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CONTENTS

	Page
Editorial list	iii
Editorial	vi
Exploring internal quality assurance management practices: Experiences of some quality assurance actors at the University of Ghana Emmanuel Dodzi Anyidoho	1-16
Assessing the limitations of Ghana Integrated Financial Management Information System (GIFMIS) implementation in Metropolitan, Municipal, and District Assemblies (MMDAS). A case of Anloga District Assembly Christopher Alatarige & Sedinam Pewu	17-24
Assessing youth capacity to influence public policy and practice in Ghana Eric A. V. Kavaarpuo, Peter F. X. Porekuu & Paul Y. A. Yeboah	25-40
Impact of staff development programmes on productivity: The case of Tamale campus of the University for Development Studies Godslove Adjeiwaa Kordie, Lois Leikib Dukper & Thomas A. Azuure	41-52
Evaluation of the effectiveness of the collegiate system of administration at Kwame Nkrumah University of Science and Technology, Ghana Oluwakemi Abisola Titiloye, Mercy Vanessa D. Appiah-Castel, Richard Bruce Lamptey Wilhemina Adoma Pels, Benjamin Boampong Owusu & James Oberko	53-64
Understanding students' cynicism and engagement in a Ghanaian university Abdul Kahar Abukari, Ibrahim Alhassan & Baba Gazali Mohammed	65-73
Students' expectations and satisfaction with the vocational training learning environment: The case of the University of Health and Allied Sciences Emmanuel Dodzi Anyidoho & Anthony Asempah	74-88
Motivational influence and employees' performance: Simon Diedong Dombo University of Business and Integrated Development Studies and Dr. Hilla Limann Technical University in perspective Joseph S. K. Bagah	89-100
The position of the Ghana Labour Law on accumulated annual leave: Perspectives from University for Development Studies Joseph Attiah Seniwoliba	101-110

EDITORIAL

In pursuit of its mission of promoting the advancement of higher education in Ghana, specifically, in our public universities, the Ghana Association of University Administrators (GAUA) through its research publications provides policy alternatives in addressing multiple challenges for national development in Ghana. In view of this, the Ghana Journal of Higher Education Management (the officially recognized Journal by GAUA), since its adoption, has provided university administrators the opportunity to contribute to knowledge from varied perspectives through the publication of papers on issues that border particularly on the education landscape in Ghana.

In this current edition, nine (9) papers are presented. First, Emmanuel Dodzi Anyidoho presented a study on 'Exploring the internal quality assurance management practices: Experience of some quality assurance actors at the University of Ghana.. The study which employed the constructivist interpretivist approach, found that there are inadequate well-resourced quality assurance sub-committees at the policy implementation levels and inadequate quality assurance measures for educational outcomes at sub-systems. In addressing these concerns, this study recommends the need to establish well-resourced quality assurance subcommittees and involve quality assurance actors in all decision-making processes.

Assessing the limitations of Ghana Integrated Financial Management Information System (GIFMIS) Implementation in Metropolitan, Municipal and District Assemblies (MMDA's): A case study of Anloga District Assemblies was written by Christopher Alantarige & Sedinam Pewu. They adopted the quantitative approach and sought to assess the limitations of (GIFMIS) Implementation in Ghana. The findings revealed that (GIFMIS) system is necessary to ensure effective and efficient revenue collection, transparency and accountability in financial management as well as ensure timely dissemination of information and maximizing payments and commitment control of public funds. The study recommends that the government of Ghana should provide the needed resources such as ICT infrastructure, network connectivity, adequate ICT skills of staff, and addressing funding challenges among others.

Again, Eric. A B Kavaarpuo, Peter. F. X. Povekuu and Paul Y. A Yeboah worked on a paper titled 'Assessing Youth Capacity to Influence Public Policy and Practices in Ghana'. Their paper throws light on capacity assessments of youth groups' networks and organisations. The findings reveal that only 4 per cent of youth-focused organisations and youth groups in Ghana are legally registered with the Registrar's General Department. A majority (at least 54%) of the groups and networks lacked clear-cut organisational structures and systems, missions, strategies, and requisite personnel to function effectively.

The impact of staff development programmes on productivity: The case of Tamale Campus of University for Development Studies was written by Godslove Adjeiwaa Kordie, Lois Leikib Dukper & Thomas A. Azuure. The findings of their study show that in-service training was the most predominant staff development programme among respondents, while short courses were the least programmes patronized. Among the recorded challenges identified were inadequate sponsorship and poorly planned programmes. It was therefore recommended that the university should establish a fund or scholarship scheme to support staff in their staff development programmes.

Further, Oluwakemi Abisola Titiloye, Mercy Venessa D. Appiah-Castel, Richard Bruce Lamptey, Wilhemina Adoma Pels, Benjamin Boampong Owusu & James Oberko did an Evaluation of the effectiveness of the collegiate system of administration at Kwame Nkrumah University of Science and Technology, Ghana.. The study evaluated the effectiveness of the collegiate administration system and its associated challenges. The study revealed that the collegiate system had cultivated a strong feeling of engagement, it has also helped with academic and administrative leadership. These, according to the authors deserve more concentrated focus.

Understanding students' cynicism and engagement in Ghanaian University was the focus of Abdul Kahar Abukari, Ibrahim Alhassan & Baba Gazali Mohammed. Their study explored students' cynicism and its relationship with student's engagement at the University for Development Studies. The results indicated that students' cynicism and student engagement are inversely related. Also, students studying health science-related programmes were found to be more cynical than their non-health science counterparts.

Emmanuel Dodzi Anyidoho and Anthony Asempah wrote on student's expectations and satisfaction on the vocational training learning environment: A case of the University of Health and Allied Sciences This study employed the descriptive cross-sectional research design to determine the level of expectation and satisfaction in the Health and Allied Sciences regular undergraduates and sandwich students with their vocational training environment. The findings of the study revealed that most of the students were satisfied beyond their level of expectation. The study recommended the need to organise regular capacity-building training for health facility managers.

A study on motivation influence and employee's performance at the Simon Diedong Dombo University of Business and Integrated Development Students and Dr. Hilla Limann Technical University in perspective was conducted by Joseph S. K. Bagah. The study examined the influence of motivation on employees' performance with reference to two tertiary institutions in Ghana. With respect to the findings, 73% of the respondents strongly agreed that motivation influences employees' performance, and 58% also agreed that financial reward packages such as promotions, commendations, and feedback should also be promoted.

A comparative study of student housing satisfaction of university halls of residence and private hostels at the University of Development Studies was written by Joseph Attiah Seniwoliba, Bearnard Alando, and Maurice A. Awuni. The study examined the conditions of university halls and private hostel facilities and the satisfaction levels of the students. The study revealed that students living in the university halls were more satisfied with the provision of toilet facilities, washrooms, bathrooms, kitchenettes, storage facilities, and water flow. The study recommends that UDS should consider providing more university halls.

Finally, Joseph Attiah Seniwoliba in his study looked at "the position of the Ghana Labour Law on accumulated annual leave: Perspectives from the University for Development Studies". The paper reviewed the basic employment conditions in Ghana with particular reference to annual leave, the Unified Conditions of Service for Unionized Staff of Public Universities of Ghana, the 1992 Constitution of Ghana, the propositions in the Ghana Labour Act 2003 (Act 651), and the position of the International Labour Organization (ILO) on holidays with pay. The study revealed that in leave administration, it is the discretion and responsibility of the employer to decide which month in the year the worker should take his or her annual leave; the power to defer the worker's leave from one month to another; the discretion to grant the worker's leave in portions; among others. The study recommends that the employer should ensure that every employee is able to claim his or her annual leave, inclusive of accumulated leave days, before the end of the calendar year.

Our hearts of gratitude to all our dedicated and committed reviewers and contributors.

Reginald Sitsofe Kwaku Agbo
National Editor/Editor-in-Chief
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