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The Effect of Employee Development on Staff Productivity in Commercial Banks: A Case Study of Development Finance Company of Uganda Bank Branches' Employees.

This study examined the effect of employee development on staff productivity at Development Finance Company of Uganda (DFCU) bank. Specifically, the study examined the relationship between information sharing and staff productivity at DFCU bank, to establish the effect of staff training on productivity of DFCU staff, to identify the effect of employee participation and delegation on staff productivity at DFCU. The study used a descriptive research design. The study used a sample of 133 respondents selected from a staff of 210 employees from the various departments to provide information on the effect of employee development on employee productivity at DFCU. Stratified simple random sampling was used to select the respondents to take part in the study. Descriptive analysis, correlational analysis and multiple regression analysis were employed to conduct analysis of data.

The findings showed that there is a positive and significant relationship between employee development and staff productivity. The findings also revealed that independent variables (training, information sharing, and participation) predicted (53.7%) of the variations in staff productivity. The findings also revealed that decision making (participation) was the strongest predictor whereas participation of employees was the weakest predictor. The study concluded that employee development positively influences staff productivity. The study recommended that the organisations should put into consideration issues related to employee inclusion in decision making for the good of performance improvements. Secondly, the study recommends that the organisation improve on the training offered to the employees to help them improve via commitment, motivation and the skills which would help them improve in terms of efficiency and hence the performance of the entire organisation.

Key Words: Employee Development, Staff Productivity, Commercial Banks, Development Finance Company.