Training refers to the methods used to guide new or present employees on the skills they need to perform their job. It might thus mean showing a mechanic how to operate his new machine, a new sales man how to sell his firms products, or a new supervisor how to interview and appraise employees (Dessler, 2001). Training and development therefore entails a deliberately planned process that is carried in a systematic fashion and aimed at bringing about effective performance. The performance of any organization is dependent on the quality of its workforce. The general view is that training and development leads to improved employees performance and that organizations should therefore invest in training and development. The study sought to determine the impact of training and development on effective performance of the employees at Teachers Service Commission. With the general view that training and development impacts on performance, the study sought to assess the various aspects of performance like increased productivity, increased efficiency, improved quality levels, improved morale, working together with regard to specific training and development methods adopted by the Teachers Service Commission.

The scope of the study was limited to Teachers Service Commission. The target population was the 2400 employees of the TSC secretariat. In this target population a sample of 140 employees was drawn by stratified random sampling technique. Data was collected using structured questionnaires and analyzed using descriptive statistics such as percentages, frequencies and measures of central tendencies through the SPSS computer package.