

Employment Benefit and employee productivity: A Case study of Joint Clinical Research Centre
in Lango Sub-Region, Uganda

Adongo Mercy Robinah

Dr. Akello Judith Abal

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Background: The study examine the effect of employee benefit on the productivity of employees in joint Clinical Research Centre in Lango sub-region. Specifically, the study looked at the effect of medical insurance, financial benefit and career growth on the productivity of employees in Clinical Research Centre. Using a sample of 103 staff drawn from a population of 142 staff of Clinical Research Centre, the study attempts to achieve three specific objectives. The first objective is to examine the effect of medical insurance on employee productivity. The second objective is to examine the effect of financial benefit on employee productivity. The final objective is to empirically assess the effect of career growth on employee commitment in Clinical Research Center.

Methods: The study adopted a cross-sectional survey design and employed quantitative and qualitative approaches. The data collected was tested for validity and reliability and analyzed using SPSS Version 23 inform of descriptive statistics, correlation and regressions.

Findings: The findings of the study revealed firstly, that medical insurance had a positive significant effect ($\beta=0.592$, $p < 0.01$) on employee productivity in clinical Research Centre. Secondly, employee benefits had a positive significant effect ($\beta=0.703$, $p > 0.01$) on productivity in Clinical Research Centre. Thirdly, the examination of the effect of career growth on employee productivity in clinical Research Center revealed a positive and statistically significant effect ($\beta=0.579$, $p < 0.01$).

Recommendation: Based on the findings of the study, the researcher therefore recommended that Clinical Research Center should adopt employee benefit practices in order to ensure enhance the level of employee productivity.

Keywords: Employment Benefit, and employee productivity:

