INVESTIGATING TRAINING AND DEVELOPMENT OPPORTUNITIES FOR LOWER CADRE EMPLOYEES: A CASE STUDY OF JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY.

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DECLARATION

This research project is my own work and has not been presented to any university for the award of a diploma.

SIGNED........................................

DATE.05/08/2009

DANIEL MWANZIA SILA

The research project report has been submitted foe examination to the University of Nairobi with my approval as the university supervisor

SIGNED........................................

DATE.08/08/2009

WILSON KIGWA
SUPervisor.
ABSTRACT
There is an urgent need to carry out a research on training and development opportunities available for the lower cadre employees because they have been a sidelined lot when it comes to training. Most resources and emphasis are being placed on training and developing higher level cadre staff leaving the lower cadre staff susceptible to redundancy due to failure to cope with the dynamic work environment.
There is a growing general presumption by employers that training lower cadre staff is expensive and might not be worth it. This overlooking of lower cadre employees when it comes to training is expected to affect the functioning of most public entities unless they modify their training policies to accommodate this cadre of staff on which the smooth running and achievement of organizational goals lies upon.
The problem of training of lower cadre employees is a problem in both the public and private sectors. Recently, some organizations have begun including lower cadre staff in their training programmes.
JUAT has the resources, capability, policies and mechanisms to train and develop lower cadre employees. The above tools must be properly looked into and be put to work so as to train and develop lower cadre employees.