
**THE INFLUENCE OF TRAINING ON EMPLOYEE PERFORMANCE IN PALLISA
DISTRICT LOCAL GOVERNMENT**

BY

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DECLARATION

DECLARATION

I, **NYABONYO Peresi**, hereby declare to the best of my knowledge that this piece of work is my original work and has never been presented in any higher learning institution for any academic award or otherwise.

Sign.....*NHP*.....

Date...*02.10.2025*...

APPROVAL

APPROVAL

I certify that this piece of research work has been done under my close supervision

Signed.....

Mr. Gordon Otieno

Supervisor

Date. 2nd / Sep / 2021

DEDICATION

I dedicate this piece of work to my beloved family, parents, brothers and sisters who accorded me all the necessary support in my academic endeavors. May the Almighty God reward your efforts and bless you abundantly.

ACKNOWLEDGEMENT

With great honor, respect and humility, I pay much gratitude to the Almighty God, my maker who has given me knowledge and wisdom to reach at this level and be able to complete this noble task.

My sincere thanks goes to my family and friends for their financial, moral and spiritual support and guidance accorded to me during this noble course.

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LIST OF ABBREVIATIONS

SPSS	Statistical Program for Social Sciences
CVI	Content Validity Index
PDLG	Pallisa District Local Government
OPM	Office of the Prime Minister
OPM	Pallisa District Report
TNA	Training Needs Assessment
HCT	Human Capital Theory
REC	Research Ethical Committee

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ABSTRACT

The purpose of this study will be to examine the influence of training on employee performance in Pallisa District Local Government. Specifically, it will be guided by the following objectives; to examine the effect of training needs assessment on employees' performance, to establish the effect of training contents on employees' performance, and to explore the relationship between training evaluation and employees' performance in Pallisa District Local Government. The study will adopt a cross sectional research design with quantitative approach to draw a sample of 205 from a population of 440 respondents as guided by Mogan and Krejcie, (1970). The study however will have some limitations: First the study adopted a cross-sectional research design with its inherent weakness. Secondly, the study major in public setting to draw conclusions and recommendations. The findings may be of value to the ministry of local government and other stakeholders by enabling them to come up with the sustainable policy framework that can engage systems in order to ensure effective performance.

CHAPTER ONE

INTRODUCTION

1.0 Introduction

This chapter will consist of background of the study, problem statement, purpose of the study, research objectives, research questions, scope of the study, significance of the study and the conceptual framework.

1.1 Background to the study

Local Governments, worldwide, are considered crucial centres for quality service delivery; ensuring that services such as education, health, water and sanitation, waste management, emergency management, transportation management, community development among others meets and exceeds the satisfaction of the populace (Sukru, 2021). Owing to this mandate, Local Governments are required to rise to a high level in as far as performance is concerned (Babirye and Ngumanawe, 2023). Performance most especially in the local government is associated with improved employees' capabilities, knowledge and skills hence quality service delivery, citizen satisfaction, and ultimately, sustainable development of the country (Apolot and Lydia, 2024). Besides, studies position employees performance as the most significant and enduring strategy in ensuring survival of (organizations) Local Government and a fundamental route to organizational excellence (Taunk and Biswal, 2021).

However, despite the fundamental role of performance as articulated above, the employees' performance attributable to the local governments in Uganda is poor and further continues to deteriorate at an alarming level (Otile *et al.*, 2021). Insufficient local revenue mobilization, weak human resources, lack of adherence to budget and accountability requirements, bureaucratic procurement and contract management processes among others within the sector have combined

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