

IMPACT OF AGRICULTURAL STAFF TRAINING AND DEVELOPMENT ON AGRICULTURAL PRODUCTIVITY: A CASE OF BUBI DISTRICT, ZIMBABWE

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ABSTRACT

The study sought to explore the impact Agricultural staff training and development on agricultural productivity in Zimbabwe, using Bubi District as a case study. The study opted for a mixed approach, the quantitative and qualitative methods because they complement each other's weaknesses. A sample of 30 Agricultural Extension (Agritex) workers, 15 farmers and 5 key informants was used in the study. Research instruments were 30 questionnaires distributed to the extension workers, 2 focus group discussions with farmers and 5 in-depth interviews with key informants. Findings revealed that some extension workers were not receiving training and those trained, training was inadequate. The government is failing to invest fully in personnel development programmes to enhance agricultural productivity. To the cluster being trained, information is not fully disseminated to the farmers and this has a negative impact on agricultural productivity. It is against this backdrop that the study is recommending the Agritex department to run five mandatory training programmes per individual per year. The Agritex department should ensure their officers are well resourced and skilled in order to enhance agricultural productivity in Zimbabwe.

Keywords: Agricultural Productivity, Development, Extension Worker, Training.