

Training, Promotion and Academic Staff Productivity in Upper Nile University,
South Sudan

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Abstract

This study investigated the correlations between training, promotion and the productivity of the academic staff of Upper Nile University, South Sudan. The study was guided by two specific objectives, namely: to determine the relationship between training and the productivity of academic staff; and to establish the relationship between promotion and the productivity of academic staff of Upper Nile University. A correlational, cross-sectional survey research design was used to carry out the study. Data were collected from a sample of 105 respondents using survey method. Analysis of data was done using descriptive and inferential statistics as well as content analysis. The study findings revealed that both training ($r = 0.666$; $p = 0.000$) and promotion ($r = 0.444$; $p = 0.000$) have statistically positive and significant relationship with the productivity of academic staff of upper Nile University. The study thus concluded that effective training and regular promotions can enhance the productivity of academic staff at the University. The researcher therefore recommended that there is need for policy-makers in Upper Nile University to strengthen and improve the training policy that can enable all staff to obtain training opportunities which can assist them to build up their abilities and increase their effectiveness in their work. Second, university management should revise the promotion policy whose criteria entice academic staff to work harder to achieve promotion in the core areas of teaching, research and community services. These would boost the productivity of the academic staff of the University.