

Training is an investment in human resources. It is an important means of realizing potential and increasing efficiency of personnel. This is through upgrading the knowledge, skills and attitudes of either newly recruited or old workers. Savings and Credit Cooperatives Societies (SACCOs) are voluntary associations to which members contribute regularly their pooled savings and from which they obtain loans for provident and other purposes (Hardesty,1992).Generally SACCOs are established with the objective of promoting savings, credit and training opportunities on the wise use of members' funds. Training in SACCOs, if conducted well will help reduce learning time and cost of workers, improve job performance, reduce supervision, reduce labour turnover and increase customer satisfaction (Sagimo, 2002). On this basis, this study was on training methods and their effectiveness in Kenyan SACCOs: A case of Wakenya Pamoja SACCO-Kisii Central District. The specific objectives of the study were: To establish the training policy of the SACCO, establish the training needs analysis procedure in the SACCO, identify the training methods used to equip SACCO employees with skills necessary for job performance and establish the indicators of effective training. A descriptive cross-sectional survey design was adopted to conduct the study. It was relevant because it was used to obtain pertinent and precise information concerning the status of the phenomenon and whenever possible to draw valid conclusions from the facts discovered. The study targeted employees of Wakenya Pamoja SACCO - Kisii Central District - Kenya. Purposive sampling and stratified random sampling were used to select the study sample. The sample size was 92 key informants and main respondents from a total of 152 SACCO employees. The data was collected using questionnaires and interview schedules arranged and grouped according to particular research questions, tabulated and analyzed using descriptive and inferential statistics by Statistical Package for Social Sciences (SPSS).Data was presented by use of tables, bar charts, frequency distribution tables, pie harts and graphs. The study found out that some employees lack critical information as regards training hence making them have negative feelings towards a training program. Some workers are also not consulted before a training program, thus not supporting it fully from the onset