

The Relationship Between Training And Performance Of Nurses At Mulago National Referral Hospital

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Keywords: *Training, performance, training need assessment, training methods*

Introduction

The study was about the relationship between training and performance of nurses at the Mulago National Referral Hospital.

Objectives

The objectives were:

1. to examine the relationship between training needs assessment and the performance of nurses at Mulago,
2. to examine the relationship between training programs and the performance of nurses at Mulago, and
3. to examine the relationship between training methods and the performance of nurses at Mulago.

Methodology

The study used a case study research strategy with both quantitative and qualitative methods of data collection and analysis. The study sampled 132 respondents out of a 210 accessible population. The coded data were put exported to SPSS for Analysis. Quantitative data were presented in the form of frequencies. The relationships between the variables were analyzed by testing the regression coefficient. Tables were used to interpret, summarize, justify and conclude the study.

Key study findings

The study revealed that there is a positive relationship between training need assessment and performance of nurses at Mulago hospital (beta value=.270, $t=6.356$, $P<0.002$). From the regression analysis, it was established that training programs significantly contributed to the performance of nurses at Mulago National Referral Hospital (beta value=.273, $t=8.372$, $P<0.002$). The Hospital used training programs as a means of motivating the nurses. Training methods significantly contribute to the performance of nurses at Mulago National Referral Hospital (beta value=.260, $t=7.339$, $P<0.003$).

Key recommendations

The study recommended that Mulago National Referral Hospital training programs should be planned carefully by aligning the objectives of training with the objectives of the Hospital. It also recommended that a supportive environment should be built within Hospital so that employees can freely communicate with their managers about their training needs.

Key references

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