



## **TRAINING, EMPLOYEE ENGAGEMENT AND EMPLOYEE PERFORMANCE AMONG HEALTH WORKERS IN CATHOLIC FOUNDED HOSPITALS IN BUSOGA REGION**

### **ABSTRACT**

The study investigated the relationship between training, employee engagement and employee performance and it was guided by the following objectives; To establish the relationship between training and employee engagement, To establish these relationship between Training and employee performance, To establish the relationship between employee engagement and employee performance and To determine the mediating role of employee engagement in the relationship between Training and employee performance

From study population of 268 Health workers from four Catholic founded hospitals that is Kamuli Mission Hospital, Buluba Mission Hospital, St. Benedict Mission Hospital and Budini Mission Hospital in Busoga sub region, as sample of 157 respondents were selected using stratified random sampling and the study took a cross sectional research design.

Findings of the study showed that there is a significant positive relationship between training, employee engagement and employee performance. Regression analysis also revealed that training and employee engagement significantly predict employee performance by 44.7% and employee engagement was found to be a major predictor as compared to training. During the investigation of the mediating role of employee engagement in the relationship between training and employee performance results showed that it plays a partial mediating role

Basing on the findings, it is recommended that managers should not develop policies, procedures and take decisions in isolation from employees but involve them. This will make them obliged to fulfill organizational goals through becoming dedicated. On the job training is recommended to managers

because this was found out to be more associated to employee performance and engagement as compared to off the job training. However, the study was limited since it only focused on hospitals ignoring other sectors, it was limited to only two factors; employee engagement and training as predictors of employee performance ignoring other predictors of employee performance like reward culture, leadership style and covered only mission hospitals leaving out public and other private hospitals.