

ABSTRACT

The purpose of this study was to examine factors affecting effective staff training programmes in the public organization in Tanzania, a case study of TANESCO. Specifically, the study intends, to identify the current status of staff training programmes, to identify the factors affecting effective staff training programmes and to find out how to address the factors affecting effective staff training programmes. The study has come out due to other studies that have been conducted show that it is important to conduct several training programmes to improve the performance of the public organizations but they have not assessed well on how effectively different staff training programmes are conducted successful. Therefore, this study was conducted to fill the gap. This study adopted case study research design, utilizing a qualitative methods approach with a total sample of 52 employees of TAN ESCO Arusha. Data were collected through Focus group Discussion, Interview and Documentary review as tools for data collection, also were analyzed using Qualitative data coding, and by interpreting respondents' responses. The study revealed that majority of the respondents were aware about the current status of TANESCO and factors affecting effective staff training programmes. Similarly, the factors such as Annual Training Budget, motivation to Training, official responsibility, clarity, a Learning Culture, resources, Training Needs Assessments and Selection Procedures were the main hindrances towards effective staff training programmes at TANESCO. The study recommended There should be a clear policy for selecting staff for Training which is known to all employees and make them part and parcel of the programmes also the Management must consider all employees to have equal chances and rights for training.