



Job rotation and employee performance in the banking industry in Uganda: a case of Stanbic bank, Kampala road branch

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Introduction

The study was about job rotation and employee performance in the banking industry in Uganda using Stanbic bank Kampala Road Branch as a case study.

Study objectives

1. To examine how job rotation facilitates succession planning in Stanbic Bank, Kampala road branch,
2. to assess how job rotation enables finding the right person-job fit at Stanbic Bank, Kampala road branch,
3. to examine how job rotation increases staff skills and competencies in Stanbic Bank Uganda Limited, Kampala Road Branch.

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Methodology

The study employed a case study research design that utilized both quantitative and qualitative approaches of data collection. Data were collected using self-administered questionnaires and an interview guide from a sample size of 92 respondents, which was determined using Krejcie & Morgan (1970) Table. The study used both simple random sampling and purposive sampling methods to select respondents.

Key findings

The study found that job rotation facilitated succession planning in Stanbic Bank Kampala Road branch. The study also found that job rotation enabled the bank to find the right person-job fit at Stanbic Bank Kampala Road branch. Lastly, the findings also revealed that job rotation increased skills and competencies of staff and allowed flexible scheduling of work at Stanbic Bank Kampala Road branch

Key recommendations

The study recommended that the management of Stanbic Bank Uganda Limited takes the initiative to develop employee skills in various fields so that total human efforts may be displayed in the respective job tasks to enhance competencies.



Key references

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