

ABSTRACT

The study examines the relationship between career path progression and administrative staff job satisfaction in chartered public universities in Kenya. Correlational survey research design. The target population comprised 2,355 administrative staff in chartered public universities in Kenya. Purposive sampling technique was used to select ten (10) fully-fledged chartered public universities. Proportionate random sampling technique was used to select 370 administrative staff. Data was collected using two questionnaires, namely; University Administrative Staff Questionnaires (UASQ). The questionnaires were pilot tested to ascertain its content, construct and face validity before use. Reliability was estimated using Cronbach's Alpha Coefficient for internal consistency. Reliability coefficient of 0.838 was yielded. Data was analyzed with the aid of Statistical Package for Social Sciences (SPSS). Descriptive statistics were used to describe the profile of respondents and study variables. Multiple regression was used to test hypothesis at a significance level of alpha (α) equal to 0.05. The findings indicate a positive and significant relationship between career path progression and administrative staff job satisfaction. Further, the findings indicate that, among the three dimensions of career path progression, boundaryless career path progression was the most preferred path among administrative staff. It is recommended that chartered public universities in Kenya embrace boundaryless career path progression, integrate it with human resource functions to understand the better the relationship between career path progression and job satisfaction. Keywords: Career Path Progression, Administrative Staff Job Satisfaction.