

**EFFECT OF TRAINING AND DEVELOPMENT ON EMPLOYEE  
PERFORMANCE IN AN ORGANIZATION: A CASE OF AFRICA  
MEDICAL AND RESEARCH FOUNDATION**

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**L125/20615/2011**

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NAIROBI.**

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## DECLARATION

### Declaration by the student

This project report is my original work that has not been presented in any other University for an Award of any academic certification.

Sign.....

Date.....<sup>th</sup>7.06.2013

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### Declaration by the supervisor

This project report has been submitted for examination with my authority as University supervisor.

Sign.....

Date.....

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## ABSTRACT

The main objective of carrying out this project was to determine the effect of training and development in international organization. The study was guided by five specific objectives namely to determine the effect of on-the-job training on employee performance in an organization, to assess the effect of off-the-job training on employee performance in an organization, to determine the effect of job enlargement on employee performance in an organization, to establish the effect of job rotation on employee performance in an organization and to assess the effects of job enrichment on employee performance in an organization.

Basic research design was used with a target population of 90 in the organization premises. The sampling design used was probability because every element in the population has an equal chance of being selected in the sample, specifically stratified random because this method is considered to be unbiased in the sense that it gives equal chances to all respondents. The data collection method used was questionnaires. The data collected from the study was organized, presented, analyzed and interpreted using descriptive statistical procedures.

The results showed that on-the-job training to the responses of employees was fair because it increased their skills but they were not that pleased with its introduction. Off-the-job training showed a positive influence to the employees being well accepted among the employees. They were at ease with it. Job enlargement was not well appreciated among the employees because they saw it as a threat to their daily work, that they could easily be replaced. Job enrichment to the employees was well appreciated, positive remarks were received among each of the employees around the organization the same case with the introduction of job rotation around the organization because there was no big objection from the employees with its introduction.