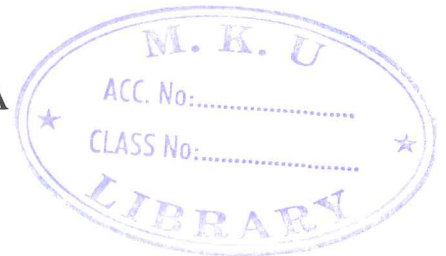


**FACTORS AFFECTING EXTERNAL TRAINING IN ORGANIZATIONS IN KENYA A
CASE STUDY OF NUCLEAR ELECTRICITY PROJECT**

BY

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ABSTRACT

The purpose of this research study was to establish the factors affecting external training in organizational in Kenya with specific reference to Nuclear Electricity Project. The specific objectives of the study were to analyze the effects of organizational structure, organizational culture, technology and employee motivation on external training in Organization in Kenya the beneficiaries of this study will include the management and employees of Nuclear Electricity project, future researchers and the government.

The researcher used descriptive research design and the target population was 50 employees which comprised the top, middle, and support staff levels of management. A stratified random sampling technique was employed to sample 46 respondents representing 92% of the target population. The data was collected through the use of structured and semi-structured questionnaires which were analyzed both qualitatively and quantitatively where quantitative data was presented using graphs, pie charts and tables while qualitative data was presented using descriptive notes. Descriptive research design was adopted since it assists in observing the behavior of employees without influencing them in anyway. This method is ideal because it involves analysis of data obtained through population survey and critically reviews the variables hence describing their interactions. It provides the researchers with the information for the basis of evaluating factors affecting external training in Organization.

According to the study findings, 85% on technology, 71% on organizational culture, 73% on employee competence and 76% on motivation of the total employees accepted that these factors affect external training in the organization.

It was recommended that the management should be aware of the current technology to ensure organizational external training is enhanced. Delegation should be clearly defined and every person should be accountable for what he or she had done thus enhancing a good organizational culture. Other than fair remuneration and rewards awarded to employees the organization should also encourage teamwork to boost motivation. On employee competence, employees should be taken through short courses such as seminars for them to gain adequate knowledge on organization training. It was also recommended that further research should be conducted to get broader view of factors affecting external training in the organization.