

Training and Employee Performance in Amolatar District Local Government in Northern
Uganda

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Background: This study examined the effect of training on employee performance in District Local Government in Uganda focusing on employees in Amolatar DLG. The district has been performing poorly according to annual LGP Reports of 2017,2018, 2019' 2020 and this seems to have caused by incapacity of the staff. Specifically, the study looked at the relationship between training and employee performance, examine the effect of on -job and -and off-job training of employee performance.it used a sample of 227 staff drawn from a population of 520. The Study attempts to achieve three specific three specific objectives. Firstly, to assess the relationship between training and employee performance. Secondly to empirically examine the effect of on - job training on employees' performance and finally to evaluate the effect of off-job training on employees' performance.

Methods: The study adopted a cross-sectional survey and correlation design and employed both qualitative and quantitative approaches. The study adopted a cross -sectional survey and correlation design and employed both qualitative and quantitative approaches. The data collected was tested for validity and reliability and analyzed using SPSS Version 23 in form of descriptive statistics, correlations and regressions.

Findings: The findings revealed that firstly, there was a significant relationship between training and employee performance in Amolatar District. Secondly, on- job training had a positive significant effect (Coef. 0.429, $p < 0.01$) on the performance of employee in Amolatar District. Thirdly, the examination of the effect of off-job training on employees' performance in Amolatar District revealed a positive and statistically significant effect (Coef.0369, $p,0.01$).

Conclusion: it therefore concluded that active involvement in training improves on performance, if employees are trained while doing their jobs, performance improves and employee should be made to undergo off job training to improve on the level of their performance.

Recommendation: Based on findings of this study, **it** is recommended to that Amolatar District should adopt training as strategy of improving employee performance.

Keywords: *Training and Employee Performance.*



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