

Training and Staff Performance in Uganda Police Force: A Case of Kampala Metropolitan Police South

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keywords: *Training, Staff performance, Intervening Factors*

Introduction

This study examined the relationship between staff training and performance in the Uganda Police Force. The concept of training is as old as man himself. Training is a learning experience that improves a person's ability to perform his job well. Training and development are very important aspects of human resources management that must be embarked on whether proactively or reactively to meet any changes that may occur with time. The rationale behind it is to web the job and the job-holder together to achieve organisational objectives.

Objectives of the study

The objectives of the study were:

1. to examine how police training keeps up-to-date and enhances police professionalism, knowledge, and skills that are needed to improve staff performance in KMP/S,
2. to assess how police training brings about the right attitudinal, behavioural, and ideological orientation among police officers to improve staff performance in KMP/S, and

3. to examine how police training promoted the understanding of inter-departmental linkages within the Force for better staff performance.

Methodology

The study adopted the cross-sectional research design under which data were collected between April 2019 and June 2019. The study used a combination of phenomenology and positivism approaches for qualitative and quantitative data collection. The study also used quantitative and qualitative approaches to describe various characteristics of variables in the study and gathering in-depth data about the topic.

The study population was 176 persons in KMP/S out of whom a sample size of 140 was obtained using the Krejeie & Morgan (1970) Table.

The study employed both probability and non-probability sampling techniques. The researcher used three types of instruments: self-administered questionnaires, interview guides, and document reviews, as data collection tools.

Key findings

The study found that training kept up-to-date and enhanced police professionalism, knowledge, and skills.

It also revealed that training did not bring about police the right attitudinal, behavioral, and ideological orientation among Police Officers.

Last but not least, the study revealed that training promoted

police officers' understanding of inter-departmental linkages within the Force and other stakeholders.

Key recommendations

The study recommended that the Inspector General of Police in conjunction with the Directorate of Human Resource Development and Management—plan, design and implement training based on Training Needs Assessment and Trainer-Trainee Characteristics while balancing hard and Soft skills for the Members of the Uganda Police Force.

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