

An investigation of training methods used by parastatal organisations in Kenya a case study of Kenya seed company limited

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Abstract:

The purpose of the research was to investigate the training methods used by parastatal Organizations in this case Kenya Seed Company Limited with headquarters in Kitale Town, (Trans Nzoia District) with a view to establishing the existence of the training methods in place, their effectiveness and availability of a training policy and suggesting the way forward so far as capacity building is concerned. Most Government Departments and parastatals lack training guidelines (DPM 2005) and this does not augur well in a fast changing environment. Kenya Seed Company Limited is one of the parastatals under the Ministry of Agriculture and it is not different from others where training programmes are not properly in place; the world's business environment is fast changing with increasing competition that trained human capital is essential to meet global challenges. Thus the need to identify training programmes in place at KSC Limited. The main objectives of the research were to find out the training policy of the organization; to identify the training methods used; to investigate staff incentives and involvement in training within the organization; to identify the indicators of training effectiveness and to identify possible solutions. Relevant literature review was done under the specific objective. Descriptive design was used, 232 samples from a population of 665 were selected using stratified random sampling techniques. Purposive and convenience sampling approaches were used to identify the respondents. Data was collected through use of questionnaires, scheduled interviews and observations. Data was analyzed using descriptive statistics and presentation done using tables, pie charts and bar graphs. The research revealed that females are employed at Kenya Seed Company Limited. Also, training methods in place, i.e., on the job and off-the-job are in place but not well known to employees. The existence of training committees and guidelines. After training limited incentives are therefore given to the staff. It was concluded that there is poor formulation of policy, lack of incentives after training and general lack of proper information on issues related to training. Therefore, the following recommendations have been proposed, so as to help meet the training needs of KSC: engagement of a training officer bearing a training policy communication involving all cadre of staff.