

**EFFECTS OF PUBLIC SERVICE TRAINING ON STAFF PRODUCTIVITY IN  
NAIROBI - WESTLANDS SUBCOUNTY HEADQUATERS**

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## **ABSTRACT**

Training activities are at the heart of civil servants competence and efficiency. Training is seen as a valuable tool and an investment in the organization that helps to improve performance and increase employee motivation, commitment and effectiveness. In recent years, training is influenced by the extent of global competition and technological development. Training should be applicable to performance in a current or anticipated task, providing all the necessary learning. The major objective of this study was to find out the effects of staff training on performance. The specific objectives were to ascertain the effects of Skills enhancement on employee productivity, to determine the effect of career progression on staff Productivity and to examine the effect of Employee satisfaction on staff productivity. The study utilized descriptive survey method. The target population were 196 civil servants drawn from all government departments based in Westlands Sub county. 20% of the target population which gave a sample size of 40 respondents from the sub county was utilized by the study. This comprised respondents drawn from members of staff in different cadres. A questionnaire was used to collect data from the respondents. Content analysis was used to data that is quantitative in nature or aspect of the data collected from the open ended questions. The information was displayed by use of bar charts, graphs and pie charts and in prose-form. The study found out that training influences public servants career progression. In addition there are skills and competence enhancement after the training and public service Training program also gives employee satisfaction. All the same the skills enhanced are not relevant to the current work environment since most things have changed. The study recommends that training should be made a fundamental thing taking into consideration the rapid technological advancement. From the results of the study there is need of a proper training policy that invests in training of employees and which should be duly followed. This training policy should be made available to all the stakeholders for effective training.