

GENDER AND WORK-PRODUCTIVITY OF ACADEMIC STAFF IN SELECTED PRIVATE UNIVERSITIES IN KAMPALA CITY, UGANDA

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ABSTRACT

The study under review, delved into the influence of gender on staff or employee productivity in selected private universities in Kampala City, Uganda. In determining whether male or female perform significantly different, the null hypothesis of no significant difference in terms of performance between male and female was tested. The study employed a descriptive and comparative survey design. The data on gender were analysed using frequency counts and percentages, while on the difference, t-test was used. The assumption was that the level of work productivity among men and female staff doesn't significantly differ. In reaction to this assumption student's t-test was employed to prove or disapprove the hypothesis. The findings revealed that work productivity doesn't significantly differ among employees apart from punctuality as a sub element of work productivity. It was established that there is a slight difference in work productivity between male and female. It was properly established that male (mean 3.18) are more punctual than female (mean 3.00) ($t=2.579$) ($Sig = 0.010$) however this difference is too insignificant to pose a significant difference between the two categories (male and female). It was also revealed that the level of work productivity in general is so much dominant among male (3.04). Integration theory by Mary Parker Follet (1868 – 1933) anchored on the findings. The study recommended that employers should consider employees ability to work and the way the expected energies of the same are utilized to realize expected results since gender has almost nothing to do with ones productivity.

KEYWORDS: Gender, Work-Productivity, Academic Staff, Selected Universities, Performance, Significance