INVESTIGATION ON THE ROLE OF ON-THE-JOB TRAINING
AND MOTIVATION AND IMPACTS ON EMPLOYEE
PERFORMANCE IN AN ORGANISATION, TOYOTA KENYA

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DECLARATION

To the best of my knowledge this is an original work and has not been submitted for any academic ward in any institution.

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ABSTRACT

The effectiveness and success of an organization therefore lies on the people who form and work within the organization. It follows therefore that the employees in an organization to be able to perform their duties and make meaningful contributions to the success of the organizational goals need to acquire the relevant skills and knowledge. This study sought to investigate the role of on-the-job staff training and motivation and its impacts on the performance of employees in an organization.

The Toyota Kenya Limited (TKL) was the case for this study. The study adopted a descriptive research approach targeting population of 18 staff at the Toyota Kenya Limited (TKL). A sample of 30% of the target population was attained through random sampling. Data was collected by use of questionnaires developed by the researcher. The data collected was thereafter scrutinized and analyzed quantitatively and qualitatively.

The study conclusion and recommendation was that effective on-the-job training and motivation reduces the work of the manager in terms of close supervision and also improves the drive, initiative and quality of work of the employees thus assisting them to be more committed to achieving the goals and objectives of the organization and this has the tendency of enhancing effectiveness among workers within the organization.