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**AN EXAMINATION OF THE RELATIONSHIP BETWEEN TRAINING PROGRAMS
AND EMPLOYEE PERFORMANCE IN MASAKA DISTRICT LOCAL GOVERNMENT
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ABSTRACT

The relationship between employee training and performance is a critical management issue that affects productivity, efficiency, effectiveness and the quality of output or services. Masaka District Local Government, like other districts in Uganda, has been facing the problem of poor employee performance. This problem is brought by inadequate training offered to Masaka district staff. The trainings provided by Masaka district has enabled some members of staff to benefit in terms of skills and knowledge. This study sought to examine the relationship between career development training program and employee performance in Masaka district local government, the effect of induction training on employee performance and the effect of gender awareness training on the performance of employees. Across-sectional survey design was conducted among 100 people from the civil servants and politicians of Masaka District Local Government. Primary Data was collected by use of a questionnaire and interview guide. Secondary data was gathered by reviewing documents of the relevant literature. Data collected were analyzed using the Statistical Package for the Social Scientists (SPSS). Descriptive statistics were used in presentation of findings. The findings show that Masaka district Local Government offers different training programs to its staff such as; career development training, induction training, gender awareness training, ethnic and integrity training, community mobilization training among others. It also showed that the effect of training on sample of respondents was found to be 23.7%.The effect of training when generalized on population accounts for 21.4%.The single stand alone predictor of training on performance in Masaka district local government is career development training. The other two aspects of training namely; induction and gender awareness training were excluded from prediction of performance in Masaka district local government. Of the three aspects of training available in masaka district and considered under this study, career development training is the most important practice and for that matter, district authorities and stake holders may wish to inject more resources in this aspect of training because it makes more sense to the existing staff .The study recommended that at this point in time, less resources may be allocated to gender and induction training practices.