



## **EXAMINING TRAINING PROGRAMS AT THE MINISTRY OF FINANCE, PLANNING AND ECONOMIC DEVELOPMENT**

### **ABSTRACT**

The purpose of this study was to establish the training program approaches, challenges in conducting training programs and strategies to improve training programs at the Ministry of Finance, Planning and Economic Development in Uganda. A sample of 52 Self-administered questionnaires was used to collect data. Data was analysed using SPSS through frequency tabulations, frequency distributions and means to show the average response from the respondents. A cross-section study design employing essential quantitative methods of data collection was adopted for this study.

Findings indicated that each training session involves increased innovation in Strategies and Products. During training they do reward best performed employees and the training department does teach supervisory Functions at the ministry. Goal-based and systems-based approaches are predominantly used in the evaluation of training. Results indicate that the most outstanding challenge is having some training experts do not establish the yardsticks against which their

training programmes would be evaluated and regardless of different training programmes that are being prepared and implemented by different Organizations still most of them have experienced failures either at programme designing or at the stage of implementation. The study found that increase of sponsorships, announcement of training vacancies, consultation and advice to individual employees and in meetings, giving permission for training purposes as well as promotion to trained employees are some of the positive strategies used by the Company to encourage employees to undergo training. In conclusion, training and development is extremely important to the growth of the company. They not only increase the employees' abilities and knowledge but also strengthen the relationship that exists between the workforce and the members of leadership within the company.