

# Challenges of Professional Development and Productivity of Young Employees: the Case of the Ministry of Youth in the Democratic Republic of Congo

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## Abstract

Employee productivity, understood as the ability of an organization to achieve its objectives within the given timeframe and with the available resources, is a major issue for public and private administrations. This communication focuses on the role of professional development in improving the productivity of young employees and entrepreneurs via the Special Fund for the Promotion, Entrepreneurship and Employment of Young People, an organ of the Ministry of Youth in the Democratic Republic of Congo. The analysis highlights three main levers: (1) the clear definition of objectives to be achieved, (2) effective time management and (3) the availability of tools adapted to the execution of tasks. On this basis, the research examines how professional development schemes can both increase work efficiency and reduce stress related to organizational constraints.

The approach adopted combines contextual observations and qualitative interviews with agents and managers of the Special Fund for the Promotion, Entrepreneurship and Employment of Youth with the support of the Ministry. Preliminary results suggest that investment in skills development improves employee motivation and performance, while strengthening institutional capacity to prepare future managers. This study contributes to enriching the reflection on human resources management in the African public sector, highlighting the importance of professional development as a strategic factor of productivity, well-being and organizational sustainability for an emerging Congo.

**Keywords:** Empowerment, Productivity, Professional Development, Professional Stress, Public Sector, Succession Planning, Youth