

# **The impact of the supervisory management course on the performance of supervisors trained in Government Training Institutes GTIs**

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## **Abstract:**

This study set out to find out the impact the Supervisory Management Course offered in Government Training Institutes has on the performance of supervisors. It focused only on those supervisors who have undertaken the Supervision Management Course and who are civil servants. The sample studied was taken from those supervisors working in Nairobi, Thika and Embu and who undertook this course in the years 2001, 2002 and 2003. It was assumed that these supervisors work in similar conditions and that they are representative of the population that took the course in the selected years. The Supervisory Management Course is not examinable. It takes four weeks and covers a broad range of subjects. The study aimed at finding out if the supervisors trained apply any of the learnt skills at the work place. The information that has been gathered will be used to advise the Directorate of Personnel Management and Government Training Institutes on how to improve the programme. Suggestions have been made regarding the need for updating trainers' skills. Management has also been asked to provide an enabling environment for trainees to apply what they have learnt. This study is not exhaustive because it evaluates only one programme. The Directorate of Personnel Management runs a vast range of programmes. It is therefore necessary to carry out equally vast evaluative studies on the effect these programmes have on the overall performance of the public service.