**TRAINING AND EMPLOYEE PERFORMANCE IN PRIVATE HOSPITALS IN UGANDA: A CASE OF KISUBI HOSPITAL**

**BY: KITONE EMMANUEL**

**2018/FEB/MBA/M223096/WKD/KLA**

**SUPERVISOR: MR. KAMUSIIME SAMUEL**

**ABSTRACT**

The study aimed at establishing the contribution of training to employee’s performance of Private Hospitals using its Kisubi Hospital ant it based on the following objectives; To establish the contribution of on the job training to employee performance at Kisubi Hospital, to investigate contribution off the job training to employee performance at Kisubi Hospital and to find out the contribution of job rotation to employee performance at Kisubi Hospital.

**Methodology**

The study used across sectional design with both quantitative and qualitative approaches. Self-administered questionnaire and the interview guide were the main data collection instruments. The sample size comprised of 45 respondents and this is determined by the Soloven’s formula

**Major findings of the study**

Findings indicated that,22.7 percent of the respondents strongly agreed to the statement that on-the-job trainings used during orientations impact positively on performance, 53.2 percent agreed, while 22.2 percent disagreed and only 1.9 percent strongly disagreed. Asked further whether “all training forms used to develop employees on-the-job are flexible”,7.4 percent strongly agreed, 35.6 percent agreed, 3.7 percent were undecided, while 42.6 percent denied and 10.6 percent strongly denied the statement. On whether employees are highly satisfied with on-the-job training as compared to of-the-job trainings; 6.0 percent strongly agreed, 17.6 percent agreed, 7.9 percent were undecided, whereas 62.5 percent disagreed and only 6.0 percent strongly disagreed. Details of the results also indicated that, 14.8 percent of the respondents strongly agreed to the statement that“off-the-job training in the Kisubi Hospital is linked to career development”; 38.9 percent agreed, 9.3 percent were undecided

**Conclusion**

The study concluded that**,** performance of workers of Kisubi Hospital is influenced positively by on-job training. The employees of the association mainly access on- the job training which affect efficiency of employees which is quite relevant and useful in enhancing their performance in as far as accomplishment of tasks and delivering quality work is concerned. In light of the correlation results which were positive and significant and views of respondents which indicated a positive link between off-job training and employee performance, the study concludes that performance of staff of Kisubi Hospital is significantly affected off-job training.

**Recommendations**

The study recommends the need for increased support to the off-job training component of human resource performance improvement strategy at Kisubi Hospital. Increased access to off-job training will improve’ employees’ work skills and enhance their performance. Off job training should be in terms of works, seminars, conferences and sending staff for further studies.

**Major references**

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