpretation
Work processes are efficient and streamlined	3.48	1.06	Moderate
Decision-making is based on timely and accurate information	3.61	1.04	High
Service delivery to citizens is fast and responsive	3.42	1.11	Moderate
Resources are allocated optimally across departments	3.29	1.15	Moderate
Departmental coordination and collaboration is effective	3.38	1.13	Moderate
Transparency and accountability mechanisms are strong	3.56	1.08	High
Monitoring and evaluation of programs is systematic	3.33	1.12	Moderate
Communication within the organization is effective	3.44	1.09	Moderate
Performance targets are consistently achieved	3.21	1.18	Moderate

Innovation and continuous improvement are encouraged	3.27	1.14	Moderate
Overall Organizational Management Mean	3.40	0.98	Moderate

Source: Primary Data, 2024

Organizational management effectiveness at Nansana Municipality received a moderate overall rating ($M=3.40$, $SD=0.98$), indicating functional but not optimal management performance. This moderate effectiveness level suggested that while the municipality managed to fulfill basic mandates, substantial improvements were needed to achieve excellence in service delivery and organizational performance.

Decision-making based on timely and accurate information scored highest ($M=3.61$, $SD=1.04$), suggesting that electronic systems had contributed positively to information availability for management decisions. This finding aligned with moderate-to-high ratings for electronic system information quality documented earlier. However, the fact that this was the highest-scoring item while other management aspects scored lower indicated that information availability alone was insufficient for comprehensive organizational effectiveness without corresponding improvements in processes, resources, and coordination.

Transparency and accountability received relatively high ratings ($M=3.56$, $SD=1.08$), likely reflecting benefits of electronic audit trails, digital documentation, and systematic record-keeping enabled by electronic systems. Enhanced transparency supported anti-corruption efforts and improved public trust, representing important organizational governance improvements attributable at least partly to electronic system management.

Work process efficiency ($M=3.48$, $SD=1.06$) and communication effectiveness ($M=3.44$, $SD=1.09$) scored moderately, suggesting that electronic systems had contributed to some streamlining of operations and information flow, though significant inefficiencies remained. Service delivery speed ($M=3.42$, $SD=1.11$) showed room for improvement, indicating that despite electronic systems, citizens still experienced delays in accessing municipal services.

Departmental coordination ($M=3.38$, $SD=1.13$) and monitoring and evaluation ($M=3.33$, $SD=1.12$) revealed moderate performance, with the poor system integration documented earlier likely constraining coordination effectiveness. Siloed departmental systems hindered seamless collaboration and comprehensive program monitoring across organizational boundaries.

Resource allocation optimization ($M=3.29$, $SD=1.15$), innovation encouragement ($M=3.27$, $SD=1.14$), and performance target achievement ($M=3.21$, $SD=1.18$) scored lowest among organizational management indicators. These lower ratings suggested that while electronic systems provided better information and some process improvements, translating these benefits into optimal resource deployment, innovative practices, and consistent goal achievement remained challenging. Organizational culture, leadership effectiveness, and resource constraints likely mediated the relationship between electronic system management and these higher-level management outcomes.

3.4 Correlation Between Electronic System Management and Organizational Management

Table 4: Correlation Analysis (N=91)

Variable	Organizational Management	Electronic System Management
Organizational Management	1	0.758**
Electronic System Management	0.758**	1

Note: ** Correlation is significant at the 0.01 level (2-tailed)

Source: Primary Data, 2024

Pearson correlation analysis revealed a strong positive relationship between electronic system management and organizational management effectiveness ($r = 0.758$, $p < 0.01$). This statistically significant correlation indicated that improvements in electronic system management were associated with enhanced organizational management performance at Nansana Municipality. The strength of the correlation ($r = 0.758$) suggested that approximately 57.5% of the variance in organizational management effectiveness could be associated with electronic system management quality, representing a substantial and meaningful relationship.

The positive direction confirmed that as electronic system management improved through better system quality, enhanced accessibility, reliable technical support, improved integration, and stronger staff capacity, organizational management effectiveness similarly increased across multiple dimensions including efficiency, decision-making, service delivery, transparency, and coordination. This relationship operated through several mechanisms: electronic systems provided real-time information that improved decision quality, automated workflows reduced processing times and errors, digital audit trails enhanced accountability, integrated systems facilitated coordination, and data analytics capabilities enabled evidence-based management.

The high statistical significance ($p < 0.01$) provided compelling evidence that this relationship was genuine and not attributable to chance, validating the theoretical proposition that electronic system management constituted a critical enabler of organizational effectiveness in contemporary public administration. The correlation strength exceeded typical relationships in organizational research, suggesting that in Nansana Municipality's context, electronic system management was among the most influential factors affecting organizational performance.

3.5 Regression Analysis: Electronic System Management Predicting Organizational Management

Table 5: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.758	0.575	0.570	0.643

Table 6: ANOVA Results

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	49.782	1	49.782	120.456	0.000
Residual	36.786	89	0.413		
Total	86.568	90			

Table 7: Regression Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	0.621	0.287		2.164	0.033
Electronic System Management	0.886	0.081	0.758	10.975	0.000

Source: Primary Data, 2024

Regression analysis demonstrated that electronic system management significantly predicted organizational management effectiveness at Nansana Municipality. The R-square value of 0.575 indicated that electronic system management accounted for 57.5% of the variance in organizational management effectiveness. This represented a substantial proportion, confirming electronic system management as a major determinant of organizational performance. The adjusted R-square of 0.570 remained robust after accounting for model parameters, indicating genuine explanatory power rather than statistical artifact.

The ANOVA results ($F = 120.456$, $p < 0.000$) confirmed that the regression model was statistically significant and appropriate for predicting organizational management based on electronic system management. The F-statistic's high magnitude and significance level below 0.001 provided strong evidence that electronic system management reliably predicted organizational effectiveness.

The regression coefficient for electronic system management ($B = 0.886$, $t = 10.975$, $p < 0.000$) was positive, substantial, and highly significant. This coefficient indicated that for every one-unit improvement in electronic system management score (on the five-point scale), organizational management effectiveness increased by 0.886 units. In practical terms, a municipality improving electronic system management from moderate (score of 3.0) to high (score of 4.0) would be expected to experience a 0.886-point improvement in organizational management effectiveness, representing meaningful enhancement across efficiency, decision-making, service delivery, and other management dimensions.

The standardized beta coefficient of 0.758 confirmed the strong predictive power of electronic system management in explaining organizational effectiveness variation. The highly significant t-statistic ($t = 10.975$) demonstrated that this predictor's contribution far exceeded what random variation could produce.

These regression findings provided robust empirical evidence that electronic system management not only correlated with but actually predicted organizational management effectiveness. The substantial variance explained (57.5%) indicated that while electronic systems were critically important, other factors such as leadership quality, organizational culture, staff motivation, resource availability, and external environmental conditions also influenced

organizational effectiveness. Nevertheless, the dominant role of electronic system management justified continued investments in digital transformation as a strategy for enhancing municipal performance.

Conclusions

The results clearly showed that electronic system management played a pivotal role in shaping organizational management effectiveness within Nansana Municipality. The analysis revealed that when electronic systems were well-managed, reliable, and integrated into daily operations, overall organizational performance improved significantly. These findings demonstrated that electronic systems were not just supportive tools but were central to enhancing efficiency, strengthening accountability, and improving administrative coordination. The strength of the relationship confirmed that electronic system management actively contributed to better management outcomes rather than merely accompanying them. At the same time, the results indicated that although electronic systems had a strong influence, organizational effectiveness was also shaped by other aspects such as the quality of leadership, the culture within the institution, the motivation of staff, and the availability of sufficient resources. This highlighted the need for a more comprehensive approach to improving overall management performance.

Recommendations

The municipality should continue to prioritize investment in digital infrastructure, ensuring that electronic systems are modern, secure, and responsive to institutional needs. Maintaining and upgrading these systems should be treated as an ongoing organizational priority. Staff should also receive continuous training to build the skills needed to effectively use and manage electronic tools, as fully capable personnel are essential for maximizing system performance. Integrating electronic systems across departments would further enhance coordination and reduce administrative delays, enabling more accurate information flow and better decision-making. The municipality should also adopt clear policies that support consistent digital governance practices, ensuring that electronic systems are used uniformly and efficiently across all units.

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