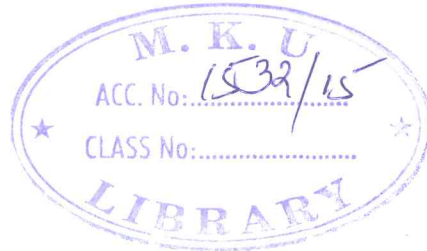


**THE EFFECTS OF STAFF TRAINING ON THE PERFORMANCE OF  
PRIVATE ORGANIZATION: A CASE OF UMMA UNIVERSITY  
KAJIADO CAMPUS**

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## ABSTRACT

An employee is a blood stream of any business. The accomplishment or disaster of the firm depends on its employee performance. Hence, top management realized the importance of investing in training and development for the sake of improving employee performance. This conceptual paper aimed at studying the effect of training on employee performance and to provide suggestion as to how a firm can improve its employee performance through effective training programs. The research approach adopted for the study conforms to qualitative research, as it reviews the literature and multiple case studies on the importance of training in enhancing the performance of the workforce. Further the paper goes on to analyze and understand the theoretical framework and models related to employee development through training and development programs, and its effect on employee performance and on the basis of the review of the current evidence of such a relationship, offers suggestions for the top management in form of a checklist, appropriate for all businesses, to assess the employee performance and to find out the true cause(s) of the performance problem so the problem could be solved in time through desired training program. Manpower Training is a very important aspect of human resources management which must be embarked upon either proactively or reactively to meet any change brought about in the course of time. The rationale behind it is to web the job and the job-holder together to achieve the organizational objectives. This research focuses on the impact of training on employees' performance in the private organization with the UMMA University Kajiado Campus being the case study. The instrument used is questionnaire and chi-square is used to test the relationship between the variables, which has proven that there is a significant relationship between training and development and employees' performance. Low job satisfaction and low motivation does not only reduce performance of the private organizations but also constitute a serious push factor for migration of workers, both from rural areas to the cities, and to other countries. It is therefore an important goal of human resources management in the sector to strengthen the performance of workers, from heads of departments' facilities to auxiliary staff. The data was collected through administration of questionnaires. The questionnaires included both open ended and closed questions. The researcher took a sample size of 20% giving a sample size of 200 respondents, employing a stratified sampling technique. The researcher distributed the questionnaires and collected them after two weeks which was sufficient for the respondents to have filled them adequately and duly. Then the data was then entered by coding into a computer program, SPSS to facilitate analysis. From our study it shows there is a strong positive relationship between training of employees and performance.