



Training and development and employee performance in microfinance institutions in Uganda: a case of Pride Microfinance limited

Tumwebaze Jane³⁴

Introduction

This study was about the effect of training and development on employee performance in microfinance institutions using Pride Microfinance Limited headquarters as a case study

Objectives

The study was guided by three objectives:

1. to establish the training and development methods used at Pride Microfinance Limited,
2. to evaluate the level of compliance with the training and development policies and procedures at Pride Microfinance Limited, and
3. to establish the challenges of implementing employee training and development policies at Pride Microfinance Limited.

³⁴ Tumwebaze Jane graduated in February, 2021 with a Master of Business Administration from Nkumba University



Methodology

This study adopted a cross-sectional survey design. The study targeted a total population of 112 from Pride Microfinance Limited staff out of whom a sample of 88 respondents was selected using Neumann formula (2000). A descriptive research design was employed and both quantitative and qualitative approaches of data collection were used. Data were collected using self-administered questionnaires, an interview guide, and a documentary checklist.

Key findings

The study found an 88.9% significance level and positive relationship between Training and Development and employee performance at Pride Microfinance Limited. It was also found that there was compliance with Training and Development policies at Pride Microfinance Limited ($r=0.872$, $P<0.005$), and that some of the challenges faced in implementing Training and Development programmes are resolved ($r=-0.888$, $P<0.005$).

Key recommendations

The study recommended that for training to play a more positive role in the organisation, the policies about training and development should be clear, objective, and simple—and should be communicated to trainees.



Key references

- Armstrong, M. (2009). Armstrong's handbook of performance management: an evidence based Guide to delivering high performance, 4th ed. London, Kogan Page.
- Nassazi, A. (2013) Effects of Training on Employee Performance Business Economics and Tourism, University of Applied Sciences.
- Vemic J. Employee training and development and the learning organization. FACTA UNIVERSITATIS Series: Economics and Organization. 2007; 4(2):209-216.