

**ANALYSIS OF THE FACTORS INFLUENCING ON THE JOB TRAINING METHODS
AND ITS EFFECT ON ORGANIZATIONAL PERFORMANCE: A CASE STUDY OF
KENYA WILDLIFE SOCIETY.**

BY

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ABSTRACT

This study sought to establish the influence of on the job training and its effect on organization performance among the employees of Kenya Wildlife Society where the research took place.

A cross sectional descriptive research design was used in the study. According to (William, 2006); a cross-sectional study is one that takes place at a single point in time. Brickman and Roy (1998) indicate that descriptive studies can answer questions such as “what is” or “what was”. A sample size of 380 was calculated using sample size calculator which was a representation of the people. Secondary data are data and information generated by way of searching the existing and relevant literature, and also from data and information published as official statistics. Primary data, on the other hand, represent a collection of information and data of the original research project generated or collected by the researcher (Cooper and Schindler, 2000). Primary data was collected using questionnaires while secondary data was obtained from IEBC, KNBS and KDS. The responses from the respondents were classified, coded and tabulated to analyse quantitative data using SPSS. Tables and charts were used for further representation of data.

Using a population sample of 150 respondents drawn from the company the study revealed that on the job training had a great impact on organization performance.

The dissertation examines the factors influencing on the job training in KWS and an attempt to link these factors and the organization performance. The researcher also carried out literature review highlights some of the ideas of other people in relation to the topic identified by the researcher.

The researcher found out that the use of inappropriate training techniques in KWS has led to increased costs, poor performance and motivation. Most of the employees in KWS do not like the methods of training used and they also think the methods are ineffective.

The researcher found out that the training methods used at KWS have a negative impact on organization performance therefore the researcher made the following recommendations that could help remedy the current situation at KWS, when on the job training is used as a mode of training.