

**AN ANALYSIS OF THE EFFECTS OF TRAINING ON THE PERFORMANCE OF
STAFF AT BUKEDEA HEALTH CENTRE IV.**

NORAH ANYAKOIT, DECEMBER, 2011

ABSTRACT

The study analysed the effects of training on employee performance in Bukedea HC IV. The study objectives were: to examine the aspects that constitute staff training in Bukedea HC IV, to establish the relationship between staff training and staff performance in Bukedea HC IV, to examine the factors affecting staff training and performance in Bukedea HC IV. The study used analytical design which is convenient for collecting substantial amount of views from respondents over a wide scope as a basis for analyzing the effects of training on employee performance in Bukedea HC IV. It is found out from objective one that coaching and counseling are not given due attention while performance appraisal does not seem to be regular enough. Job rotation is not effective due to the fact that delegation is not effective between superiors and subordinates and induction is normally short lived. From objective two, it is found out that the extent of job satisfaction, enhancement of knowledge base, further development and implementation remains wanting. While from objective three, it is found out that internal and external factors that pervert the organizational needs are rather pronounced; financial challenges, government policy, brain drain, individual employee interests, poor needs analysis and manpower gap are noted. From the foregoing objectives, it is therefore recommended that it is vital to give adequate attention to issues of coaching and counseling to make training more practical and achievable. Supervisors should in this case provide subtle attention to subordinates; job rotation should be made more effective in all departments by encouraging regular delegation to perform complex medical duties gradually. Induction should be continuous due to the changing medical innovations that affect performance and the nature of policy implementation. It is crucial to enhance motivation of medical personnel, HRD related activities should be made mandatory to all staff in all departments and widening avenues for enhancing the knowledge base among medical staff at all levels is very crucial. Writing and selling proposals for funding, rethinking government policy towards HRD, regular assessment of training needs from time to time. This may eventually impact positively on training and subsequently performance in Bukedea HC IV.

