

SANDE REGAN (2014-M102-20091)

Employee Engagement and Career Development in Commercial Banks: A Case Study of Equity Bank (U) Ltd.

The purpose of this study was to examine the relationship between employee engagement and career development in commercial banks in Uganda. Employee engagement is being measured in terms of recognition, employee feedback, job enrichment and self- efficacy and career development. The case study method was used to collect primary data through the use of self-administered questionnaires to the bank employees attached to Equity Bank (U) ltd branches in Kampala. The data gathered from the respondents were analysed using the Statistical Package for the Social Sciences (SPSS) version 16 and using the descriptive and regression statistics. The results of the study show that there is a significant correlation between employee engagement and career development. Employees are satisfied with career development activities that are offered at their bank. The findings of the research are beneficial to the managers of the banking sector in designing career development programmes in such a way as to increase career growth and promote an engaging work environment among employees.

Keywords: Employee Engagement, Self-Efficacy, Job Enrichment.