Training of employees provides organizations with skilled manpower, equipping them with necessary competencies to meet corporate objectives. The performance of any organization is dependant on the kind of its workforce. Doubts have been cast on the simplistic view that training leads to improved employee performance and that firms should therefore invest in training. The study sought to confirm the above in the context of the local private sector firms; it sought to assess the effects of training on overall employee performance and to establish if the training policies and factors have an effect on performance. The study will contribute greatly to various stakeholders such as employers, government policy makers, researchers and potential investors, by providing in-depth knowledge upon which sound decisions on training can be made and it will also stimulate further research in this area. A conceptual framework gave the various variables of training, with regards to human resource issues pertaining to training and performance. The research methodology involved the use of descriptive survey method. A stratified random sampling technique was used to obtain a sample frame of 90 employees. Data collection was done using a structured questionnaire and analyzed using descriptive statistics such as percentages, frequencies, and measures of central tendencies.