

Editorial Note

We are delighted to unveil the second Issue of the *Uganda Journal of Management and Public Policy Studies (UJMPPS)*, Volume 24, Number 2, June 2024. This journal Issue underscores our commitment to sharing high-quality research addressing crucial topics in management and public policy within Africa and globally. The diversity of contributions in this Issue reflects the Journal's dedication to fostering academic excellence and contributing to broader policy discussions. This Issue contains eight (08) articles.

The first article by **Erick Odhiambo Ogolla** and **Tom Kwanya**, explores, through a bibliographic analysis, the role of social media as a driver for good governance in East Africa. The contribution underscores the growing significance of social media in promoting citizen participation and strengthening governance structures.

Branko I. Cavric's article offers a comprehensive framework for integrating sustainability into urban planning. The article provides valuable insights for land managers and planners. **Paddy Mugambe**, in the third article in the issue, explores the nexus between financial inclusion and financial satisfaction among students undertaking postgraduate studies in finance in Uganda. The article highlights significant positive correlations between access to and quality of financial services and financial satisfaction. The findings have potency to, *inter alia*, guide policy-making and inspire financial service innovations to enhance financial well-being.

Wilson Muyinda Mande and **Eunice Akullo** examine educated youths' perceptions of the ethics of Assisted Reproductive Technology (ART) in Uganda. The article reveals a positive relationship between ethics, culture, and ART. The authors recommend forming an association of fertility centres to develop an ethics policy for self-regulation, enhancing ethical practices in ART services.

David Kitulazzi and **Luke M. Obala** explore the complex interactions between residential land use, land tenure, and land values in Kampala. Their research provides a nuanced understanding of urban land dynamics and offers recommendations for improving land management practices.

Sebastian Bigabwenkya and **Elizabeth Binta's** study investigates the impact of Employee Development (ED) initiatives on academic staff retention at Kyambogo University in Uganda. The findings reveal a significant positive correlation between ED initiatives and academic staff retention, with ED being a key predictor. The study recommends maintaining and enhancing the current ED practices, such as mentoring and workshops, to improve retention levels of academic staff.

Baakile Motshegwa's article examines the paradox of the 360-degree performance management system with a focus on its potential advantages and drawbacks. Lastly, **Johnson Obedling Thombu**, **Epiphany Odubuker Picho**, and **Alex Aliga** analyse the influence of direct infrastructure utilization on academic performance in public secondary schools in Zombo

District. The article underscores the pivotal role of infrastructure in educational outcomes and offers recommendations for school administration.

Finally, we would like to express our heartfelt gratitude to the authors for their contributions, the reviewers for their meticulous evaluations, and the editorial team for their dedication. We invite you to engage with the insights presented in these articles and consider their implications for policy and practice. We also take this opportunity to remind our readers and contributors that we are now inviting papers for Volume 25, Number 1, scheduled for publication in December 2024. We look forward to your continued support and contributions to advancing management and public policy knowledge.

We are grateful for your continued engagement with the UJMPPS!
Sincerely,



Chief Editor

Assoc. Prof. Lazarus Nabaho