

Abstracts

Training of employees is a useful tool towards development of the organization. Training is beneficial to employees and the company in ensuring constant sustainable growth. This study assessed the effect of training on organization's development focusing on bottling industry. The study was conducted at Coca-Cola Kwanza Ltd, whereby both management and employees participated. Objective of the study was to investigate the effect of training to the development of bottling industry. The study involved the sample of 60 respondents which comprised of 50 employees and 10 Management representatives. Data collection was through questionnaires mainly to employees and management representatives, interviews and documentary reviews. Thereafter, data obtained were analysed by using Statistical Package for Social Science (SPSS) and word expression since qualitative research method was used. The results of the study revealed that bottling organizations are providing more than one type of training to their employees both formally and informally to facilitate organizational and personal development. Trainings are conducted based on planned training calendar. It was also revealed that training provided resulted into production of high quality products. Employees feel engaged and recognized in the company when they are properly trained. Thus training increase motivational levels of employees. The result of research shows that that training and employee development is indispensable strategic tool in organizations for enhancing employee performance. Therefore the results of this study imply that, training in organizations is crucial to both: employee's personal life and the company at large. Employee may join a certain organization by being attracted by its training policy, likewise retaining existing employee leading to a decreased turnover rate. Complacency and absolute performance can be avoided by attending training for knowledge refreshment refresh and building new competencies level. It was therefore concluded that training has a significant positive impact on organizational development. The researcher recommends more study on the subject matter in order to gauge more understanding on the link between training and organizational development

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