

This study attempted to give an overview of the importance of training vis a vis the performance of employees in an organization. It can be broadly said that training directly impacts on the performance of employees in anyone organization. Training should import benefits into the organization, some of which include; increased productivity, increased efficiency, improved quality levels, improved morale, lower personal injury rates etc. these are highlighted in this proposal and the study attempted to unveil whether these benefits are actually realized in practice. The project also highlights the various drawbacks of the lack of maintaining elaborate training programs. The study was carried out through questionnaires and interviews administered by researchers to the selected respondents. The respondents (operation employees and the line managers) were sampled from the selected organizations. Since the study targeted manufacturing firms within Nairobi, the selection of the three firms to be studied -that is, East African Breweries Limited, British American Tobacco, and Unga Limited - was done on the basis that they have a high number of employees thus made it easy to draw representative samples on which the study was based. Chapter one of this project covers the introduction and background of the study, a statement of the problem, objectives of the research, the research questions, significance and scope of the study. Chapter two gives a survey of empirical and theoretical literature. Chapter three gives an overview of the strategies employed during the actual research which included design of the study, techniques that were employed in sample selection, research instruments and how data was collected and analyzed.