

# LOGISTIC DEVELOPMENT, SUPPLY CHAIN MANAGEMENT ON SALES GROWTH

**By Prof Gabriel Alier Riak PhD\* & PhD Candidate Dut Bol Ayuel Bill**  
*Upper Nile University*

**Abstract: -**

*The research focused on topic logistic development, supply chain and sales growth with e aims of examine the relationship between logistic development, supply chain and sales growth. The objective were to examine the relationship between logistic development and sales growth , to examine the relationship between supply chain and sales growth and to study the factor structure of logistic development, supply chain and sales growth*

*Data was collected through questionnaires and interviews with SSUWC workers owners in Jonglei state who were purposively selected and used as sample in the study.*

*The findings disclosed that management function of municipality is moderated by its workers. The data outcomes have out shown that there is no significant difference on government and logistic function.*

*It is recommended that management structures at municipality sector should make a drastic review of their human resource management practices especially on management parts. They need to develop human resources management strategies plans that cover the developmental aspect. There is needed to take into account what employees, customers' value most in their work.*

**CHAPTER ONE  
INTRODUCTION AND BACKGROUND**

**1.0 Introduction.**

This chapter present and describes the background of the study. Statement of problems, the purpose of the study, the objectives of study, research questions. The scope of the study, significant of the study .and conceptual frame work The South Sudan Urban Water Corporation (SSUWC) is the only recognized urban Water service provider in South Sudan. Its headquarters are in Juba. It currently operates in six urban areas: Juba, Malakal, Wau, Renk, Bor and Maridi. These cities have a combined population of 1, 358,980 of which only 392,496-29 percent have access to piped water supplied by SSUWC.SSUWC’s corporate plan was developed with support from the U.S. Agency for International Development (USAID) through its Sustainable Water and Sanitation in Africa(SUWASA) Project. The SUWASA Project is part of the Policy reform process that is aimed at strengthening SSUWC’s institutional Framework and improving the sustainability and quality of urban water supply services in South Sudan. The objective is to help SSUWC achieve commercial viability .SSUWC operates under the SSUWC Act of 2011. The act established SSUWC and granted it the responsibility of managing urban water supply services. The act also requires that SSUWC formulate long-term plans. The act stipulates that a three-year corporate Plan be established and that it serve as SSUWC’s guiding Policy document. The SSUWC Corporate Plan 2015-2018 was prepared in fulfillment of this legal obligation. The plan Outlines strategic goals and milestones for the next three years and proposes multiple Strategies to achieve them. This is SSUWC’s first corporate plan and it lays the foundation for strategic planning and institutional reform aimed at building capacity and turning around SSUWC’s operational and financial performance. It focuses on the introduction of commercialization and Corporatization principles with the goal of achieving better service delivery .The corporate plan also established a foundation for performance improvement programs (PIPs) as necessary catalysts to attracting development partners And private partner participation in water service delivery.

**1.1 Background of the study**

**Logistics** is about getting the right product, to the right customer, in the right quantity, in the right condition, at the right place, at the right time, and at the right cost (the seven Rest of Logistics)" from Supply Chain Management. A Logistics Perspective by John J. Coyleta, l(2012)

Logistics department" and report to the same logistics head as below, we would like to point out that the word "logistics" ends with the "s". Without the "s" (logistic), it means a kind of mathematical function showing exponential growth. A logistician is a Professional logistics practitioner. Professional logisticians are often certified by professional associations. One can either work in a pure logistics company, such as a shipping line, airport, or freight forwarder, or within the logistics department of a company.

**Supply Chain** refers to networks of companies that work together and coordinate their actions to deliver a product to market. Also, traditional logistics focuses its attention on activities such as procurement, distribution, maintenance, and inventory management. Supply Chain Management (SCM) acknowledges all of traditional logistics and also includes activities such as marketing, new product development, finance, and customer service" from Essential of Supply Chain Management by Michael Hugos(2000).

Career perspectives are broad as well. A new trend in the industry are the 4PL, or fourth-party logistics, firms, consulting companies offering logistics services. The Chartered Institute of Logistics and Transport (CILT), established in the United Kingdom in 1919 received a Royal Charterin (2012).

**Sales growth.** Is the exchange of a commodity or money as the price of a good or a service. Sales forces make a direct and measurable contribution to a company’s financial performance on a daily basis. However, they must be well organized to enhance performance and drive a company’s growth.Seek a better understanding of the importance of logistics/supply chain in the site location process and seek knowledge as to how best to develop a strategy to promote their logistical advantages. Understand the critical nature of moving products faster and more cost effectively, and are already positioned logistically to take advantage of this growing market but seek information on current marketing strategies necessary to attract companies with a critical logistics/supply chain requirement.

**1.2 Statements of problem**

There are a lots of challenges in2008 due to clashes and economic crisis that caused 2.5 million population displaced and evacuate the country for refuge those who were dispossessed and foundlings were left without support and there is need of good management in organization to rescue the situation for non-governmental, local government and private organization to achieve their objectives that may involves training and soon, (John H Nulie 2016). Outstanding inflation rate in south Sudan is 272.60 (-14 %), (Wilson F 2017).that means inflation has reached beyond control and resulted to mismanagement of organization or government fund under privileged planning, miserable record keeping and the nation is characterized by long distance, poor roads, poverty, insecurity and poor logistics facilities to make matter shoddier there is economic crisis in the country as ensued by tribal clashes. In link with social factors like cultural and military influence which has deprived, misplacement of files, poor storage, poor recordkeeping and looting that made it difficult to compare issues related to logistic development, supply chain and sales growth objectives to meet the need, target or requirement in the local government hence poor performance. In conclusion negatives attitude of people and environment aspect prompt me to write this research paper as the way forward and recommendation in management function, local government and development in south Sudan as a meticulous time to collect data from favorable source for future references, (Leigh

Rechards2003).In result of equality education, the views that government and organization has failed to encouraged and support the logistic development. Lack of participation unequal distributions of property to mention but few cited are common problems as a result of poor logistical development, supply chain management and sales growth sales growth.Improved local logistics development and supply chain reduction through providing service that serve production, distribution input for local firms, entrepreneurs contributing to legal, institutional environments that is conducive development coordinating the key local public, privates and community actors in creating partnership that promote logistics development. by Nick Robinson.(2003).

### 1.3 Purpose of study

To examine the relationship between the logistic development, supply chain and salesgrowth of government in a bid to attain development in South Sudan.

### 1.4 General objective

To examine the relationship between logistic development, supply chain and sales growth.

### 1.5 Specific objectives

- 1) To examine the relationship between logistic development and sales growth.
- 2) To examine the relationship between supply chain and sales growth.
- 3) To study the factor structure of logistic development, supply chain and sales growth

### 1.6. Research Questions

1. What is the relationship between logistic development and sales growth?
2. What is the relationship between logistic development, supply chain and sales growth?
3. What are the factor structure of logistic development, supply chain and sales growth?

### 1.7 Scope of study

#### 1.7.1 Subject scope

The study investigates the relationship between three variables, with logistic development as the independent variable, and the supply chain and sales growth as the dependent variables.

#### 1.7.2 Geographical Scope

Although taking a national view, the study critically focuses on south sedan urban water corporation(SSUWC) in Jonglei state of South Sudan, one of the oldest local administrative units with a history of providing services to the local populace

#### 1.7.3 Time scope

The research study wasn't affect the logistics development, supply chain management and sales growth .the study were conducted in the mild manner and academically regard time bound three months: March-June 2017

The study will focus only on the information between 2011-2015, a five year period in which South Sudan seceded from Sudan and fully operationalized all its government operations as an independent state. The same period saw a number of NGOs participate in the organization and reforms of government structures with a view of promoting the much need development take off.

### 1.8 Significance of research

The study was useful because it can provide up to date literatures for an academicians, researchers' readers and other interested users.

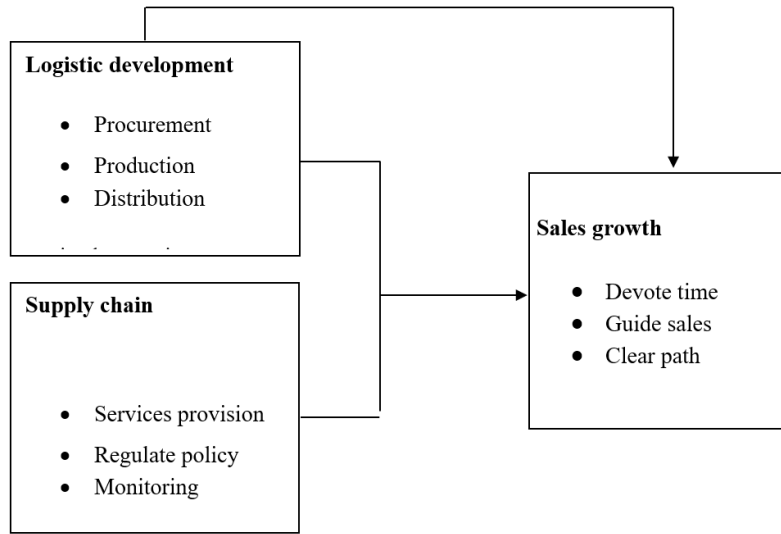
The study will be useful to other researchers, students and lecturers for further relevance references. The study will be significant because its emphasize on the researchers achievement or their partial fulfillment the requirement for the award of bachelor business administration in procurement and supply chain management. The study were useful indeed to finding the way of how the logistics management can be best tackled of the significant scenarios of managing the logistics growth in south Sudan and to encourage the poor logistic sand supplies to improve the effect of poor logistics development.

The research study is valuable reference material scholars who intend to carry out research in relate department. The study held logistic researchers to again more knowledge on logistic development. It enabled the logistic departments in Jonglei state especially Bor to improve in logistic and sales growth. The writer expects that this study will provide more information about logistic development, supply chain and sales growth in South Sudan. It will be useful to Non-governmental organization (NGO), private sector, local government and individual stake holders who are dealing in planning, organization progress and economic development in the country. It may develop students' skill in management and research writing.

It is the source of references and comparisons in working conditions. Help policies makers in decision making through budgeting and planning.

**1.9 Conceptual Frame Work**

Figure 1: Conceptual Frame Work



**1.10 Description of the model**

Logistic development is measured using attributes; (procurement, production and distribution which were used by model (Pandey, 2011). Supply chain variable is explained using services provision, regulate policy and training. Sales growth is measured using the attributes such as Efficiency, quality service, timeliness, effectiveness and service delivery as adopted from Cameron, (2009).

**CHAPTER TWO  
LITERATURE REVIEW**

**2.0 Introduction**

This chapter describes reviewed literature based on selected demographic characteristics that are found to be significantly influence logistics development, supply chain management and sales growth. The attributes of the above constructs include age, gender, level of education, knowledge and procurement, practice, risk and efficacy

**2.1 The Relationship between Logistics and sales growth**

The supply chain is a vital part of this process, including transportation, shipping, receiving, storage, and management of all these areas.

Within the business sector, logistics can be applied to information, transportation, inventory, warehousing, material handling, and packaging, disposal, and security.

Supply chain as the business world grew, this definition of logistics called for management, leading to the development of experts called supply chain logisticians.

This type of leadership encompasses the planning and management of all activities involved in sourcing, procurement, conversion, and logistics management activities.

Importantly, it also includes coordination and collaboration with channel partners which can be suppliers, intermediaries, third-party service providers, and customer Bull D. N and Scott, P. M, (2003).

Sales/ Economic Growth Societies with a highly developed supply chain infrastructure (modern interstate highway system, vast railroad network, numerous modern ports and airports) are able to exchange many goods between businesses and consumers quickly and at low cost. As a result, the economy grows. In fact, the one thing that most poor nations have in common is no or a very poorly developed supply chain infrastructure.

**2.2.1 Logistics development**

**Logistics**, the term, “logistics,” and its actions originated with the military. In the war theater, logistics applied to the process of supplying equipment and supplies to troops. Logistics as a business concept evolved in the 1950s with the increasing complexity of supplying businesses with materials and shipping out products in an increasingly globalized supply chain. Today, the business sector uses this term to describe the efficient flow and storage of goods from point of origin to the point of consumption.

The supply chain is a vital part of this process, including transportation, shipping, receiving, storage, and management of all these areas. Within the business sector, logistics can be applied to information, transportation, inventory, warehousing, material handling, and packaging, disposal, and security Harrison, (2005)

The Council of Supply Chain Management Professionals (CSCMP), the preeminent worldwide professional association of supply chain management professionals, defines logistics as "...that part of supply chain management that plans, implements, and controls the efficient, effective forward and reverse flow and storage of goods, services and related information between the point of origin and the point of consumption in order to meet customers' requirements." Another short CSCMP definition is "the management of inventory, at rest or in motion." The main fields within logistics include Gimenez and Tachizawa, (2012)

- **Procurement** Logistics is the entire process used to select suppliers and negotiate contracts for delivery of goods or services. It consists of activities such as market research, requirements planning, make or buy decisions, supplier management, ordering, and order controlling.
- **Production** is a purchasing process that contains quality, quantity, sourcing and timing to ensure the best possible total cost of ownership Logistics concerns itself with streamlining and controlling the flow through the supply chain from point of entry to the end, which is distribution logistics. Production logistics activities are related to organizational concepts, layout planning, production planning, and control.
- **Distribution** Logistics is concerned with the delivery of finished products to the customer. It consists of order processing, warehousing, and transportation. Major sub-sectors within the industry include air, rail, water, and truck transportation, urban transit and ground passenger transportation, warehousing and storage, and motor vehicle repair. Logistics involve the integration of these sub sectors, including information, transportation, and inventory, warehousing, material-handling, and packaging.

### 2.2.2 The relationship between supply chain and sales

Lesser known, is how supply chain management also plays a critical role in society. Supply chain management knowledge and capabilities can be used to support medical missions, conduct disaster relief operations. Whether dealing with day-to-day product flows or dealing with an unexpected natural disaster, supply chain experts roll up their sleeves and get busy. They diagnose problems, creatively work around disruptions, and figure out how to move essential products to people in need as efficiently as possible Lado, (2013). The paths are clear. Those companies that improve the effectiveness of their sales force can expect to increase sales growth and profitability with minimal additional fixed costs. Those that don't risk leaving hundreds of millions of dollars of potential sales revenue on Administration creates more than \$300,000 in lost expected sales per company per year. Pushing non selling administrative activities downstream from new business developers (NBDs) to Account managers (AMs). Top performing sales people report annual incomes that are 24 percent (NBDs) and 23 percent (AMs) higher than those of other salespeople in the same roles. Sales related variable pay for top performers represents 90 percent (for NBDs) and 75 percent (for AMs) of this difference. Optimal productivity for sales roles varies considerably based on the company's level of growth Matthew (2013).

During periods of high growth: NBDs should focus on prospecting, qualifying leads, entertaining customers and closing deals. AMs should conduct business planning with customers, focus on needs identification and solution development, handle sales administration and concentrate on professional development. During periods of lower growth: NBDs should focus on identifying opportunities to expand existing customer relationships, conduct needs identification and solution development, continue to entertain customers and close deals.

New business developers (NBDs) are sales professionals whose skills revolve around prospecting and making sales, and who generate most of their sales growth from bringing in new accounts Guido, (2009).

### 2.3.1 The Supply Chain Management

It is well known that supply chain management is an integral part of most businesses and is essential to company success and customer satisfaction Uusitalo and Oksanen, (2004).

- **Boost Customer Service:** Customers expect the correct product assortment and quantity to be delivered. Customers expect products to be available at the right location. (i.e., customer satisfaction diminishes if an auto repair shop does not have the necessary parts in stock and can't fix your car for an extra day or two).

Right delivery time customers expect products to be delivered on time (i.e., customer satisfaction diminishes if pizza delivery is two hours late or Christmas presents are delivered on December 26). Right After Sale Support – Customers expect products to be serviced quickly. (i.e., customer satisfaction diminishes when a home furnace stops operating in the winter and repairs can't be made for days)

- **Reduce Operating Costs:** Decreases Purchasing Cost – Retailers depend on supply chains to quickly deliver expensive products to avoid holding costly inventories in stores any longer than necessary. For example, electronics stores require fast delivery of 60" flat-panel plasma HDTV's to avoid high inventory costs.

Decreases Production Cost– Manufacturers depend on supply chains to reliably deliver materials to assembly plants to avoid material shortages that would shut down production. For example, an unexpected parts shipment delay that causes an auto assembly plant shutdown can cost \$20,000 per minute and millions of dollars per day in lost wages Hyaa Suomesla, (2013).

Decreases Total Supply Chain Cost– Manufacturers and retailers depend on supply chain managers to design networks that meet customer service goals at the least total cost. Efficient supply chains enable a firm to be more competitive in the market place. For example, Dell's revolutionary computer supply chain approach involved making each computer based on a specific customer order, then shipping the computer directly to the customer. As a result, Dell was able to avoid having large computer inventories sitting in warehouses and retail stores which saved millions of dollars. Also, Dell

avoided carrying computer inventories that could become technologically obsolete as computer technology changed rapidly.

- **Improve Financial Position** Increases Profit Leverage – Firms value supply chain managers because they help control and reduce supply chain costs. This can result in dramatic increases in firm profits. For instance, U.S. consumers eat 2.7 billion packages of cereal annually, so decreasing U.S. cereal supply chain costs just one cent per cereal box would result in \$13 million dollars saved industry-wide as 13 billion boxes of cereal flowed through the improved supply chain over a five year period bASS. B. M, (1985).

Decreases Fixed Assets – Firms value supply chain managers because they decrease the use of large fixed assets such as plants, warehouses and transportation vehicles in the supply chain. If supply chain experts can redesign the network to properly serve U.S. customers from six warehouses rather than ten, the firm will avoid building four very expensive buildings.

Increases Cash Flow – Firms value supply chain managers because they speed up product flows to customers. For example, if a firm can make and deliver a product to a customer in 10 days rather than 70 days, it can invoice the customer 60 days sooner.

Lesser known, is how supply chain management also plays a critical role in society. SCM knowledge and capabilities can be used to support medical missions, conduct disaster relief operations, and handle other types of emergencies Jiang, (2007).

Whether dealing with day-to-day product flows or dealing with an unexpected natural disaster, supply chain experts roll up their sleeves and get busy. They diagnose problems, creatively work around disruptions, and figure out how to move essential products to people in need as efficiently as possible.

### 2.3.4 The Factor Structure between Logistics, Supply Chain and Sales Growth

**Logistics:** Disposal Logistics, also known as reverse logistics, stands for all operations related to the reuse of products and materials. The main function of this field is to reduce logistics cost, enhance service, and save natural resources Esty and Simon (2001).

Supply chain as the business world grew, this definition of logistics called for management, leading to the development of experts called supply chain logisticians. This type of leadership encompasses the planning and management of all activities involved in sourcing, procurement, conversion, and logistics management activities. Importantly, it also includes coordination and collaboration with channel partners which can be suppliers, intermediaries, third-party service providers, and customers.

Sales/ Economic Growth – Societies with a highly developed supply chain infrastructure (modern interstate highway system, vast railroad network, numerous modern ports and airports) are able to exchange many goods between businesses and consumers quickly and at low cost. As a result, the economy grows. In fact, the one thing that most poor nations have in common is no or a very poorly developed supply chain infrastructure.

Improves Standard of Living – Societies with a highly developed supply chain infrastructure (modern interstate highway system, vast railroad network, numerous modern ports and airports) are able to exchange many goods between businesses and consumers quickly and at low cost. As a result, consumers can afford to buy more products with their income thereby raising the standard of living in the society. For instance, it is estimated that supply chain costs make up 20% of a product’s cost in the U.S. but 40% of a product’s cost in China. If transport damage is added in, these costs make up 60% of a product’s cost in China. The high Chinese supply chain cost is a major impediment to improving the standard of living for Chinese citizens. Consequently, China has embarked on a massive effort to develop its infrastructure.

Companies devote much time and money to managing their sales forces. But few examine, at a granular level, how to effectively structure internal sales roles and maintain focus on the highest-value activities. Getting the most from time spent with customers is crucial to strengthening results and improving efficiencies.

### 2.3.5 Sales growth

**Sales** is the exchange of a commodity or money as the price of a good or a service Sales forces make a direct and measurable contribution to a company’s financial performance on a daily basis. However, they must be well organized to enhance performance and drive a company’s growth Cark, (2004).

- **Devote much time:** Companies devote much time and money to managing their sales forces. But few examine, at a granular level, how to effectively structure internal sales roles and maintain focus on the highest-value activities. Getting the most from time spent with customers is crucial to strengthening results and improving efficiencies.

- **Guide sales:** By analyzing certain activities down to the value of an hour, companies can help guide their sales forces specifically NBDs and AMs – to focus on the right contacts, allocate time to the right activities and design compensation plan incentives to promote the highest-value activities.

The payoff can be staggering. For example, a fortune 100 company with \$20 billion in annual sales that reallocates the activities based on the sales role can generate \$600 million to \$700 million in incremental expected sales revenue based on the role and the company’s level of growth.

- **The paths are clear.** Those companies that improve the effectiveness of their sales force can expect to increase sales growth and profitability with minimal additional fixed costs. Those that don’t risk leaving hundreds of millions of dollars of potential sales revenue on sales.

**CHAPTER THREE  
METHODOLOGY**

**3.1 Introduction**

This chapter presents a scheme or framework through which data for the study will be collected, analyzed and interpreted in order to answer the research questions, thereby achieving the purpose of this study. This chapter will elaborate on the research design, the study population and determination of sample, sampling techniques, data collection methods, data collection instruments, quality control, data collection procedure, data analysis and measurement of variable.

**3.1 Research Design**

This study will be based on a qualitative approach, exploratory in nature and taken as a case study design. Qualitative research designs are characterized by data (or information) that can be described verbally or non-numerically. The philosophy of qualitative research is that it puts great emphasis on holistic description; that is, on describing in detail all that goes on in a particular activity or situation (Onen 2009).

According to Mugenda and Mugenda (1999), it is fast and can study a large number of subjects at little cost or effort. This type of design is considered efficient at identifying association. It will be preferred because the purpose of this study is largely exploratory, with ambiguous variables, yet the context in which the investigation is carried out is very important.

At the same time, it's suitable for this study because there is a general lack of single theory base for the study. (Onen 2009) A case design provides an in depth investigation of an institution and that a case study investigation makes a detailed examination of a single subject. Amin (2005) asserts that a case study provides an in-depth study on the problem when there is limited time scale.

**3.2 Study Population**

In this study, the target population will consist of (108), all staffs and residents of SSUWC 50 members of the council, 40 staffs of civil society, religious leaders and NGOs involved in local government support and 18 residents of SSUWC. In this context, respondents could be Executive directors, town clerks, councilors, employees of ministries, government officials all belonging to the above named categories. The above respondents will be chosen because; they are directly involved in the framing, execution and pursuit of the local government policies, with the directors at municipal level providing key information on how the management functions have affected them, and which challenges they face in attaining development

**3.3 Determination of the Sample Size and selection**

In qualitative research, since it involves an intensive study of individuals, a small sample is usually required. The research will use Non-Statistical Estimations. Here, the sample size is decided by looking at several factors in the study without applying any approved mathematical formula. In most cases, the researcher does not determine the sample size in advance. The researcher simply moves to the field and as he or she analyses the information collected, saturation is reached and at which point data collection is stopped (Onen, 2008)

Using non-statistical estimation technique, the researcher will take a sample size of 30 respondents.

**Table 1: Sample size and selection strategies**

Category	Targeted population size	Sample size	Sampling Technique
Staff of SSUWC	100	50	Purposive sampling
Staffs of civil society, NGOs , religious leaders	70	40	Purposive sampling.
Residents of SSUWC		18	Random sampling.
<b>Total</b>	<b>170</b>	<b>108</b>	

**3.4 Sampling Techniques and procedures**

The study will use purposive and simple random sampling techniques. Purposive sampling will be subjected to staff of the municipal council as well as Staff of civil society, staff of NGOs , religious leaders and staff of residents of SSUWC. Selection after computation of the sample size will be left to the discretion of the researcher to choose the respondents to give the questionnaire as indicated above. According to Saunder et al (2003), purposive or judgmental sampling enables a researcher to use judgment to select cases that best enable him answer the researcher questions. Simple random sampling will be utilized for Bor residents, giving a chance for each to be picked.

**3.5 Data Collection**

For this study, questionnaire and interview are the methods that will be used for data collection.

**3.5.1 Questionnaire**

A questionnaire survey is defined as a pre-formulated written set of questions to which respondents record their answers usually with closely defined attitudes (Sekaran, 2003). While questionnaires can provide evidence of patterns among large population qualitative interview often gather more in-depth insights on respondents' attitudes, thoughts and actions. The

questionnaire survey method will target 21 of the 30 respondents. Mugenda and Mugenda (1999) contend that questionnaires enable respondents to answer without bias, are low cost and can conveniently reach many people in a short period of time.

### 3.5.2 Interview

For this study, the researcher will conduct Key Informant Interview (KII), a type of interview where information is sought from a respondent believed to have the needed information. An interview is where the researcher uses a face to face interaction to exchange views (Amin, 2005). By use of an interview guide, data will be collected from key informants. Ten respondents will be interviewed. They will include the HODs, Supervisors, religious leaders, members of civil society/NGOs and some other knowledgeable staff. The interviews will provide the researcher with a chance to observe the non-verbal cues and to probe the respondents in cases of ambiguous responses, (Sekaran, 2003). In addition. Interviews give the opportunity for clarifying questions, good for exploring issues, and generally suitable for surveys, and case studies (Onen 2011).

## 3.6 Data Collection Instruments

### 3.6.1 Questionnaire

Questionnaires will be administered in order to collect qualitative data. This will offer a greater assurance of anonymity and encourage honesty (Amin, 2005). This method will be adopted to allow collecting valuable data from respondents who can't be gathered at one point in time. In addition, it will help avoid subjectivity caused by close contact between the researcher and respondents. Questionnaires will act as counter checks on information obtained through interviews. Both closed-ended and open ended questions will be used in the questionnaires. Questionnaires will be distributed to respondents by the researcher. The respondents will be asked to fill them in a period of two weeks.

### 3.6.2 Interview

The researcher will prepare and use a semi-structured interview guide to conduct interviews with the Heads of Department. Interview guides are more suitable for eliciting qualitative data; (Odiya, 2009). According to Mugenda and Mugenda (2003), interviews are of paramount importance in providing the researcher with an opportunity to collect in-depth information and in the case of SSUWC, the HODs/Councils who are the chief architects of promoting local government policies and will be interviewed among other supervisors and field staffs

## 3.7 Control

Controlling quality entails ensuring acceptable levels of validity and reliability of the data collection instruments. The instruments will be pre-tested amongst select judges who are my supervisors and course mates who are experts in the field of Public Administration, after which they will be modified to improve their validity and reliability coefficients to at least 0.70. Items with validity and reliability coefficients of at least 0.70 are accepted as valid and reliable in research (Kothari & Pals, 1993).

### 3.7.1 Validity of Data Collection Instruments

Validity refers to the extent to which data collection instruments measure what they are intended to measure (Oso&Onen, 2008). The researcher will use the expert judgment of his supervisor(s) to verify the validity of the instruments. To assess this, the supervisor will be contacted to evaluate the relevance of each item in the instruments to the objectives. The expert will rate each item as either relevant or not relevant. Validity will be determined using Content Validity Index (C.V.I).  $C.V.I = \frac{\text{No. of items rated relevant}}{\text{Total No. of items on the research instruments}}$  as shown hereinafter.

$$C.V.I = \frac{\text{No. of items rated relevant}}{\text{Total No. of items on the research instruments}}$$

Total No. of items on the research instruments

For the instrument to be considered relevant or valid to collect data from the field of study, the C.V. I should be at least 0.7 (Amin, 2005). While Construct validity will be maintained through restricting the instrument or questionnaire survey to the conceptualization of the variables and ensuring that the indicators of a particular variable falls within the same construct.

### 3.7.2 Reliability and Validity

Reliability is the extent to which a research instrument yields consistent results across the various items when it is administered again at a different point in time (Sekaran, 2003). To establish reliability, the instruments will be pilot-tested twice on the same subjects at a time interval of 2 weeks. According to Amin (2005), test-retest reliability can be used to measure the extent to which the instrument can produce consistent scores when the same group of individuals is repeatedly measured under same conditions. The results from the pretest will be used to modify the items in the instruments.

To ensure reliability of quantitative data, the Cronbach's Alpha Reliability Coefficient for Likert-Type Scales test will be performed. In [statistics](#), Cronbach's alpha is a coefficient of [reliability](#). It is commonly used as a measure of the [internal consistency](#) or [reliability](#) of a [psychometric test score](#) for a sample of examinees. According to Sekaran (2003) some professionals as a [rule of thumb](#), require a reliability of 0.70 or higher (obtained on a substantial sample) before they use an instrument. Upon performing the test, the results that will be 0.7 and above will be considered reliable. The results of the Cronbach test are provided in the appendix of the final report.



**3.8 Data Collection Procedure**

The researcher will obtain a letter of request for authorization to conduct the study from Busoga University, introducing him to the management of Bor municipality. The letter of introduction will be accompanied by a copy of the data collection instrument explaining the rationale for the study to eliminate any biasness from the respondents.

Consent will also be obtained from the key informants such as the HODs before they are interviewed. This will be after the study has been thoroughly explained to them and their confidentiality assured. Questionnaires will be personally distributed by the researcher to respondents to complete. The data will be collected for a period of three weeks.

**3.9 Data Analysis**

Data will be analyzed qualitatively. This will include the interpretation of responses to open-ended questions used in the interviews. The frequency with which an idea, word, description surfaces will be used to interpret the importance, attention or emphasis. Individual responses will also be arranged into themes according to the research objectives, subjected to content Analysis and presented in narrative form. This will be done using SPSS software.

**3.10 Measurement of Variables**

Mugenda and Mugenda (2003) supports the use of nominal, ordinal, and Likert type rating scales during questionnaire design and measurement of variables. The nominal scale will be used to measure such variables as gender, marital status, and terms of employment, among others. The ordinal scale will be employed to measure such variables as age, level of education, years of experience, among others. The five point Likert type scale (1- strongly disagree, 2-disagree, 3-not sure, 4- agree and 5-Strongly agree) will be used to measure the independent and dependent variables.

**3.11 Ethical Consideration**

Robenstein (1966) explains that “field work is an obligation on the time and an infringement into privacy of the organization or a respondent. Reluctance of members to provide information is that seldom is there any direct advantage to them in supplying information for research studies.” With this in mind, respondents will be briefed about the aims, significance and use of the study findings and its relevance to them.

They will be assured of confidentiality on their responses and also informed of the importance of management in ensuring local government efficiency thus gearing towards development. The respondents will also be guaranteed protection through anonymity and all information that might reveal their identity was will be held in strict confidence

The researcher generates knowledge through honest conduct, reporting and publication of research results. The researcher is aware that scientific misconduct could be identified and reported in order to maintain the quality of the research results and report (Burns & Grove 1999:178-180; Burns & Grove 2005:203). All the sources of literature reviewed in the current study, have been acknowledged in the form of references at the end of the report.

**3.12 limitations of the study**

Financial resources: as usual finance being the most factors always remains scarce and may not easily be available to meet the cost of transport, typing, buying of stationeries, printing and communication in phone calls as things are very expensive due to economic crisis in the country as a whole.

**CHAPTER FOUR  
PRESENTATION OF STUDY FINDINGS**

**4.0 Introduction**

This chapter of the research report presents the findings based on the objectives of the study; assess the relationship between logistic development and sales growth, examine the relationship between logistic development, supply chain and sales growth and to study factor structure of logistic development, supply chain and sales growth. The chapter contains bio data of the samples, relationship between variables, and regression analysis and factor structure of all variables.

**4.1 Respondents’ Bio Data**

The total response rate was 108 respondents.  
The table 4.1.1 presents gender of respondents.

**4.1.1 Gender of respondents**

Table 4.1 below shows respondents’ distribution by gender.

**Table 4.1: Gender by respondent distribution**

<b>Gender</b>	<b>Frequency</b>	<b>Percent/%</b>
Male	62	57.41
Female	46	42.59
<b>Total</b>	<b>108</b>	<b>100.0</b>

**Source: Primary data computed**

The results in table 4.1 above show that 55.4% were males while the remaining 42.6% were females respectively.

**4.1.2 Age group of the respondents**

The table 4.1.2 below presents the age of respondents.

**Table 4.2: Age of the respondents**

Age	Frequency	Percent/%
50+	29	22.2
41-50	47	43.52
31-40	18	16.6
21-30	14	12.96
<b>Total</b>	<b>108</b>	<b>100.0</b>

**Source: Primary data computed**

The results in table 4.1 above show that 31.8% of the participants belonged in the age group of 41-50, 26.6%, belonged in the age group of 31-40 years, 26% belonged in the age group of 50+years and 15.6% belonged in the age group of 21-30 years.

**4.1.3. Marital Status of the Respondents**

The table 4.1.3 below presents marital status of respondents.

**Table 4.3: Marital status of Respondents**

Marital status	Frequency	Percent/%
Married	52	48.1
Single	39	36.1
Others	10	9.3
Divorced	7	6.5
<b>Total</b>	<b>108</b>	<b>100.0</b>

**Source: Primary data computed**

The results in table 4.1.3 above show that 48.1% of the participants were married, 36.1% were singles and 9.3% were in the category of others which included separated, widows and widowers while 6.5% had divorced from their partners.

**4.1.4 Respondents' Number of Children**

The table below 4.1.4 presents the number of children for the respondents.

**Table 4.4: Respondents' Number of Children**

Number of Children	Frequency	Percent
1 to 3	44	40.7
4-6	33	30.5
None	10	9.3
Above 6	21	19.5
<b>Total</b>	<b>108</b>	<b>100.0</b>

**Source: Primary data computed**

The results in table 4.1.4 above shows that majority of the respondents 40.7% were having 1 to 3 children. In addition, 30.5% had 4-6 children; those with above 6 children were 19.5% with a representation of 9.3%. Least of the respondents 9.3% were with no children.

**4.1.5 Respondents’ Number of Dependents**

The table below 4.1.5 presents the number of dependents for the respondents.

**Table 4.5: Respondents’ Number of Dependents**

Number of Dependents	Frequency	Percent
4-6	54	50
1 to 3	28	25.9
Above 6	19	17.6
None	7	6.5
<b>Total</b>	<b>108</b>	<b>100.0</b>

**Source: Primary data computed**

The results in table 4.1.5 above indicate that majority of the respondents 50% were with 4 to 6 dependents. In addition 25.9% had 1 to 3 dependents, 17.6% had above 6 dependents and 6.5% had no dependents.

**4.1.6 Respondents’ Level of Education**

The table below 4.1.6 presents the educational levels of the respondents.

**Table 4.6: Respondents’ Level of Education**

Level of Education	Frequency	Percent
Secondary school	20	18.5
Diploma	19	17.6
Certificate	13	12
Primary	06	5.7
Degree	32	29.6
Never attended school	1	0.9
Masters	17	15.7
<b>Total</b>	<b>108</b>	<b>100.0</b>

**Source: Primary data computed**

The results in table 4.1.6 above indicate that 18.5% had stopped in secondary school as their level of education, 29.6% of the respondents were Bachelor’s degree holders. In addition, 17.6% were holding a Diploma as their level of education. More so, 0.9% had never attended school, 12% were Certificate holders, while 5.7% had stopped in primary school and 15.7% were Masters Holders.

**4.1.7 Number of years the respondents had been working with the Bor municipality (SSUWC).**

The table 4.1.7 below presents the number of years the respondents had been working in the Bor municipality.

**Table 4.7: Number of Years Respondents had been working in the Bor municipality**

Length of stay(yrs)	Frequency	Percent/%
4-6	36	33.3
6+	29	26.9
2-4	20	18.5
1-2	15	13.9
<1	8	7.4
<b>Total</b>	<b>108</b>	<b>100.0</b>

**Source: Primary data computed**

The results in table 4.1.7 above shows that 33.3% had been in the Bor municipality for 4-6 years, 26.9% had been there for over 6+ years, 18.5% had been there for 2-4 years, and 13.9% had been in the ministry for 1- 2 years while the remaining 7.4% had been in the Bor municipality for less than a year.

**4.2 Relationship between Study Variables**

Important to the successful completion of this research was to find out the relationship between the study variables. The study however intended to investigate the relationship between logistic development, supply chain and sales growth

**Table 4.8 Spearman’s Zero Order Correlation Matrix**

Variables	1	2	3
Logistic Development (1)	1.000		
Supply Chain Management (2)	.510**	1.000	
Sales growth (3)	.628**	.751**	1.000

\*\* . Correlation is significant at the .01 level (2-tailed).

**Source: Primary data computed**

**4.2.1 The Relationship between logistic development, supply chain and sales growth**

The results in table 4.8 indicated that there is a slight significant positive correlation between logistic development, supply chain and sales growth (r = 0.628, P-value < 0.01).

**4.2.2 The Relationship between supply chain management and sales growth**

The results in table 4.8 indicated that there is a substantial significant positive relationship between supply chain management and sales growth (r = 0.751, P-value < 0.01) which implies that supply chain management are very crucial for improved sales growth in the SSUWC.

**4.2.3 The Factor Structure that Determine the Relationship between logistic development, supply chain and sales growth**

**4.3 Regression Analysis**

Regression analysis was used to examine the level between logistic development, supply chain and sales growth

**Table 4.9 below shows the regression model for between logistic development, supply chain and sales growth**

Coefficient <sup>s</sup>					
Model	Un-standardized coefficients		Standardized coefficients		
	B	Std. Error	Beta	T	Sig
Constant	60.527	75.908		.797	.456
Logistic development	.702	.250	.722	1.192	.028
Supply chain	.803	.429	.670	.426	.005
Model Summary					
<b>R</b>	<b>0.78<sup>a</sup></b>				
<b>R-Square</b>	<b>0.608</b>				
<b>Adjusted R-square</b>	<b>0.75</b>				
<b>F</b>	<b>92.2</b>				
<b>Sig</b>	<b>0.048</b>				
a. Predictors (Constant), logistic and supply chain systems,					

**Source: Primary data computed**

The results in table 4.9above show a linear regression relationship between logistic development, supply chain and sales growth

(F= 92.6, Sig = 0.048). This finding is statistically significant at 95% confident intervals P-value is 0.048. Logistic development, and supply chain greatly (92.6%) explained sales growth in the water sector. The model is best fit because regression is greater than 0.5 (0.608)

A unit change in logistic increases supply positively (Beta = 0.722) and unit change in supply increases sales too (Beta = 0.670). This implied that improvement in logistic development and supply chain leads to sales growth and improvement of SSUWC sector. The relationships of the above predictors are statistically significant in explaining sales growth since the P-values are less than 0.05 as depicted in table 4.9 above.

**4.4 Factor Structure**

Principle factors analysis was used to be précised examine the variation among the variables. Only factors with Eigen value greater than one based on Kaiser Criterion. Below are the factor structures of the variables.

**4.4.1 Factor Analysis Results of logistic development**

**Table 4.10 Factor Loadings of logistic development**

<b>Variables</b>	<b>Procurements</b>	<b>Production</b>	<b>Distribution</b>
The sector logistic is planned well according to work scope	<b>0.954</b>		
logistic unit select suppliers and negotiate the best contracts	<b>0.932</b>		
The logistic develop market research and planning or best management	<b>0.918</b>		
Production of goods and improve quality, and quantity for sales growth.		<b>0.892</b>	
The production units deals or to ensure timely production or goods.		<b>0.870</b>	
Plans and controls implementation systems are in place		<b>0.855</b>	
All departments adhere to set logistic guidelines			<b>0.865</b>
The transport department control measures to ensure funds are used for the right purposes during services delivery.			<b>0.843</b>
Be prepared for storage, warehousing and mark reports are prepared			<b>0.801</b>
<b>Eigen Value</b>	<b>2.232</b>	<b>1.135</b>	<b>.474</b>
<b>Variance %</b>	<b>55.801</b>	<b>28.370</b>	<b>11.854</b>
<b>Cumulative</b>	<b>55.801</b>	<b>84.171</b>	<b>96.025</b>

**Source; Primary data computed**

The results in table 4.10 above shows how the factor loadings do confirm that logistic development is measured by procurement, production, and distribution as hypothesized in the conceptual model in Figure 1.1.

The results show the factor analysis results of logistic, three factors were extracted component one explained 55.8%, the second one 28.37%, the third 11.85% and the fourth 3.975% of the variance of logistic development.

The factor analysis results of logistic development under procurement were explained that; the msector logistic is planned well according to the needs of the customers 95%, Research is carried out first in the market to assess customer’s needs before logistic supply planning is done 93% and that adjustments are done on the budget to reflect service needs 92%.

Under logistic development attribute, the results were explained that; logistic funds are all used to carry out sector work programs

89%, the sector logistic is planned well according to work scope 87% logistic unit select suppliers and negotiates the best contracts

85%. The logistic develop market research and planning or best management86%, Production of goods and improve quality, and quantity for sales growth.84% the production units deals or to ensure timely production or goods. 80%. Plans and controls implementation systems are in place

79%, all departments adhere to set logistic guidelines72%the transport department control measures to ensure funds are used for the right purposes during services delivery.71%.Be prepared for storage, warehousing and mark reports are prepared

**4.4.2 Factor analysis results: supply chain management**

**Table 4.11 Factor Loadings of supply chain management**

<b>Variables</b>	<b>Booster customers services</b>	<b>Reduce operation costs</b>	<b>Improve financial provision</b>
Corrections of products assortment quantity be delivered	<b>0.925</b>		
There is customers care such auto repairs to satisfied them.	<b>0.906</b>		
Right and timely delivered of services and goods	<b>0.868</b>		
Reductions of costs of goods to avoid holding inventory costs.		<b>0.877</b>	
Improve stores, f late panel plasma HDTV to avoid high inventory costs.		<b>0.853</b>	
Improve and assemble plants for to avoid materials shortages.		<b>0.831</b>	
Increase profit leverage of the firm through strategic plans			<b>0.827</b>
Reduce and control supply chain management of the firm			<b>0.800</b>
Redesign the system the production of the sector			<b>0.752</b>
There is monitoring activities, separate evaluations			
<b>Eigen Value</b>	<b>2.002</b>	<b>1.373</b>	<b>0.420</b>
<b>Variance %</b>	<b>50.051</b>	<b>34.331</b>	<b>10.495</b>
<b>Cumulative</b>	<b>50.051</b>	<b>84.382</b>	<b>94.877</b>

**Source: Primary data computed**

The results in table above shows how the factor loadings do confirm that supply chain management is measured by booster customers services, reduced operation cost and as hypothesized in the conceptual model in Figure 1.1. However some of the attributes didn't pass the test on influencing supply chain management.

The results show the factor analysis results of variables, four factors were extracted, component one explains 50.1%, the second shows 34.33%, the third 10.49% and the four 5.12% of the variance of supply chain management.

The factor analysis results supply chain under booster customer's services, 92%, reduce operation costs and improve financial provisions. 91%, and that supply is systematic and also embedded in sector procedures 87%. Corrections of products assortment quantity be delivered 88%, there is customers care such auto repairs to satisfied them 85% Right and timely delivered of services and goods 83%. Reductions of costs of goods to avoid holding inventory costs. 83%, Improve stores, f late panel plasma HDTV to avoid high inventory costs. 75%. Increase profit leverage of the firm through strategic plans 89%, Reduce and control supply chain management of the firm 79% Redesign the system the production of the sector 77%. There is monitoring activities, separate evaluations

**4.4.3 Factor Analysis of sales growth**

**Table 4.12: Factor Analysis of sales growth**

<b>Variables</b>	<b>Devote much time</b>	<b>Guide sales</b>	<b>Clear path</b>
Devote much time and money to managing their sales forces	<b>.955</b>		
Maintain focus on the higher value activities.	<b>.919</b>		
Getting the most from time spent with customers is crucial to strengthening results and improving efficiency.	<b>.893</b>		
Analyzing certain activities down to the value of an hour company can help guide their sales forces		<b>.938</b>	
Focus on right contract and negotiate the contracts.		<b>.880</b>	
Allocate right time for the right activities and services delivery.		<b>.850</b>	
Specific control activities can be undertaken to reduce those risks			<b>.888</b>
Corrective actions are a necessary complement in clearing business path control activities in order to achieve the organizations objectives			<b>.838</b>
The controllable risks have been identified and reasonable revenue is achieve in risk business			<b>.807</b>
<b>Eigen Value</b>	<b>2.567</b>	<b>0.812</b>	<b>0.370</b>
<b>Variance %</b>	<b>64.172</b>	<b>20.311</b>	<b>9.243</b>
<b>Cumulative</b>	<b>64.172</b>	<b>84.482</b>	<b>93.726</b>

**Source: Primary data computed**

The results in table 4.13 show the factor analysis results of Social welfare variables, four factors were extracted, component one sales growth explained 63.7%, followed by time devotion with 17.6%, then guide with 10.5% and the with 8.1% of the variance of clear path.

The factor analysis results of Organizational performance under sales growth attribute were explained that; there is efficiency in service delivery by the organization 96%, Efficiency in service delivery improves sales growth 92% and that Because of the efficiency in service delivery, the organization has developed

89%. Devote much time and money to managing their sales forces 94%, Maintain focus on the higher value activities 88% getting the most from time spent with customers is crucial to strengthening results and improving efficiency.

85%. Analyzing certain activities down to the value of an hour company can help guide their sales forces 89%, Focus on right contract and negotiate the contracts. 84% Allocate right time for the right activities and services delivery.81%. Specific control activities can be undertaken to reduce those risks 80%, Corrective actions are a necessary complement in clearing business path control activities in order to achieve the organizations objectives 76%. The controllable risks have been identified and reasonable revenue is achieve in risk business

**CHAPTER FIVE  
DISCUSSION**

**5.0 Introduction**

This chapter presents interpretation and discussion of bio-data, logistic development, supply chain and sales growth of the study findings.

**5.1 Bio Data**

**5.1.1 Gender of the respondents**

The results indicated that at 55.4% were males while the remaining 42.6% were females. This implied that most of the people working in the water sector were males. This is because of the nature of work engages men more. However, obtaining information from both male and female is an indicator that the information contained in this report need energetic people hence the report data being genuine.

**5.1.2 Age group of the respondents**

The results showed that 31.8% of the participants belonged in the age group of 41-50, 26.6%, belonged in the age group of 31-40 years, 26% belonged in the age group of 50+years and 15.6% belonged in the age group of 21-30 years.

This implied that employees who are engaged with the Water sector that engage in promoting logistic development, supply chain and sales growth strategies are between the age range of 41 – 50 years, an indicator that the sector employ mature and energetic people who can effectively carry out all possible strategies for the SSUWC to be competitive. Therefore, presentation of data obtained from mature respondents of above 31 years means that data contained in this study is good and reasonable.

### **5.1.3 Marital Status of the respondents**

The results indicated that 48.1% of the participants were married, 36.1% were singles and 9.3% were in the category of others which included separated, widows and widowers while 6.5% had divorced from their partners. This implies that most of the people employed in the water sector and those engaged in ensuring water supply were married, a sign of responsibility.

### **5.1.4 Number of children for the respondents**

The results also indicated that 40.7% were having 1 to 3 children. In addition, 30.5% had 4-6 children; those with above 6 children were 3<sup>rd</sup> with a representation of 9.3%. Least of the respondents 19.5% were with no children.

This implied that most of the people engaged in the possible strategies for water supply were of reasonable families that had 1 to 3 and above dependents that required a responsible individual, an indication that they care a lot about their job, a fact that makes them work hard towards maintaining it.

### **5.1.5 Number of Dependents for the Respondents**

The results of the study indicated that 50% were with 4 to 6 dependents. In addition 25.9% had 1 to 3 dependents, 17.6% had above 6 dependents and 6.5% had no dependents. This generally implied that most of the administrators and customers in the sector are responsible people since most of them had dependents to cater for.

### **5.1.6 Education levels of the respondents**

Results also indicated that 18.5% had stopped in secondary school as their level of education, 29.6% of the respondents were Bachelor's degree holders. In addition, 17.6% were holding a Diploma as their level of education. More so, 0.9% had never attended school, 12% were Certificate holders, while 5.7% had stopped in primary school and 15.7% were Masters Holders.

This implies that most of the people engaged in the possible strategies for sales growth had the skills to competently set up a logistic system and supply activities that work. The results also indicated that the information got during the research can be depended on as majority of the respondents were educated with capability of researching and making independent decisions.

### **5.1.7 Number of years the respondents has been working with the sector.**

The results indicated that 33.3% had been in the sector for 4-6 years, 26.9% had been there for over 6+ years, 18.5% had been there for 2-4 years, and 13.9% had been in the sector for 1- 2 years while the remaining 7.4% had been in the sector for less than a year. This implied that most of the respondents who participated in this study had a high working experience of 5 -6 years an indicated that data obtained was from people who were mature in working experience in the water sector. An indication that information got from them was not biased.

## **5.2 The Relationship between the Variables**

### **5.2.1 The Relationship between logistic development, supply chain and sales growth**

The results indicated that there is a slight significant positive correlation between logistic development and sales growth ( $r = 0.628$ ,  $P\text{-value} < 0.01$ ). This implied that, for the sector to be competitive, proper logistic is needs to be in place.

Using Schapiro's (2001) tool for analyzing qualitative data, on how the sector management ensure that there is effective logistic, the 67% of the respondents said that this is done by adhering to the logistic systems.

The results are in line with Rivera, and Milani, (2011) who asserted that water sector logistic are being used increasingly to achieve sales growth programs and according to priorities of that financial year. Orlando, (2009) added that systems of logistic reporting in the sector have been established with the accounting and the provision of information on sales growth for use by functional managers and senior management.

### **5.2.2 The relationship between supply chain management and sales growth.**

The results showed that there is a substantial significant positive relationship between supply chain management and sales ( $r = 0.751$ ,  $P\text{-value} < 0.01$ ). This implies that supply are essential in improving sector sales growth .From the qualitative data, concerning how the water sector's supply strategies have provided "reasonable assurance" regarding the achievement of objectives, 61% of the respondents said that there are supply measures in place to make sure that the sector is in compliance with all the regulatory requirements.

And concerning what measures have been put in place to ensure that the sector and partners, 72% said that the management tries to use of the technology that helps them in improving water quality and increase their production. They also acquire, train and retain highly qualified personnel to increase their operation in terms of efficiency and portfolio management.

The results are in line with Ramsay and Carom, (2008) asserted that the development of procurement function and its effects on the project's performance depend on two factors; the monetary value and the cost saving opportunities.



Especially when the value and volume of the purchases is high, the opportunities to save money should be utilized. Efficient development of the procurement function can prove to be very financially profitable and result in higher profits for the organization (Iloranta, 2008). Procurement activities have a relation to the projects' economic performance. This can be divided to effects on turnover, gross profit, efficiency, total costs and organization's equity. All of these categories correlate directly with how the supplier relations are controlled and utilized for the benefit of the organization (Jonsson&Mattsson, 2009).

**5.2.3 The Factor Structure of logistic development, supply chain and sales growth**

The results in table 4.9 showed a linear relationship between logistic development, supply chain and sales growth( $r = 0.78^a$ ,  $P\text{-value} < 0.01$ ), ( $F = 92.6$ ,  $Sig = 0.048$ ). This finding is statistically significant at 95% confident intervals  $P\text{-value}$  is 0.048. Logistic and supply greatly (92.6%) explained sales in the water sector. The model is best fit because regression is greater than 0.5 (0.608)

**CHAPTER SIX  
CONCLUSION AND RECOMMENDATIONS**

**6.0 Introduction**

This chapter presents the conclusions and recommendations basing on the findings and interpretation of the study, conclusions derived from the findings, and recommendations in light of the findings. The study specifically sought out to achieve the following specific objectives. The relationships between logistic developments. Supply chain and sales growth. The relationship between logistic development and sales growth. The extent to which logistic development, supply chain and sales growth contribute to the development of organization.

**6.1.1 the relationship between logistics development, supply chain and sales growth**

A significant positive relationship between logistics development, supply chain and sales growth is paramount. The positive relationship implies that if a facility provides mentorship & leadership development, establishes system of employee recognition and reward for outstanding contributions, efficiently manages staff performance and provides opportunities for career development and sales growth, the facility competitiveness in terms of profits, good services, and customer satisfaction will increase at an even rate.

Most of the highly motivating factors that could explain the relationship include fairness, efficiencies of recruitment process, mentorship & leadership developments, and management of staff performance, opportunity to use skills, fairness by the employer, respect and integrity/Honesty.

**6.1.2 The relationship between logistic development and sales growth**

The findings of the study revealed a weak positive relationship between logistic development and sales growth. However this relationship is significant at 99 percent level of confidence. These results imply that the impact of o logistic development in structural and demand factors such as expansion in infrastructures, expansion in services delivery & wage and customer satisfaction are minimal. An overall determinant of employee motivation is more of the owner decision. There seem to be no serious efforts among the ministry to systematically attract, identify, develop, strategies engage, retain and deploying those individuals with high potential who are of particular value to the organization

**6.1.3 The relationship between supply chains and sales growth**

There is a positive relationship between supply chain and sales growth factors like teamwork, being appreciated by co-workers, and employee participation in decision-making and top management support can significantly increase employee work and organization success.

**6.1.4 The the extent to which logistics development, supply chain and sales growth**

Logistics development, supply chain and sales growth contribute to the ministry. The study found that factors like teamwork, being appreciated by co-workers, and employee participation in decision-making and top management support can significantly increase employee efficiency and facilities, demonstrating that there is a relationship between. Therefore, a meaningful relationship exists between logistics development, supply chain and sales growth. The ministry has important implications for the employment relationship. Further, due to the nature of the employment relationship, employee motivation is important in order to remain competitive. It also appears that the choice of logistic development massively affects ministry facilities performance and sales growth.

**6.2 RECOMMENDATION**

**Need to take into account what employees value most in their work.** The main message we derive from this study is that administrators of ministry need to take into account what their employees value and how they evaluate their organization's efforts towards management function if they are to contribute in a cost-efficient way to the strategic objectives of the organization. The local organization hereby provides a practically useful framework to engage in an open process of communication and negotiation about the employment deal. This will lead to the attraction and efficient running of organization.

- a) **Need to develop sales growth** In order to remain competitive and grow in the challenging and volatile business environment, the ministry needs to embed human capital strategy within the wider overall business strategy by developing relevant human capital through offering training opportunities and employee development. They should facilitate the development of skills to motivate workers.
- b) **Need to develop efficient work forces.** There is need to develop relational employment relationships between the employers and employees, which is easily achieved when the employment obligations are fulfilled. This reciprocal relationship which calls for trust and commitment based on social and motivation needs of the employees,
- c) **Educate the Local Populace:** through the media, training as well as regular meetings of the Local and Village assemblies. Mobilized and empower the rural women and youth in this they can afford to feed themselves and their families. Take the Universal Basic Education Projects as the pathway towards reduction of illiteracy and improvement of professionalism. Embark on water provision for all the villages in your Government This will result into increased sales growth and commitment to the government. For example, trust and commitment should be reciprocated by the organization with career advancement and pay increases. The supply chain management will lead to increased extra role behaviors by the employees and this will undoubtedly impact on private company facilities development.

### 6.3 Areas for Suggestion

- a) This study was not very exhaustive, and therefore the following areas for further research are recommended.
- b) There is need for further study on “cause and effect of logistics development, supply chain and sales growth because this study reports a promising association between distinctive strategies plan and outcomes.
- c) Further research should be conducted to “determine whether the influence changes in logistic development over time affect supply chain and sales growth .
- d) There is also a need for further research on “analysis of the perception of management function at the workforce level in Bor municipality or local government.
- e) There is need for study on the roles of logistic development, supply chain and sales growth on the people of south Sudan.
- f) There is need for a study of government policies, citizens and their welfare as beneficiaries in development of the country.
- g) There is need to study urbanization: In an increasingly urban context, local and regional governments will need to provide basic services to hundreds of millions of new urban dwellers in the next 20 years and will need to facilitate local economic development initiatives.
- h) Priority should be given to empowering organizations to fulfill their potential as development actors to ensure effective, coherent and accountable development through bottom up and demand driven cooperation.”

### REFERENCES

- [1] Albrecht. K. (2002). Brain Power: Learning to Improve Your Thinking Skills.
- [2] Akingbola, Kunle.( 2013, 2016). "A Model of Strategic Nonprofit Human Resource Management." *Voluntas: International Journal of Voluntary & Nonprofit Organizations*.
- [3] Allaire, Y. (2001). Theories of organizational culture
- [4] Allen, R.W., et al.(2013). Organizational politics.
- [5] Andrews, Kenneth. (2014). Ethics in practice.
- [6] Argyris, Chris.(2013). Double loop learning in organizations
- [7] Ashmos, D.P., and G.P Huber.(2014)The systems paradigm in organizational theory.
- [8] Augustine, Norman R.(2011). Reshaping an industry
- [9] Barrick, M. R., and M.K. Mount. (2013). the big five personality dimensions and job performance:
- [10] Bass, B. M.(2014). Leadership and performance beyond expectation.
- [11] Bedke, Curtis M. (2003). Strategic decision-making in a multinational ad hoc coalition ad astra per aspera.
- [12] Bulla, D N and Scott, P M (2002) Manpower requirements forecasting: a case example, in *Human Resource Forecasting*
- [13] Chanda, Ashok, Shen, Jie, Sivarama Krishna, B.(2003) Strategic Human Resource Technologies.
- [14] Reilly, P., (2003). Guide to Workforce Planning in Local Authorities, Employers Organization for Local Government, London.