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The Effect of Training on Employee's Performance: A Case study of Mityana District Local Government

This study sought to establish the impact of training on employee's performance. The study investigated influence of training knowledge on employees' performance, the influence of training programmes and the effect of training content in the training for employees' on their performance. A case study research design was employed on 92 respondents because it allowed the use of both quantitative and qualitative data, it also gives a small population to study and it also allowed in-depth study. Data were collected by use of a questionnaire, interview guide and review of secondary documents. The analysis was quantitatively and qualitatively done using the Statistical Package for the Social Sciences (SPSS) version 17.0. Quantitative analysis was carried out by testing the objectives using Pearson's Correlation Coefficient Index (Pcc). Qualitative data were interpreted by composing explanations and substantiating them using the respondents open responses. The study found out that training knowledge influences employee performance because training equips employees with expertise knowledge and skills that increases work pace and quantity of work output. Training programmes like on-job training, off-job training, opportunities for further training, guidance by facilitators, mentoring, seminars and workshops besides work embedded learning, increase the employees' capacity to perform hence improved employee's performance. Content offered to employees during training affects the performance. Training the workers in the core competences of their jobs adds value to their organisation, social responsibility and functions of the organisation within the spheres of their operation improves employee's performance. Basing on the findings of the study, it was concluded that; training equips employees with expertise knowledge that helps in increasing their work pace, different training programmes organised for staff enhance their job performance and the content in the training of employees equips them with core competences. It is thus recommended that there is need to increase partnerships with NGOs, development partners and lobby the central government for increased funding and training opportunities. There is need to provide opportunities for off-job training by providing scholarships to employees to enhance their skills. On-job training can also be increased by bringing in more facilitators and increasing delegation to increase employees' skills and briefings for staff. There is need to create more opportunities for the workers to engage in social responsibility and should be fully integrated in the different functions of the organisations such that they are able to serve in different spheres where need be.

Key words: Training, Performance, Employee, Government