

ELEL GEORGE AMULAMU

208-035063-01397

**AN ASSESSMENT OF THE EFFECT OF TRAINING ON EMPLOYEE PERFORMANCE IN
THE MINISTRY OF EDUCATION**

AND SPORTS HEADQUARTERS,

KAMPALA UGANDA

NOVEMBER, 2012

Abstract

The study aimed at assessing the Effect of Training on Employee Performance in the Ministry of Education and Sports (MoES), headquarters. The three objectives included to: examine the effect of elements of training on employee performance; assess the extent to which the Government Policy influence Employee Performance; and investigate the contribution of Organizational Culture to Employee Performance in MoES Headquarters. Data was gathered through questionnaires, interview and documentary evidence covering both qualitative and quantitative methods and data presentation. According to the findings, it was revealed that training has a significant effect on employee performance; and training was implemented in MoES Headquarters mostly through application of the training elements of; training workshops, upgrading courses and short courses. However, other elements of training such as training seminars and refresher courses were not applied well in MoES headquarters and this could have resulted into inadequate effect of training offered by these elements of training to employees. It was also found that in MoES there was minimal effect of training on employees performance and this was associated to factors such as: poor perception of employees on the roles of training to their performance because they were discovered to look at most elements of training as a financial resource earning and advancement of their academic careers; failure to implement Public Service training guidelines; lack of a sector training policy by MoES; limited demand for training accountability and feedback; limited efforts in initiating employees training programmes; and failure to link training to promotion and new employee tasks or responsibilities in MoES, among others. It was recommended that; MoES should render adequate training support, regular training evaluation and reporting, sensitization of employees on the importance and roles of training, linking training to other personnel policies and programmes, development of a sector training policy, operationalisation of the implementation of the Public Service training guidelines, base the selection procedure of employees on training needs gaps, identification of the training course and institutions for employees, among others.