ORGANIZATIONAL FACTORS AFFECTING EMPLOYEE'S CONTINUOUS PROFESSIONAL DEVELOPMENT: A CASE STUDY OF SCODE ORGANIZATION IN NAKURU COUNTY

By

BENEDETT MUGWE

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ABSTRACT

This study sought to evaluate on organizational factors that affect continuous professional development of employees of SCODE a non-governmental organization in Nakuru North sub-county. The study was guided by the following objectives; to determine the effects of organizational bureaucracy on continuous professional development of employees, to establish the nature of association between organizational structure and continuous professional development of employees, and to determine to what extent organizational leadership affects continuous professional development of employees. The major theory used was Albert Bandura Social learning theory. A case study was used in this study. Continuous professional development (CPD) is a skill and knowledge gained from within or outside organization and in this study the focus was that knowledge obtained when at social places which employee gains to optimize her/his personal development and job growth and development. CPD includes learning opportunities, such as attending conferences or training sessions or social networking with others who are in the same field. The target population was 140 comprising of directors, supervisors and all employees of SCODE. Research instrument used were questionnaires and discussion guide for interview and were self-administering through dropped, filled and picked. Purposive and Simple random sampling methods were used in sampling design and procedure. Content analysis was used for qualitative data and descriptively from quantitative data then analysed through SPSS and presented through tables and bar graphs. The study concludes that Organizational bureaucracy, Organizational structure and level of Organizational leadership predicated continuous professional development hence influenced continuous professional development of employees in organizations. The study recommends that organizations should reduce the unnecessary bureaucracy in their operation and management. Communication should be easily flowing and accurate, reduce the gap between the high ranked staffs and the low ranked staffs through adopting a lean and friendly structure, and ensure that leadership is participatory involving delegation of duties, motivational forums and team-building activities to motivate the employees hence ensure Continuous Professional development strong positive relationship. The study also recommends further studies on other external factors influencing the continuous professional development of employees in organizations.

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