

ANALYZING THE RELATIONSHIP BETWEEN TRAINING AND LOCAL GOVERNMENT PERFORMANCE OF KIKUUBE DISTRICT: A DESCRIPTIVE, CORRELATIONAL, AND A CROSS-SECTIONAL SURVEY.

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ABSTRACT.

Background:

The study aimed to analyze the relationship between training and local government performance in the Kikuube district.

Methodology:

A descriptive, correlational, and cross-sectional survey was employed among Kikuube District staff employees, service commissioners, and political leaders at the district headquarters. Simple random sampling techniques and purposive samplings were used to select respondents to participate in this study. Simple random to give every employee an opportunity and a purposive sampling technique on selecting the only service commission staff in the district and the Chairperson Local council five- Kikuube district with in-depth information regarding the study variables, were used to obtain 120 participants in the study. The researcher administered questionnaires and interview guides to get the information.

Results:

Out of 120 participants, findings revealed that 75.5% (mean response of 2.0 with a standard deviation of 0.5) of the respondents agreed that training of staff motivates employees to produce quality work and services at Kikuube District Local government.

Conclusion:

There is a significant relationship between employee training and the performance of the Kikuube district local government.

Recommendation:

Kikuube district local government should pass a resolution for continuous training of employees about evolving demands in the work field for further motivation, innovativeness, and creativity to stimulate the performance of employees leading to improved local government performance.

Keywords: Training, Local Government Performance, Kikuube district, Job promotion, Job rotation, Motivation.

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BACKGROUND.

With increasing globalization and greater competitive pressures facing organizations across the globe, organizations and governments have paid greater attention to the human resource function (Okello, 2018). Consequently, motivation as a key aspect of human resources has gained prominence in both the academic field and industry (Montoya et al., 2016). Quite often the link between employee motivation and performance seems to be quite obvious (Auditor-General, V. 2019). Good remuneration to workers has been found over the years

to be one of the policies the organization can increase the productivity of employees in local government (Musenze, Thomas, Stella, & Muhammadi, 2013).

On the other hand, local government performance is much attached to the performance of employees and departments in any organization and is vital not only for the growth of the local governments but also for the growth of individual employees (Nabukeera, Bwengye, & Buwembo, 2019). Local governments and organizations must know who are their outstanding workers, those who need additional motivation and skills through training and those not contributing to the efficiency and welfare of the company or organization.

Also, performance on the job can be assessed at all levels of employment such as personnel decisions relating to adopting to increase their worker's performance and thereby promotion, job rotation, and job enrichments to improve one's skills at work (Yazdani et al, 2011). In Uganda, motivation and further training of employees by employers is not taken seriously. This has been evidenced by several industrial strikes by doctors, teachers, nurses, and other companies (New Vision, 12th May 2019). Hence the researcher sought to investigate the relationship between training and the local government performance of Kikuube district.

METHODOLOGY.

Research Design.

The research design outlines the plan or scheme that a particular study adopted to accomplish the various studies' objectives. This study employed a descriptive,

correlational, and cross-sectional survey research design. The study was a descriptive research design because it captured the behavior and attitudes of respondents in explaining the findings of the study. The study was also correlational since it examined the relationship between motivation and local government performance. The study was cross-sectional since the researcher collected data at a point in time and was done in a short period.

The study also adopted both quantitative and qualitative approaches since it used both figures and words to present and explain the findings of the study.

Population of the Study.

According to the Kikuube District LG staff establishment report (2022), the local government has 106 employees at the headquarters, one staff of the service commission, and 13 political leaders. Therefore, the population of the study had 120 participants.

Table 1: Shows the sample size determination.

Department	Population	Sample size	Sampling technique
Local government staff	106	88	Random Sampling
Service commission	1	1	Purposive sampling
Political leaders	13	1	Census
Total	120	90	

Sample of the study.

The study adopted the Krejcie & Morgan (1970) sampling table to determine the sample size of the study. 88 respondents were selected from the local government staff; one staff member of the service commission and one political leader (C/M LC V) were also selected. Therefore 90 respondents were selected and were used as the sample size of the study

Sampling method.

The researcher used a simple random sampling technique and purposive samplings were used to select respondents to participate in this study. Simple random sampling was used in selecting local government district staff. These had the same chance of being selected into the sample hence rendering no bias on the findings of the study.

Purposive sampling was used to select the only service commission staff in the district and the Chairperson of Local Council Five- Kikuube district. This was used because they were more knowledgeable and had plenty of

information about employee motivation and organizational performance for the district.

Data source.

The study used both primary and secondary sources of data. Primary data was obtained using self-administered questionnaires which were picked two weeks from the date of issue. Secondary data was obtained from the organization's records, minutes, publications, newspapers, and the internet to supplement primary data for the study.

Data Collection Methods.

Questionnaire Method.

The method was used to collect information from the staff of the organization. The questionnaire contained both open-ended questions and closed questions. This was to enable respondents to write any additional information that might be captured by closed questions are preferred due to it being able to provide firsthand information that has not been altered, in the shortest time possible while still maintaining the anonymity of the respondents. The

questionnaires were also semi-structured having both closed-ended and open-ended questions designed to elicit specific responses for quantitative and qualitative analysis respectively.

collect the most essential information. Further, the researcher used a computer to enter the collected data for the study.

Reliability.

The data from the pilot test was tested using Cronbach alpha to assess their reliability. Cronbach's alpha was used to establish the average correlation or internal consistency of items in the survey instrument to measure its reliability to appraise and improve upon the reliability of variables resulting from summated scales. The Cronbach's alpha coefficient with ranges between 0 and 1 was used to measure the reliability and to ensure the values were higher than 0.7.

Validity of the Instrument.

The validity was assessed using the construct validity method. This was attained from a panel of experts that is familiar with the construct as it is a way in which this type of validity can be assessed. Amendments to the questionnaire were made accordingly. This ensured that the data collection instruments enabled comprehensive determination of the phenomenon that existed.

Data Analysis.

Before analysis, data was cleaned to eliminate discrepancies and thereafter coded and keyed into the computer program. The data was tabulated, classified, and summarized by descriptive measures such as frequency distribution, percentages, inferential statistics, and mean and standard deviations. Tables and graphs were used for the presentation of the findings. A regression model was used to establish the relationship between the variables. To achieve this, data was coded and analyzed by the

Data collection instruments.

The researcher used interview questions and questionnaires as the research instruments of the study to Statistical Package for Social Science (SPSS Version 20.0) program.

Analytical Model.

The study used a multiple regression model to determine the effect of employee motivation on local government performance of Kikuube district local government. The multiple regression models were $Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \epsilon$

Where:

Y = Local government performance

β_0 = Constant

β_1 β_3 = Coefficient of the independent variable

X_1 = Employee reward

X_2 = Employee training

X_3 = Employment benefits

ϵ = error term

The relationship between employee training and local government performance of Kikuube district.

Descriptive relationship between employee training and local government performance of Kikuube district.

The researcher used a Likert scale for this particular section of the study where the responses were on a scale of 1-5. Where 1 = Strongly Agree, 2 = Agree, 3 = Neutral, 4 = Disagree and 5 = Strongly Disagree. The table below shows a summary of the participants' responses based on percentages (P), frequency (F), standard deviation (Std), and mean;

Table 2 shows the descriptive relationship between employee training and local government performance in the Kikuube district.

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Qn	Statement		SA	A	N	D	SD	Mean	Std
i)	There is training through capacity building; staff at Kikuube District Local Government produce quality work and services.	F	54	26	10			1.5	0.47
		P	60	28.9	11.1				
ii)	Employees who advance in academics are assured promotion for staff at Kikuube District Local government.	F	33	43	14			1.5	0.56
		P	36.7	47.7	15.6				
iii)	Scholarships to staff for furthering education motivate employees to work hard, meet set deadlines, and produce quality work/ services.	F	24	61	5			1.8	0.27
		P	26.6	67.7	5.7				
iv)	Training of staff motivates employees to produce quality work and services at the Kikuube District Local government	F	23	45	22			2.0	0.5
		P	25.5	50	24.4				

Source: Primary (2022).

The findings in Table 2, showed a mean response of 1.5 and a standard deviation of 0.47 on the statement “There is training through capacity building; staff at Kikuube District Local Government produce the quality of works and services”. Further, the findings revealed that 88.9% of the respondents agreed with the statement. Therefore, training through capacity building; and staff at Kikuube District Local Government produce quality of works and services.

The findings in Table 2 also showed a mean response of 1.5 with a standard deviation of 0.56 on the statement “Employees that advance in academics are assured promotion for staff at Kikuube District Local government” Further the findings revealed that 84.4% of the respondents disagreed that agent charges do not reduce the profits of the bank as they are paid directly by the customer.

The findings in Table 2 showed a mean response of 1.8 with a standard deviation of 0.27 on the statement

“Employees that advance in academics are assured promotion for staff at Kikuube District Local government”. Further, the findings revealed that 94% of the respondents agreed with the statement that employees who advance in academics are assured promotion for staff at Kikuube District Local government.

The findings in Table 2 showed a mean response of 2.0 with a standard deviation of 0.5 on the statement “Training of staff motivates employees to produce quality work and services at Kikuube District Local government”. Further, the findings revealed that 75.5% of the respondents agreed with the statement that training of staff motivates employees to produce quality work and services at Kikuube District Local government.

Correlation between Employee training and local government performance at Kikuube District.

Table 3: showing a correlation between employee training and local government performance in Kikuube District

Correlations				
			Employee training	Local government performance
Pearson	Employee training	Correlation Coefficient	1.00	0.734*
		Sig. (2-tailed)	.	.003
		N	90	90
	Local government performance	Correlation Coefficient	0.734*	1.00
		Sig. (2-tailed)	.003	.
		N	90	90

*. Correlation is significant at the 0.05 level (2-tailed).

Source: Primary (2022)

According to the findings in Table 3, there correlation between employee training and local government performance was 0.734 with a significance value of 0.003. Therefore, there was a positive significant relationship between employee training and local government performance in the Kikuube district.

- The researcher worked to find tuition. Therefore, he had limited time to sit down and concentrate on research for some time.
- The research process required a lot of time, which the current researcher did not have.

DISCUSSION.

According to the findings, there is a 0.734 positive correlation between employee training and local government performance in the Kikuube district with a significance value of 0.003. Studies in organizational behavior and management often emphasize the significance of employee training in enhancing organizational performance. According to Ali, Yousaf, and Manzoor (2019), report highlighted that training programs significantly impact employee skills, knowledge, and abilities, consequently influencing organizational performance. This significantly aligns with the findings of the current study, indicating a positive correlation between training initiatives and the overall performance of staff at the local government in the Kikuube district.

The study's significant correlation coefficient of 0.734 denotes a strong positive relationship between staff training and local government performance in the Kikuube district. This aligns with the theoretical framework proposed by Baldwin and Ford (1988), which suggests that training initiatives positively impact an individual's performance and subsequently contribute to organizational effectiveness. The results are in agreement with the current study findings by demonstrating the positive association between training interventions and the overall performance of the local government in the Kikuube district.

However, while these findings suggest a strong positive correlation, according to Beck and Wilson (2000), it's important to consider other potential influencing factors that might contribute to local government performance. Factors such as leadership style, organizational culture, resource allocation, and external socio-economic conditions could also play significant roles in shaping organizational effectiveness and performance (Beck and Wilson, 2000).

CONCLUSION.

There is a significant relationship between employee training and the performance of the Kikuube district local government.

LIMITATIONS OF THE STUDY.

- There was limited access to essential data for this study from different offices due to the congeniality of some information in local government especially on local revenue corrections.

RECOMMENDATION.

Kikuube district local government should improve the investment in targeted training programs, continuous evaluation and feedback management mechanisms, and integrate staff training within organizational goals with a specified funding and resource allocation to further motivate and stimulate the performance of employees leading to improved local government performance for citizen satisfaction.

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LIST OF ABBREVIATIONS.

CM - Chairman
HR - Human Resource
LCV - Local Council Five
LG - Local Government
N - Population size
N - Sample size
SPSS - Special Package for Social Scientists
URN - Uganda Radio Network

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CONFLICT OF INTEREST.

The author declares no conflict of interest

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