

Employee Training and Organizational Performance A Case Study of Education Service Sector in Lira District Local Government.

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The study was conducted to examine the effect of training on employee performance in education sector of Lira DLG. Specifically, the study investigated the effect of on- Job training on employee performance, examine the effect of off-job training on employee performance and assessed the effect of induction on employee performance in the health sector of Lira DLG. The study used cross sectional research design where both quantitative and qualitative approaches were used; the sample size of the study population was 108 and was sampled using simple random sampling and purposive sampling techniques. Questionnaires and interview methods were used to collect data while mean and standard deviation were used to measure the performance of the construct in Lira DLG. Correlation coefficient was used to test the strength and direction of the relationship between training employee performance. All the constructs were positively correlated to organizational performance. the findings of the study revealed a positive significant effect of on -job training on employee performance in Lira DLG (Coef. 0.430, $p < 0.01$). Secondly, the results of on effect of off-job training on employee performance in Lira DLG further revealed a positive insignificant effect (Coef. 0.153, $p > 0.01$). Thirdly, the effect of the induction on employee performance of health sector employees in Lira DLG was found to be positive and significant (Coef. 0.430, $p < 0.01$). Finally, the results of multiple regressions yielded an adjustment R Square value of 0.372, which meant that training contribute about 37.2% to the performance of education sector employees in Lira DLG. Based on the above findings, the study recommends that Lira DLG should put more emphasis on on-job training and induction of employees in education sector to improve on the performance of the sector in Lira DLG.

