

## **The effect of training and development on performance of non-teaching staff in public universities in Kenya: a case of Kenyatta University**

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**Abstract:** The performance of any organization is dependent on its workforce. Training and development of employees, provides organizations with skilled manpower with the necessary competencies to meet corporate objectives. Public universities have become business entities due to the competitive world economic system, and the cut back of finance from the government. For them to survive, they must be equipped with skilled manpower. This study sought to investigate the effect of training and development on performance of non-teaching staff at Kenyatta University. A descriptive survey method was used in studying non-teaching members of staff of Kenyatta University as its study sample. Using Gay (1983)'s principle, a total of 168 employees were sampled using stratified technique based on designation (grades) and gender. Questionnaires were issued to the sampled respondents who answered and returned the questionnaires. The collected data was coded and analyzed, using descriptive statistics such as frequency and percentages. The information was then presented using text, tables, pie charts and bar graphs. The study came up with recommendations that, if implemented, will help improve the performance of the employee and subsequently, the organization as a whole.