

KATUSABE ALEX (2012-M102-20026)

The Effect of Training on Employee Performance in Local Governments: A Case Study of Masindi District Local Government.

The purpose of the study was to examine the effect of training on employee performance in Masindi district. The study was guided by the following specific objectives; to examine the effect of training needs appraisal on employee performance; to find out the effect of training contents on employee performance; to examine the effect of training implementation on employee performance; and also to examine the effect of training evaluation on employee performance in Masindi district. Using a case study design, responses were collected from 164 respondents. Data on the sample characteristics and objectives was analysed by using frequency tabulations and Pearson correlation matrix respectively and regression analysis was used to examine the predictive power of training on employee performance. The findings show that training needs appraisal, training content, training implementation and training evaluation had positive significant relationships with employee performance. In conclusion, all the findings on the relationships between training needs appraisal, training content, training implementation and training evaluation revealed significant influences on employee performance. The study recommended that; the management of the district should develop strategies based to training needs appraisal, training content, training implementation and training evaluation so as to enhance the employee performance in Masindi district. The strategies will help foster the development and implementation of staff training which promote quality work output, increased work turnover and timely task accomplishment.

Key Words: Training, Employee Performance, Local Governments, Masindi District.