

EXAMINING GENDER DIFFERENCE IN WORK PRODUCTIVITY OF ACADEMIC STAFF IN SELECTED PRIVATE UNIVERSITIES IN CENTRAL UGANDA

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ABSTRACT

This study investigated the level of work productivity of different gender of academic staff in selected private universities in Central Uganda. The study sought to find the: (1) level of work productivity of the respondents understudy. (2) Comparison between the male and female academic staff in terms of: level of work productivity. Specifically the descriptive comparative designs and survey designs were utilized in this study. Utilizing the Slovene's formula the actual number of respondents (665) was computed. The purposive sampling technique was employed, data was collected from four private universities which included: 215 academic staff of Kampala International University, 77 academic staff from Nkumba University, 65 academic staff from Uganda Christian University, and 37 academic staff from Cavendish University using 2 sets of non-standardized and research devised questionnaires. Data were analyzed using the mean, and Analysis of Variance (ANOVA). The overall mean score on level of work productivity was interpreted as low. There was no significant difference between male and female academic staff in terms of their level of work productivity. The findings concluded that, better outcomes and increased productivity is assumed to be the result of better work place. The study recommended that productivity measures are valuable in monitoring targets for institutional productivity improvement, and performance in order to retain and avoid high labor turnover of the staff.

KEYWORDS: Work Productivity, Academic Staff, Private Universities, Central Uganda