

Working Environment And Employee Productivity In Medical Research Institutions In Uganda: A Case Of The Uganda Virus Research Institute (UVRI)

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Introduction

The study interrogated the working conditions and employee productivity in medical research institutions in Uganda. Employees' productivity is the heart and soul of any organization.

Objectives

The study was guided by the following specific objectives, namely;

1. to examine the nature of the work environment at Uganda the Virus Research Institute in Entebbe,
2. to examine the extent to which Job aids to staff impact employee productivity at the Uganda Virus Research Institute, and
3. to find out strategies that could improve the working conditions at the Uganda Virus Research Institute.

Methodology

A descriptive and correlation research design was considered to be the most appropriate. A sample of 96 respondents was contacted and availed data for this study, through the use of qualitative and quantitative approaches. Questionnaire and

interview were used as the data collection methods, while self-administered questionnaires and an interview guide were used as research instruments. Quantitative data were analyzed using frequency counts, means, and percentages while qualitative data was analyzed by tallying the numbers of similar responses.

Key findings

The study found that the UVRI ensured a conducive work environment, and that supervisors supported junior staff

Key recommendations

The study recommended that there should be increased training of staff in research so that they can avail better information about pathogen regimes to enable the health practitioners to better treat and manage diseases like pandemics such as HIV/ Aids. It also recommended that there should be maintenance of ethics, safety, and tidiness by ensuring that the necessary work procedures are adhered to.

Key references

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