

## **Organizational Support and Training Application in Parastatal Organizations in Uganda: A case of the Civil Aviation Authority**

*Eribankya Fred Wemba*

**.Keywords:** *training, Organizational Support, supervisor support, technical support peer support, Training Application in terms of skills, Knowledge, application.*

### **Introduction**

The study examined the contribution of organizational support on training application at the Civil Aviation Authority (CAA) in Uganda.

### ***Objectives***

The study was guided by the following objectives; to examine how supervisor support impacts training application, to examine how technological support impacts training application and to examine how team support impacts training application at the CAA.

### ***Methodology***

The study employed a phenomenological research approach and a case study research strategy. The study employed both quantitative and qualitative methods of data collection and analysis. The study sampled 56 respondents out of a target population of 65. Out of 56 questionnaires distributed, only 52 questionnaires were returned. The study employed random and purposive sampling techniques, and Questionnaires,

Interviewing and document review were the data collection methods used. Cleaned data were analysed using both statistical and narrative methods. Tables were used to interpret, summarize, justify and conclude the study. Inferential statistics were analysed using correlation and regression coefficients.

### **Key study findings**

The study found out that supervisor support significantly influenced training application (beta value=.418,  $t=6.236$ ,  $P<0.002$ ). It also established that Technological Support significantly influenced Training Application (beta value=.208,  $t=3.339$ ,  $P<0.000$ ) and that peer support significantly influenced training application (beta value=.208,  $t=10.949$ ,  $P<0.000$ ).

### **Key recommendations**

The study recommended that trainers, human resource managers, and supervisors should focus on the creation of favourable supervisor support to fully apply the skills by employees and to yield a complete picture of a firm's performance.

### **Key references**

Baldwin, T.T. and Ford, J. (1988). "Transfer of training: a review and directions for future research", *Personnel Psychology*.

Blume, B.D., Ford, J.K., Baldwin, T.T. and Huang, J.L. (2010), "Transfer of training: a meta-analytic review", *Journal of Management*.

Burke, L.A. and Hutchins, H.M. (2007), "Training transfer: an integrative literature review", *Human Resource Development Review*