

THE IMPORTANCE OF EMPLOYEE PERFORMANCE
AND WORKPLACE DIVERSITY
AT DAHABSHIIL BANK IN SOMALIA

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AUTHOR DECLARATION

I hereby declare that the work in this thesis is my own except for quotations and summaries which have been duly acknowledged.

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ABSTRACT

Diversity is becoming an increasingly important problem because of the impact it has on the performance of the workforce. Variety is beneficial to the process of strategic planning since it encourages innovation, creativity, and the development of problem-solving talents. It may also be of use in the process of developing new strategies. Based on this factor, diversity has developed into a topic that is of interest to many parts of society, including the educational area. In addition, the degree of secondary education or the sector it belongs to has a significant impact on the overall development of the country. The outcomes that the workers accomplish are significantly influenced by the manner in which the employees carry out their responsibilities. Therefore, it is worthwhile for us to carry out this study in the formation of a hypothesis test by employing three distinct independent factors, which included gender, age, and educational qualification under the diversity umbrella, and the dependent variable, which is employee performance. This will allow determine whether or not there is a correlation between the three independent factors and employee performance. In order to get the information required for this inquiry, secondary data from the Dahabshiil Bank from Somalia will be used. There is a total of 115 different sets of questionnaires that are now being distributed via the use of a method that is suitable for the purpose of sampling. For the purpose of doing analysis on the information received from the respondents, Google forms are being used. The results of the investigation will be presented with the assistance of tables, charts, and figures.

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