

Impact of Staff Training on Employee Performance in the Federal Ministry of Transportation Headquarters, Abuja

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Abstract: Staff Training is seen as a major tool that promotes employee performance in an organization. This study seeks to assess the impact of staff training on employee performance in the Federal Ministry of Transportation Headquarters, Abuja; to find out the level staff training sustainability in the Federal Ministry of Transportation Headquarters, Abuja; to find out if there are challenges associated with staff training in the Federal Ministry of Transportation Headquarters, Abuja. The research adopted a survey research design. The data for this study were collected from primary source mainly through questionnaire and secondary sources such as textbooks, Journal Articles and other internet sources among others. The study revealed that respondents undergo training before commencing work with the Federal Ministry of Transportation Headquarters, Abuja. And that staff training exercises has been led to increase in employee performance. Lastly, this study suggested that the management of the Federal Ministry of Transportation Headquarters, Abuja should create more opportunities for training and development of their employee since it has been proven that there is a direct link between staff training and development on performance. Therefore, staff should be encouraged to go for training and development program (in service training). This will brighten up their ideas and will enable them to know more about the recent changes in technologies.

Keywords: Training, Development, performance, Productivity, Job.

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Research Paper

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INTRODUCTION

Every organization consist of human and material resources. The human resources are in a position of manipulating the material resources to achieve organizational goals and objectives. As it is said in the profession of law that “Nemo dat quod non-habat” i.e. “what you don’t have you can’t give”. If organization deems fit to achieve its set objectives, then training and development must be taken seriously. The work environment is volatile, as things are fast changing in the present-day world [1].

Moreover, an organization with much better skilled and creative staff can easily avoid wasteful investment to improve efficiency and performance of the organization. Therefore, training and development of staff are typically associated with the improvement of performance, knowledge and skills in their present job position. Training and development of employees,

therefore, have been identified by various scholars to be very crucial to an organization’s effectiveness. In light of this, most organizations have realized the imperativeness to train and develop their staff to the maximum of their abilities to enhance their effectiveness.

Training has implications for performance, productivity, health and safety at work and personal development. All organisations employing new staff need to train and develop them in line with best practices. Most organisations are cognizant of this requirement and invest effort and other resources in training and development of their staff. Such investment can take the form of employing specialist in training and development staff and paying salaries to staff undergoing training and development in another organisation. It also means that operational personnel, employed in the organisation’s main functions will include but not limited to activities such as production, maintenance, sales, marketing and management support, and must also

¹S.O Usman, (2014). Assessment of training and development and its effect on employees’ job

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direct their attention and effort from time to time towards supporting training and development of staff capacity.

Furthermore, investment in training and development by any organisation is generally regarded as a good management practice to maintain appropriate expertise now and in the future. Therefore, staff training and development are at the heart of staff utilization, performance, productivity, commitment, motivation and growth. Studies have revealed that many staff in many organisations have failed because their need for training was not identified and provided for as an indispensable part of management function. Today, many organizations have over the years introduced good manpower training and development strategies to enhance better employee performance at work and increase their productivity [2].

In addition, the efforts of employees in most cases have always been jeopardized in most organizations, as a result of some factors that impede against the achievement of their objectives. Some of the impeding factors include recruitment/selection problems, training procedure and inadequate facilities, government policy, the economy and labour legislation.

Training is necessary to ensure an adequate supply of staff that is technically and socially competent and capable of career development geared towards helping organizations realize their vision. In the contemporary dynamic corporate world, employees are increasingly required to keep up to the upcoming changes. Training is important for staff development as it enables them to achieve self-fulfilling skills and abilities, reduce operational costs, limits organizational liabilities. Properly trained staff are highly motivated and have more sense of responsibility hence requiring less supervision which in-turn increases the organization's ability in attaining its mission.

It is very important therefore for the organization to offer systematic training and career development programs for their employees. Training has been recognized to help employees in their current jobs and help meet current performance requirements by focusing on specific skills required for the current need. The benefits of training and developing, therefore, may extend throughout a person's career and help develop that person for future responsibilities. Any organization whose goal is to survive and prosper in this present-day economy has found it imperative to invest in ongoing training and development of employees to improve proficiencies in production as well as to acquire the

greatest return in investment of human capital. This study will, therefore, examine the impact of staff training on employee performance in the Federal Ministry of Transportation Headquarters, Abuja.

Statement of the Research Problem

One of the most difficult aspects confronting the management of most organizations today is how to make their workers more efficient to improve productivity. This concern has led the Federal Government of Nigeria through the Office of the Head of Service of the Federation into devising new strategies in training and motivating their staff in order improve employee performance of civil servants across Federal Ministries. In today's world, staff training is one of the most fundamental strategies for improving employee performance and achieving organizational effectiveness. Staff training and development is an important factor in staff performance in the Nigerian civil service. The only way to get staff to improve their employee performance is to train and motivate them. A number of factors may trigger staff training such as new techniques in employee performance like a new computer operation innovation that everyone needs to learn, or a new concept that needs to be introduced to the workforce in Federal Ministry of Transportation Headquarters, Abuja.

Today, technology is fast growing and changing. Secretaries in offices who are trained with manual typewriter must try to acquaint themselves with the use of modern computer because typewriter cannot stand the test of time. It is pertinent to note that staff of the Federal Ministry of Transportation Headquarters, Abuja. must be computer literate and must be updated with modern administrative skills, through the use of modern devices and gadgets, and also know the use of gadgets and electronic appliances to tackle the presents day organizational challenges which cannot be handled by one who is not computer literate, all these and many more attest to the fact that training and development is key in the success of an organization [3].

Staff training and management development is the process that helps Federal Ministry of Transportation Headquarters, Abuja. To provide adequate human resources to achieve current and future organizational objectives. Manpower planning is the most strategic of all human resources management functions. Planning defines the sources, number and types of manpower needed to meet future work requirements and to achieve organizational effectiveness. Predetermined strategies to attract and retain the best people are also laid down. Strategic development and utilization of employees'

²Umar Gunu., Emmanuel Oni., Emmanuel Tsado., & Oluseyi Ajayi, (2013). Empirical study of training and development as a tool for organizational performance: case study of selected banks in Nigeria Kuwait Chapter of Arabian Journal of Business and Management Review Vol. 2, No.10; June, 2013 78-87

³S.O. Usman, Assessment of training and development and its effect on employees' job performance in Yaba College of Technology Afro Asian Journal of Social Sciences (2014) Volume 5, No. 5.2

capabilities, which yield the best benefits to the organisation, are designed into the plan. Effective staff training, development and employee motivation impact positively on improved employee performance and overall organizational effectiveness.

Despite the increasing effects on the training of organizational staff in the Federal Ministry of Transportation Headquarters, Abuja for its staff there is still limited literature on human resource development issues in the Nigerian Civil Service and increasing concerns from staff performance towards low quality in the Federal Ministry of Transportation Headquarters, Abuja. It is further worth noting that while much is known about the economics of training in the developed Organisations, studies of issues associated with training in the Federal Ministry of Transportation Headquarters, Abuja are rarely found. This study has identified gap in the literature and thereby establish the basis to the understanding of some aspects of human resource management in general and training in the Federal Ministry of Transportation Headquarters, Abuja.

Conceptual Review: Training and Development

Training is the formal and systematic modification of behaviour through learning which occurs as a result of education, instruction, development and planned experience.” [4]. Training is an activity that both focused upon, and evaluated against, the job that an individual currently holds; training refers to bridging the gap between the current performance and the standard desired performance [5].

Flippo defined training as an act of increasing the knowledge and skills of an employee so that he can do the job better. Therefore, training is an essential component of high performance in any work situation. In other words, training is an investment in the organization’s staff development effort. A firm that invests a lot of money in training but considers its staff as expendable in times of economic difficulty will certainly be losing money and productivity [6].

Eteng defined training as any form of instruction designed to improve an employee’s capacity on his present job or to enable him to perform a more responsible job in an organization by which people learn

a skill for a definite purpose. The objective of training, therefore, is to achieve a change in the behaviour of those trained. The trainee shall acquire new skills and technical knowledge to enable him to contribute to the achievement of organizational goals. Training should be made a continuous activity in every organization and needs to be given priority when the going gets tough because it is the human resources of the organization that will take the action necessary to turn the enterprise around. Training is often considered for new employees only. However, old employees also require training and development especially in the face of rapid changes in communication and production technology. In other words, on-going training for current employees helps them to adjust to rapidly changing job requirements [7].

On the other hand, Okoli and Onah views development as progression, movement, and advance towards something better. It is an improvement in the material and non-material aspect of life. It involves action, reaction and motion [8]. To support that Armstrong defined development as an unfolding process that enables people to progress from a present state of understanding and capability to a future state of which higher-level skills, knowledge and competencies are required. It takes the form of learning activities that prepare people to exercise wider and increased responsibilities [9].

Review of Empirical Literature

There is growing number of studies on staff training and employee performance such as Schroeder, Bates and Junttila in their study found that competitive advantage in manufacturing was related to using of “internal training” (e.g., training of multifunctional employees and incorporating employee suggestion into process improvements and product developments) and “external learning” (e.g., establishing problem-solving routines with customers and suppliers) [10].

Gunu, Oni, Tsado and Ajayi [11], examined whether employees’ training and development enhance work efficiency in the banking industry. The study revealed that there is a positive correlation among all the variables. The shows that the independent variables account for 39.1% of the variation in organizational performance. However, their study does not focus on the

⁴Michael Armstrong A handbook of personnel Management Practices. Kogan Page Limited London. (1995). P: 543

⁵Thomas N. Garavan, Training, Development, Education and Learning: Different or the Same? Journal of European Industrial Training, (1997). 21, 39-50

⁶Edwin B. Flippo. Principles of Personnel Management. McGraw Hill Book Publishing Co.,New York, USA. (1996).

⁷Patrick Etengs, Management and Development. McGraw Hill Book Publishing Co., New York, USA. (1996).

⁸Chukwuma Fidelis Okoli, and Fab. O. Onah, *Public Administration in Nigeria: Nature, Principles and Applications*. Enugu, John Jacobs books (2010).

⁹Michael Armstrong, *A hand book on Human Resources Management Practice*. 10th Edition. London, Cogan Page (2010).

¹⁰Usman, O.S. Assessment of training and development and its effect on employees’ job performance in Yaba College of Technology Afro Asian Journal of Social Sciences (2014). Volume 5, No. 5.2 P:6

¹¹Ibid:3

impact of staff training on staff performance in the Federal Ministry of Transportation Headquarters, Abuja Usman [12], research work “assessment of training and development: as a tool for employees’ employee performance in Yaba College of Technology” assess the impact of training and development in the life of an average government worker. Usman argued that there is a general belief that employees in the civil service are underutilized, lazy and that they show nonchalant attitude to work compared to their compatriots in the private sector. All of these factors cannot be justified on a mere talk without looking at factors that might contribute to it such as finance, the orientation of workers, personality, environment, training and development opportunity, among others. However, his study does not focus on the impact of staff training on staff performance in the Federal Ministry of Transportation Headquarters, Abuja.

Muda, Rafiki and Harahap in their study analyzed the determinants for employee performance in Islamic Banks. The study revealed that the value of the determination coefficient test is 59.3percent, indicating that the employees’ performance is explained by job stress, motivation and communication factors, while the remaining 31.7 per cent are linked with other factors. Moreover, the F test shows that the job stress (X1), motivation (X2) and communication variables(X3) simultaneously influence employees’ performance, while the T-test shows that both job stress (X1) and motivation (X2) variables have no partial effect on the employees’ performance, whereas the communication variable (X3) has a partial effect on employee performance [13]. However, their study does not focus on the impact of staff training on employee’s performance in the Federal Ministry of Transportation Headquarters, Abuja.

Nebo in his study of Staff training and development as an effective tool for organisational efficiency a study of water corporation Anambra state identified the following challenges such as lack of fund, recruitment of unqualified staff, lack of recruitment of new staff after the retirement and death of staff has negatively affected the Water Corporation in Awka [14]. However, his study does not focus on the impact of staff training on staff performance in the Federal Ministry of Transportation Headquarters, Abuja.

Oluwaseun in his study of employee training and development as a model for organizational success revealed that training and development had positively correlated and claimed statistical significant relationship with employee performance and effectiveness and can advance organizational growth and success. To improve employee training and development as well as improved performance and service delivery, it is recommended that management should increase the number of employees taking part in training and development [15]. However, his study does not focus on the impact of staff training on staff performance in the Federal Ministry of Transportation Headquarters, Abuja. From the foregoing review, this study seeks to make contributions to existing bodies of knowledge on staff training and employees’ performance in the Federal Ministry of Transportation Headquarters, Abuja.

From the review of the above literature on staff training and staff performance. There is gap in the literature, but less emphasis has been placed by scholars and researchers alike on staff training and staff performance in Federal Ministry of Transportation Headquarters, Abuja. It is against this background this study seeks to make contributions to this research endeavour.

Theoretical Framework

Scholars have developed is a number of theories to the study of training and development such as behaviourist theory by John Watson (1878–1959), Cognitive theories grew out of Gestalt psychology, developed in Germany in the early 1900s and brought to America in the 1920s and Constructivism emphasizes the importance of the active involvement of learners in constructing knowledge for themselves, and building new ideas or concepts based upon current knowledge and experience. This study is based on a human capital theory proposed by Schultz in 1961 and developed by Becker in 1994 [16].

According to the theory, Human capital theory suggests that education or training raises the productivity of workers by imparting useful knowledge and skills, hence raising workers’ future income by increasing their lifetime earnings.

The human capital model suggests that an individual’s decision to invest in training is based upon

¹² Ibid: 11

¹³ Iskandar Muda, Ahmed Rafiki, & Martua Rezeki Harahap. Factors Influencing Employees’ Performance: A Study on the Islamic Banks in Indonesia International Journal of Business and Social Science Vol. (2014). 5No.2; February 2014 73-80

¹⁴Chidiebere Nebo. Staff training and development as an effective tool for organisational efficiency a study of water corporation Anambra state (2005- 2015) NG-Journal of Social Development, (2015). VOL. 5, No. 1,

¹⁵ Oduwusi Oyewole Oluwaseun, Employee training and development as a model for organizational success *International Journal of Engineering Technologies and Management Research* (2018). 5(3), 181-189.

¹⁶ Gary S. Becker, Human Capital: A Theoretical and Empirical Analysis with Special Reference to Education (3rd Edition), Chicago The University of Chicago Press (1994)

an examination of the net present value of the costs and benefits of such an investment. Individuals are assumed to invest in training during an initial period and receive returns to the investment in subsequent periods [17]. In his view, human capital is similar to "physical means of production", e.g., factories and machines: one can invest in human capital (via education, training, medical treatment) and one's outputs depend partly on the rate of return on the human capital one owns. Thus, human capital is a means of production, into which additional investment yields additional output. Human capital is substitutable, but not transferable like land, labour, or fixed capital [18].

The human capital theory was used by Olaniyan and Okemakinde in their studies titled 'Human Capital Theory: Implications for Educational Development' 'focused on the benefits of human capital to the nation as a whole. They pointed out the relationship between education and economic growth. According to Olaniyan and Okemakinde, 'Many of the classical economists argued strongly for government's active support of education on the grounds of the positive externalities that society would gain from a more educated labour force and populace' [19].

While formal education has expanded rapidly in many countries, a large portion of human capital accumulation in the forms of on-the-job training and other modes for working adults take place both inside and outside the workplace [20]. Some human capital advocates suggest that these great increases in learning efforts have not led to commensurate economic gains because of the declining quality of education. For example, over the years, most research has been showing a drastic fall in the standard of education in Nigeria.

The biggest challenge to human capital theory as pointed out by Livingstone is underemployment of credentialed knowledge i.e a large number of people who have invested many years of their lives in acquiring advanced formal educational qualifications, are unable to obtain commensurate jobs [21]. Such a situation is prevalent in most of the underdeveloped countries like Nigeria. Another shortcoming of the human capital theory is that in countries like Nigeria, more emphasis is given to paper qualification rather than employee's skills and talents. However, despite the shortcomings of the human capital theory, the theory remains useful for the

study of staff training and staff performance in the Federal Ministry of Transportation Headquarters Abuja because of its explanatory, prescriptive and predictive capacity to understand the relationship between training and performance in an organization.

RESEARCH METHODOLOGY

The research adopted a survey research design. The purpose was to allow the researchers to fully describe and explain the conditions of the present state of staff training and development in the Federal Ministry of Transportation Headquarters Abuja by answering the questions asked in the questionnaires. The survey research design helps to obtain the insights about the phenomena in question and is flexible in the sense that it helps in respondents are chosen out of available option [22].

In data collecting, both primary and secondary data were collected during this study. Primary data is data collected directly from the first-hand experience. The only primary source of data employed in this study is the questionnaire. The purpose of the questionnaire is to impact of staff training on staff performance in the Federal Ministry of Transportation Headquarters Abuja. The secondary data were collected from textbooks, Journal Articles and other internet sources among others.

The population of the Study: The population of the study consist of 647 Staff in the Federal Ministry of Transport Abuja [23].

Sample and Sampling Procedure

The Taro Yamane (1967) sampling technique

Where n=sample size

N=Population

e= Standard error =0.05

1=Unit

$n = \frac{N}{1 + 1 - N(e)^2}$

$\frac{647}{1 + 647(0.05)^2}$

$\frac{647}{1 + 647(0.0025)}$

$\frac{647}{1.6275}$

Sample Size= 397

University of Hong Kong's Direct Grant (SSEP AC No. 2020287). (2001).

²¹https://www.tdx.cat/bitstream/handle/10803/10194/sill_a.pdf.txt?jsessionid=662ADE2036B5F05CB3278AF49FB421BA?sequence=2.

²² Ghauri, P. & Grönhaug, K. Research Methods in Business Studies: A Practical Guide. 3rd Ed. London: Prentice Hall. (2005).

²³ Federal Ministry of Transportation Headquarters Abuja Personnel Department 2020

¹⁷ Ibid

¹⁸ Ibid

¹⁹ D. A. Olaniyan, and T. Okemakinde, "Human Capital Theory: Implications for Educational Development". European Journal of Scientific Research. (2008). 24(2), 157-162

²⁰ Jin Xiao. Determinants of salary growth in Shenzhen, China: An analysis of formal education, on-the-job training, and adult education with a three-level model. An unpublished research project funded by the Chinese

Research Validity and Reliability

In this study, validity was taken into consideration. For example, because the questionnaire is constructed by the researcher, it is designed on the basis of the researcher's needs in relation to the study topic and so brings advantages in the sense that it measures exactly what the researcher intends to measure. The researcher therefore does not need to depend on other researchers for information. Further still, descriptive, interpretative, and theoretical validity were taken into consideration. Thorough literature review in the study area was conducted carefully before taking on the research. This enabled theories and the questions in the questionnaire to be identified. Theories and themes are well supported by the findings [24]. The questions in the questionnaire were designed taking into consideration the issues related to the problem and goals of the study and theories on the subject. It is therefore believed that the responses and results from this study are reliable.

Data Presentation and Analysis Socio-Psychological Demography of Respondents Sex Distribution

Table 4.1: Shows the sex distribution of respondents.

Sex	Frequency	Percentage (%)
Male	198	51.16
Female	189	48.84
Total	387	100

Source: [25]

From the table above, 51.16% of the respondents are male, while 48.84% are female. This shows that majority of the respondents are male.

Age Distribution

Table 4.2: Shows the age distribution of respondents.

Age	Frequency	Percentage (%)
26 – 35	95	24.55
36 – 45	214	55.3
46 – 55	98	20.15
Total	387	100

Source: [26]

Table 4.2 shows the age distribution of respondents. Thus, 24.55% of the respondents are 26 – 35 years, 55.3% of the respondents are 36 – 45 years, 20.15% of the respondents are 46 – 55 years. The analysis shows that the majority of the respondents are age between 36 and 45.

Educational Level

Table 4.3: Shows the educational level of respondents.

Educational Level	Frequency	Percentage (%)
OND/ND/NCE	90	23.26
HND/PGD	75	19.38
B.Sc./BA/B.Ed	165	42.64
M.Sc./MA	47	12.14
PhD	10	2.58
Total	387	100

Field survey, 2020

Table 4.3 shows the educational level of respondents which indicates that 23.26% of the respondents have OND/ND/NCE, 19.38% of the respondents have HND/PGD, 17.57% of the respondents have B.Sc./BA/B.Ed, 42.64% of the respondents have M.Sc./MA, while only 2.58% of the entire respondents have PhD certificates. The analysis shows that the majority of the respondents are B.Sc./BA/B.Ed, holders.

Marital Status

Table 4.4: Shows the marital status of respondents.

Marital Status	Frequency	Percentage (%)
Married	203	52.45
Single	184	47.55
Total	387	100

Source: [27]

From the table above, 52.45% of the respondents are married, while 47.55% are Single. This shows that majority of the respondents are Married.

Table 4.5: Responses of Respondents

Do you undergo training before commencing work with the Federal Ministry of Transportation, Headquarters Abuja?					
Strongly Agree	110	5	550		
Agree	92	4	368		
Undecided	10	3	30		
Disagree	134	2	268		
Strongly Disgrace	38	1	38		
Total	384	15	1254	3.2	Decision: Accepted

²⁴ Ibid: 5

²⁵ The total number of staff at the Federal Ministry of Transportation has not changed since 2020, because no recruitment has been made since then.

²⁶ The field work was conducted in 2020 at the Federal Ministry of Transport Headquarters Abuja. The data remain valid.

²⁷ The field work was conducted in 2020 at the Federal Ministry of Transport Headquarters Abuja. The data remain valid.

Do you receive adequate training to do your job?					
Strongly Agree	72	5	360		
Agree	124	4	496		
Undecided	38	3	114		
Disagree	68	2	136		
Strongly Disgrace	82	1	82		
Total	384	15	1188	3.09	Decision: Accepted
Do you consider regular training important in enhancing your employee performance?					
Strongly Agree	88	5	440		
Agree	88	4	352		
Undecided	40	3	120		
Disagree	80	2	160		
Strongly Disgrace	88	1	88		
Total	384	15	1160	3.02	Decision: Accepted
Do you consider the type of training given to you as relevant to your job?					
Strongly Agree	110	5	550		
Agree	92	4	368		
Undecided	10	3	30		
Disagree	134	2	268		
Strongly Disgrace	38	1	38		
Total	384	15	1254	3.2	Decision: Accepted
Do you consider any challenges associated with training in Federal Ministry of Transportation, Headquarters Abuja?					
Strongly Agree	44	5	220		
Agree	48	4	192		
Undecided	28	3	84		
Disagree	100	2	200		
Strongly Disgrace	164	1	164		
Total	384	15	860	2.23	Decision: Rejected
Do you derive any benefit from past training programmes?					
Strongly Agree	110	5	550		
Agree	92	4	368		
Undecided	10	3	30		
Disagree	134	2	268		
Strongly Disgrace	38	1	38		
Total	384	15	1254	3.2	Decision: Accepted
Did the training you received improved your work performance?					
Strongly Agree	88	5	440		
Agree	88	4	352		
Undecided	40	3	120		
Disagree	80	2	160		
Strongly Disgrace	88	1	88		
Total	384	15	1160	3.02	Decision: Accepted
Did the training you received made it easier for you to perform your job effectively?					
Strongly Agree	88	5	440		
Agree	88	4	352		
Undecided	40	3	120		
Disagree	80	2	160		
Strongly Disgrace	88	1	88		
Total	384	15	1160	3.02	Decision: Accepted
The training programme is characterized by some challenges in Federal Ministry of Transportation Headquarters, Abuja?					
Strongly Agree	16	5	80		
Agree	21	4	84		
Undecided	40	3	120		
Disagree	119	2	238		
Strongly Disgrace	188	1	188		
Total	384	15	710	1.8	Decision: Rejected

I considered the various types of training programs used by Federal Ministry of Transportation, Headquarters Abuja sustainable					
Strongly Agree	161	5	805		
Agree	80	4	320		
Undecided	27	3	81		
Disagree	64	2	128		
Strongly Disagree	52	1	52		
Total	384	15	1386	3.60	Decision: Accepted

Source: [28]

DISCUSSION OF FINDINGS

From table 4.6 above shows that the research question which states if the respondents undergo training before commencing work with the Federal Ministry of Transportation Headquarters, Abuja.; if they receive adequate training to do your job; if they considered regular training important in enhancing your employee performance; if they considered the type of training given to you as relevant to your job; were accepted. While, the question that states that if they considered any challenges associated with training in Federal Ministry of Transportation Headquarters, Abuja. Was rejected. Moreover, the question which states that if they derived any benefit from past training programmes; if the training they received improved their work performance; if the training they received made it easier for them to perform their job effectively was accepted.

The research question which states if the respondents training programme received was characterized by some challenges at Federal Ministry of Transportation Headquarters, Abuja. Was rejected while the research question which states that if the respondents considered the various types of training programs used by Federal Ministry of Transportation Headquarters, Abuja. Sustainable was accepted.

CONCLUSION

The importance of training and development in the corporate world has been highlighted in the previous literature. Thus, it is essential to examine any issues related to training and development in any business sector. The purpose of this study is to examine the impact of staff training on employee's performance in the Federal Ministry of Transportation, Headquarters Abuja. The findings reported in this study suggest that training and development have an impact on the performance of staff in the Federal Ministry of Transportation, Headquarters Abuja with regards to their jobs. This result is broadly consistent with prior management literature on training and development. In order to gain more specific knowledge of training and development from the sample staff of the Federal Ministry of Transportation, Headquarters Abuja different questions are presented to the respondents and thus examined. These questions are focusing on employee participation in training, selection for training, methods of training and relevance of

training to the work of the respondents. The above questions have been of particular interest because they facilitate an understanding of the training practice in the Federal Ministry of Transportation, Headquarters Abuja under study. The results from the questions on employee participation in training and selection for training indicate that Federal Ministry of Transportation Headquarters, Abuja. Have good and perhaps clear policies regarding training and development as most of the respondents indicated that they have participated in training and that most of them were provided with opportunities to train under the compulsory practice of the Federal Ministry of Transportation Headquarters, Abuja. For all employees and/or on joining the Federal Ministry of Transportation Headquarters, Abuja. In examining the question relating to the training programme quality, the results indicate that the programmes undertaken by the sample staff of the Federal Ministry of Transportation, Headquarters Abuja are relevant as considered by the respondents' opinions.

RECOMMENDATIONS

Firstly, management of the Federal Ministry of Transportation, Headquarters Abuja should create more opportunities for training and development of their employee since it has been proven that there is a direct link between training and development with performance. Therefore, staff should be encouraged to go for training and development program (in service training). This will brighten up their ideas and will enable them to know more about the recent changes in technologies.

Furthermore, the management of the Federal Ministry of Transportation, Headquarters Abuja should establish the training objective in accordance with the organizational goal. This will ensure that the needed training and development programmes are identified and implemented. It will help in reducing the impression the impression of some employees that these programmes are a waste of time and therefore take it seriously.

Finally, management of the Federal Ministry of Transportation, Headquarters Abuja should clearly state the results for each employee. For instance, what change in employee knowledge, skills, attitudes and behaviors has occurred after experiencing such programmes. It

²⁸ The field work was conducted in 2020 at the Federal Ministry of Transport Headquarters Abuja. The data remain valid.

must also clarify what is to change and by how much. The training and development goals should be specific, tangible, verifiable, timely and measurable.

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