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**IMPACT OF TRAINING PROGRAMMES ON THE
ACHIEVEMENT OF OBJECTIVES OF THE PUBLIC
SERVICE DEPARTMENTS IN THE
NORTH – EAST PROVINCE**

DECLARATION OF THE CANDIDATE

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ABSTRACT

This study identified a specific problem that to what extent the outcomes of the training programmes lead to achieve the objectives of the public service departments. Based on this problem the researcher recorded the objectives as to explore the beliefs and the attitudes of the heads of departments regarding the existing training programmes and the achievement of objectives in the public service departments and also to find out the correlation between the existing training programmes and the achievement of objectives in the public service departments.

For the purpose of this research, the researcher formulated four (4) hypotheses. Three(3) (H_1, H_2, H_3) hypotheses show the relationship between independent variable, the training programme and dependant variables, Organization Development, Self Development, and Performance Improvement. Hypothesis 4 (H_4) shows the relationship between the independent variables, Organization development, Self-Development, Performance Improvement and the dependant variable Objectives of the Public Service Department.

For the purpose of establishing the relationship between the variables, a field survey has been organized to collect information from the respective

Heads of Public Service Department in the North East Province. One Hundred and forty (140) district level Heads of Public Service Departments had been randomly selected for this study. A Questionnaire, which is the commonly used tool to measure attitudes, was used as a tool for data collection.

The researcher used four steps to analyze the collected data. Firstly, hypotheses were analyzed according to the calculation of mean and standard deviation. Secondly, simple correlation was used to establish the relationship between the variables. Thirdly, co-efficient determination (R^2) was used. Finally simple regression was used to show the directions of variables.

The independent and dependent variables of the hypotheses show that there is a positive correlation among the variables. Hence, the four (04) null hypotheses are rejected and the alternative hypotheses that are the stated hypotheses have been accepted.

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