

**INFLUENCE OF TRAINING ON EMPLOYEE PERFORMANCE IN THE EDUCATION SECTOR  
IN KENYA: CASE OF THE TEACHERS' SERVICE COMMISSION**

**Tisianah Mwangi**

School of Business, Catholic University of Eastern Africa

P.O Box 62157 Bogani E Rd, Nairobi, Kenya

**Corresponding Author email:** [mwangitisianah@gmail.com](mailto:mwangitisianah@gmail.com)

**Dr. Thomas Ngui**

School of Business, Catholic University of Eastern Africa

P.O Box 62157 Bogani E Rd, Nairobi, Kenya

**Dr. Gabriel N. Kirori**

School of Business, Catholic University of Eastern Africa

P.O Box 62157 Bogani E Rd, Nairobi, Kenya

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## **ABSTRACT**

Organizational performance depends on the employee performance besides other factors. In this respect, the performance of the employees is very paramount. The performance of the employees can be improved through improving their skills, knowledge and competence. These three can be improved through training among others. The main purpose of this study was to examine the influence of training on employee performance in the education sector in Kenya and with specific reference to the Teacher Service Commission. This study was guided by the following research objectives: to examine the influence of employees' skills, knowledge and competence on employee performance. Descriptive research design was used in the study. The

target population comprised of 1379 employees working at the Teacher Service Commission. The sample size was 150 respondents. The collected data was analyzed using descriptive analysis with the use of Statistical Package for Social Sciences (SPSS) computer software. The findings revealed that there is strong positive correlation between employee skills (0.7), knowledge (0.6) and competence (0.7) and employee performance. The study recommends that there is need for a review to be made in the form of training which is being provided by TSC to its employees. The institute should ensure that the training sessions are structured in a way that they fully address the overall needs of its employees so as to avoid the situations whereby there are some employees who feel they are totally left out in the training programs since they do not obtain any benefit. There is need for evaluations to be carried out by the TSC on the training needs of the employees.

**Key Words: *Employees' skills, Employees' knowledge, Employees' competence, Employee performance, Teacher Service Commission***

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