

LORIKA OREKA MOSES (2014-M102-20072)

Training and Employee Performance in Local Governments of Uganda: A Case Study of Moroto District Local Government.

Organisations are facing increased competition due to globalisation, changes in technology, political and economic environments (Evans, Pucik & Barsoux 2002:32) and, therefore, prompting these organisations to train their employees as one of the ways to prepare them to adjust to the increases above and, thus, enhance their performance. This study looked at how training affects performance of employees in the organisation and how different training programmes help an employee achieve required competencies needed for their performance. Training needs assessment process, training methodology and training evaluation affects employee performance in terms of timeliness, cost effectiveness, quality assurance and availability.

This was a local government based study involving 92 staff who are men and women employed with Moroto district permanently or on contract. After obtaining written informed consent, all staff who met the inclusion criteria were consecutively enrolled into the study. Pre-study and post study data was collected using a standardised data collection tool. Follow ups were done through the research assistants. Views were obtained and processed as per standard procedures; and quality control was administered by the principal investigator. Data was analysed using the Statistical Package for the Social Sciences (SPSS) and relationships were established by Pearson's correlation coefficient, multiple regression analysis was done to predict variables' significance and the performance variations observed. According to the results, capacity needs assessment has a weak positive relationship with performance at Pearson correlations ($r = .203$, $p > 0.01$), training methodology had positive significant relationship ($r = .402^{**}$, $p < 0.01$) then training evaluation had a positive relationship ($r = .596^{**}$, $p < 0.01$). 33.3 % variations of employee performance observed in organisations are as a result of training activities and 66.6 % is other factors. In conclusion, there is a positive weak relationship between training needs assessment and employee performance, there is a positive significant relationship between training methodology, training evaluation and employee performance. Therefore, training has a positive significant relationship with employee performance. Training is one of the major factors that significantly affect employee performance and it's highly recommended that good training practices are always adopted in Organisations and especially use of both on job and off the job training methods. Organisations should continue to implement diverse training activities for their employees if they are to continuously improve the performance of their employees that will eventually lead to meeting organisations' goals.

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