This study was undertaken to assess the impact of training on the performance of middle level civil servants: case of the Directorate of Personnel Management. The purpose of the study was to build on the strengths of the past literary works by reinforcing areas that had not been adequately covered. The study aimed at achieving this by establishing the existing training policies and practices and the form of in service training that was given to middle level civil servants and making recommendations on how to ensure equal access and efficiency of the training and development activities for these officers. The literature review explored the relevant theoretical and empirical studies conducted in the past with a view to establishing the prevailing trends in findings and how they related to this particular study. The researcher collected data through questionnaires which was presented in six sections which covered: demographic information; in service training; employee training and performance; perception; factors affecting performance and a section for the respondents to give their suggestions on how the DPM training can be improved. The sample consisted of 60 middle level civil servants, working under the Directorate of Personnel Management, who were drawn from both the Directorate and Ministries' headquarters. Data was analysed by use of descriptive and inferential statistics like means, percentages, numbers, mode and frequencies. The result has been presented using pie charts, graphs and tables. Qualitative data has been presented in emerging themes. The research findings show that there was a positive correlation between DPM offered training and employee performance. The training was also found to not only impact positively on employees' behaviour but it also enhanced their qualitative work capabilities. However, the study found that potential gains from training were affected by lack of consistency in the implementation of the training policy, training practices as relates to selection of officers for training not being objective, opportunities to transfer new knowledge to the workplace not being availed to staff and the few numbers of staff who received regular training. The study also established that staff performance got affected by critical extrinsic and intrinsic factors such as remuneration, motivation and general work environment which need to be addressed. Therefore, there is need for the Directorate to make training more relevant and regular to all staff and address other non training concerns that affect performance, if staff output is to improve across the board.