

Staff training and development practices in Pension fund:the Case of Public Service

Pension Fund (PSPF)

Margareth Arthur Mwakapugi

Master of Business Administration (Human Resource Management)

University of Dar es salaam, Business School, 2012

This study sought to examine the effectiveness of training and development programme practices in pensions fund the case being Public Service Pensions -Fund. The study examined the efficiency of the staff training and development programmes towards achieving the corporate goals of PSPF, evaluating its implementation as well as examining the factors impinging its effectiveness. To achieve this objective, the study used both primary and secondary data. Primary data were collected using observation and questionnaire which were distributed to forty 45 staff. Secondary data were collected from reviews of various literatures, including reports documentary analysis and books. These were collected from libraries of the University of Dar es Salaam and PSPF. Content analysis was used in analyzing data with the assistance of SPSS. The findings of the study revealed that there was lack of link between the training and development programmes with staff needs. The findings also revealed that were lack of training and development policy, financial constraints, absence of training needs assessment, favouritism. Furthermore, the findings of the study revealed that there was lack of employee's participation in the whole process of training and development process, selection method/criteria as well as in the selection process. From the findings of the study, this study has offered a number of recommendations for pension funds to provide the required development programmes hence enhance the general performance of staff which in turn will benefit Pension Funds and the staff.