This study focused on the analysis of factors affecting training and development evaluation in the major banks in Nairobi. The literature review reveals that organizations commit a lot of resources on training their employees. The study will therefore reveal whether banks conduct continuous training, how important it is to them and whether they evaluate this training and the factors affecting the training and development of staff in the said banks. This was a descriptive survey aimed at determining the factors affecting training in selected banks in Nairobi. The population of interest was HRD staff, front line staff and four major sectional heads of selected banks in Nairobi. The researcher administered a questionnaire with a sample of employees in the selected banks in Nairobi. Data was collected using a semi-structured questionnaire. The questionnaire was administered using the drop and pick later method. Data was analyzed using SPSS (Statistical Package For Social Sciences) and summarized using descriptive statistics such as mean, standard deviation, frequencies, and percentages and presented in charts and tables.