



MANAGERIAL COMPETENCIES, INTERNAL CONTROLS AND FINANCIAL ACCOUNTABILITY A CASE OF SUB COUNTIES OF BUSOGA REGION

ABSTRACT

The study was motivated by a continued questioning of accountability given the recent financial reporting scandals with in areas of Busoga sub region in Uganda. It sought to examine the extent to which financial accountability depends on managerial competencies and internal controls. The study was guided by three major objectives, namely; to establish the relationship between managerial competencies and internal controls in sub-counties within Busoga region; the relationship between managerial competencies and financial accountability in sub counties within Busoga region and the relationship between internal controls and financial accountability in sub counties within Busoga region.

The study adopted a cross sectional survey design which was correlation in nature. It used primary data source and later analyzed using the statistical package for social scientists version 20 to generate descriptive and inferential statistics. The findings revealed a strong positive correlation between managerial competence and internal control. The study also revealed a strong positive correlation between managerial competence and financial accountability ($r = .430^{**}$ $p < 0.01$), more so there was also a positive significant relationship between internal controls and financial accountability ($r = .582^{**}$ $p \leq 0.01$). A significant positive relationship between managerial competence and internal control ($r = .532^{**}$ $p \leq 0.01$) was also existing. Both managerial competence and internal control had an impact on financial accountability (Adjusted

R square = .338), but from the simultaneous multiple regression models the findings revealed that internal controls practice (Beta = .493, $p=.00$) was a more important predictor of financial accountability. Employees need to acquire the necessary factors in terms of Control environment, Risk assessment, monitoring, Control activities and Information and communication to be able to manage their financial accountability effectively.