

## AN EVALUATION OF CURRENT TRAINING PROGRAMS AT A TERTIARY INSTITUTION

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### ABSTRACT

Training is important in any organisation to improve the performance of employees. Training programmes are integral parts of development for employees to develop themselves and the organisation. Lack of training and inadequate training adversely affects productivity in any organisation. Training programs are given to university staff, especially academic staff, to perform well in their teaching and research. The aim of this study was to evaluate the current training program in place for academic staff at a tertiary institution in South Africa. The objectives were to determine the training programs currently in place; to investigate the adequacy of these training programs; to determine the gaps and make recommendations. This study is a quantitative study and the sample population was 120 academic staff members across the six faculties. The study found that some training programs were valuable for academic staff. However, involvement of some academic staff in research was hindered by inappropriate research training. The institution also needs to encourage training attendance. It was found that the institution's goals and objectives are linked to the training provided and therefore, academic staff members are ready to uphold the values of the institution because of training.

**Keywords:** Staff development, training programs.