

The influence of capacity building and training program to employees' performance in ministries departments and agencies (MDAS) in Tanzania: a case study of Tanzania Building Agency (TBA)

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This study is about the influence of capacity building and training program to employees on MDAs performance in Tanzania. The study was conducted at Tanzania Building Agency (TBA), the Executive Agency which operates under the Ministry of works and launched in 2002 as part of the public service reform program in Tanzania. The study posed as a need to MDAs to understand the impact of training from within and out of employees' perception with regard to the existing capacity building and training program in enhancing employees' performance. The main objective of this study was to find out the influence of capacity building and training program on the employee's performance in the public sector in Tanzania. The specific objectives of this study were: to assess the training programs that are in place MDAs employees, examine the perception of employees concerning training toward enhancing their performance at their working places, establish the extent of trained employees on application of the skills acquired at working places in the organization to achieve its objectives and lastly to identify the obstacles that limit trained employees to perform effectively in public sectors. The study applied methods of data collected data were processed and analysed by using a Statistical package for social sciences (SPSS). The findings from respondents and documentary survey revealed that both hard and soft skills acquired from training are essential to an individual performance as well as organization if acknowledged and supported by the management. From the findings of this study, a number of recommendations have been provided to ensure quality public service to the employees.