

**EMPLOYEE TRAINING AND ORGANIZATIONAL PERFORMANCE: A CASE OF  
BUGISU COOPERATIVE UNION MBABLE DISTRICT**

**BY**

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**APRIL, 2023**

## **DECLARATION**

I **NADUNGA HELLEN** declare that this report is my original work and it has never been submitted to any university or institution of higher education for any award.

Signed   
**NADUNGA HELLEN**

Date...21/April/2023

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## **APPROVAL**

This is to certify that the dissertation of **NADUNGA HELLEN** has been under my supervision and has been duly approved for submission to the Department of Economics and Entrepreneurship.



Signature:

Date: **21<sup>st</sup> April 2023**

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**Supervisor**

## **DEDICATION**

I dedicate this report to my beloved parents Wanzira Michael, Nambozo Joy and my siblings who have struggled so much since I joined school up to where I have reached

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## **ABSTRACT**

The study was carried out at Bugisu Cooperative Union Mbale to establish the impact of employee training on organizational performance. The specific objectives were to examine the training design, the training delivery style and to establish the relationship between employee training and organizational performance. The study carried out a detailed review of literature in relation to the research objectives.

A descriptive research design which involved 60 respondents was used. These were contacted by use of close ended questionnaires. The study showed that the emphasis should be put on training styles that are efficient in the organization like learning opportunities and employee's participation in goal setting. A very strong relationship between staff training and performance were found and the two variables work hand in hand. Bugisu Cooperative Union should design systems of training that are sustainable and consistent to achieve its goals and employees should know that time management is very important.

The research suggested that more research should be carried out on the impact of training and employee performance.



## **CHAPTER ONE INTRODUCTION**

This chapter consists of the background, problem statement, purpose, research questions, scope, significance of the study and the conceptual framework

### **Background**

Organizational performance involves analyzing a company's performance against its objectives and goals. In other words, organizational performance comprises real results or outputs compared with intended outputs. It is also the ability of an organization to reach its goals and optimize results and it could be on financial ratios such as return on assets, return on equity and return on investment. Effective performance of any organization deeply depends on the performance of its employees; therefore, employee training is something unavoidable in the organization and should not be overlooked or undermined. (Samuel, 2018). Organizational performance is the continuous process of improving performance by setting individual and team goals that are aligned to the strategic goals of the organization, planning performance to achieve the goals, reviewing and assessing progress, and developing the knowledge, skills, and abilities of people (Armstrong, 2020).

Polly (2013), says that due to the increased demand in employee performance turnover, organizations have designed training programs that suit to improve their employee knowledge for improved organizational performance. Some of the performance measurements are productivity, efficiency, effectiveness, quality and profitability (Aidan, 2013). Organizational performance demonstrated the improvement in production by use of new technology with the help of highly aggravated employees (Al Omari et al, 2020).

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