



Thesis Paper

On

A Relational Study on Training and Performance of Ministry of Fishery
and Ocean Resource in Hargeisa, Somaliland

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Letter of Transmit

Date: 8 DEC 2018

To: Mr. Shiekh Abdur Rahim

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Subject: Submission of Dissertation Paper on

“A Relational Study on Training and Performance of Ministry of Fishery and Ocean Resource Hargiesa, Somaliland”

Dear Sir,

I am very pleased to submit my Dissertation Paper on A Relational Study on Training and Performance of Ministry of Fishery and Ocean Resource Hargiesa, Somaliland “A Study on the in one of Ministry of Somaliland” I have tried to best of my sincerity and effort to prepare the report covering the aspects of the topic as per your instructions & suggestions.

I have tried my best to gain practical experience and tried to reflect the same in this report with limited scope and knowledge. I wish your kind hearty consideration, if there is any deviation in my report.

I want to thank for your friendly coordination to prepare my internship report successfully.

Sincerely Your

.....

(Zakariye Ali Osman)

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Program MBA, Major HRM

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Letter of Authorization

I hereby declare that this submission is my own work in completion of the program of Business Administration, Major in HRM, it is my work and it contains no material previously published by another person nor it has been accepted for the award of any other degree of the university, except where due acknowledgement has been made in the next.

.....

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Letter of Acceptance

This is to certify that Zakariye Ali Osmana student of MBA ID: 181-14-2712 has successfully prepared Dissertation Paper on “A Relational Study on Training and Performance of Ministry of Fishery and Ocean Resource Hargiesa, Somaliland.” under my supervision. The data and findings presented in this thesis paper seem to be authentic. Thus, it has been accepted for presentation in the defense.

I wish him happiness, good health and every success in life.

.....

(Mr. Shiekh Abdur Rahim)

Associate Professor

Department of Business Administration

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Acknowledgement

Foremost, I am very grateful to Almighty our Allah for sparing my life and seeing me through my years of education. I dedicate this work to God Almighty. He has been the wind beneath my wings. His Grace and Mercy has brought me thus far and I am proud and grateful.

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Abstract

This field study aimed to investigate The Relational between Training and Perforce the of Ministry of Fishery at Somaliland

There are a lot of problems some employees has no skills so they need training others their performance is poor and if they get training it will be better performance , In modern working environment, every employee has a feeling that training is a positive means of improving their work performance. Ministry of fishery offers different types of training to different categories to the employees. However a lot of emphasis has been put on the employees. More training workshop was organized, but it seemed to have ended in the companies. No follow up has been made to assess the impact of relational between training and performance of employees of ministry.

In order to determine whether training objectives have been realized on needs to analyze the relationships between training and performance, the researcher wishes to assess the relational on a training and performance employee of ministry in Hargeisa Somaliland.

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CHAPTER ONE: INTRODUCTION

1.1 Background of the Study

Human Resources have played a significant role in the economic development in most developed countries such as United States of America, Britain and Japan among others. It goes without saying therefore that the training of employees is an issue that has to be faced by every organization. However, the amount, quality and quantity of training carried out vary enormously from organization to organization, (Jake Hoyt. 2001)

In Africa, although training programs opportunity is effective in many African countries and practiced to improve their performance of the staff in particular and to equip their employees multi-cultural training globally in general. Managers and supervisors at all levels share the responsibility to ensure staff training and to implement organizational policies that intended to be followed. However, the need for improved and expanded training for the companies has been demonstrated by the national authorities in developing and least developed countries especially in Africa. Developments in those areas can inform the initiatives in companies in Africa and any success in one area may be applied in others. Vehicles for the delivery of training can be shared by different sectors and there are parallel training needs in industry which the larger operators are more than able to meet high organizational

1.2 Statement of the Problem

There are a lot of problems some employees has no skills so they need training others their performance is poor and if they get training it will be better performance , In modern working environment, every employee has a feeling that training is a positive means of improving their work performance. Ministry of fishery offers different types of training to different categories to the employees. However a lot of emphasis has been put on the employees. More training workshop was organized, but it seemed to have ended in the companies. No follow up has been made to assess the impact of relational between training and performance of employees of ministry.

In order to determine whether training objectives have been realized on needs to analyze the relationships between training and performance, the researcher wishes to assess the relational on a training and performance employee of ministry in Hargeisa Somaliland.

1.3 Research objectives

1.3.1 General objective

This study is to investigate the relationship between training and performance of Ministry of Fishery and Ocean Resource in Hargeisa, Somaliland.

1.3.2 Specific objective

The study has been conducted with the following specific objectives:

1. To investigate the relationship between training and performance of Ministry of fishery and Ocean Resource in Hargiesa, Somaliland
2. To explore the performance of employees at Ministry of Fishery and Ocean Resource in Hargiesa, Somaliland before and after training.
3. To examine how the training is important to the employees of Ministry of Fishery and Ocean Resource

1.4 Research Questions

1. What is the relationship between training and performance of Ministry of Fishery and Ocean Resource Hargiesa, Somaliland?
2. To what extent does employee performance effect the Ministry of Fishery and Ocean Resource Hargiesa, Somaliland?
3. How is the training important to the employee of Ministry of Fishery and Ocean Resource Hargiesa, Somaliland?

1.5 Scope of the study

1.5.1 Geographical scope

The study was conduct in Hargeisa the capital city of Somaliland and the area was select ministry of fishery in Somaliland are located in Hargeisa.

1.5.2 Time scope

The study were conducted for a period of three months starting from October to December

1.5.3 Content scope

The study was limited to the training and performance of employee's ministry of fishery in Hargeisa, Somaliland. Geographically, the study was carrying out in ministry of fishery in Hargeisa, Somaliland.

Training was breaking down in to:

- job training,
- job training,
- It is a training provided to increase the knowledge and skills of an employee for improving performance on the job. In these training correct methods handing equipment and machines are taught to the employees. Such training helps to reduce the accidents and inefficiency in performing job. It also leads to zero waste.
- induction, training
- Induction training enables acquaintance of new employees to the work environment of the organization, it is important to become familiar for new employees regarding superior, subordinates, with rules and regulations of the organization in order to perform in a better way. It is brief, informative and creates self-Description of the study area/organization

This study was concerned with relation between training and performance in Ministry of fishery and Ocean Resource in Hargeisa, Somaliland.

It was aim to find out the relationship between the training and performance in ministry of fishery and ocean resource in Hargeisa, Somaliland, Environment the area of ministry good physical appearance and well prepared conserved health and place suitable for worker. Situation of the ministry there are stability all transaction the happened, Culture is the seams other Somalia people all ministry Somaliland they have seem culture because hander percentage Muslim people there skill and clothes like Muslim people

1.8 Limitation of the Study

As any research work, this study was not free from limitations. Though the researcher was make maximum effort to plan and design the research proposal properly as much as possible, there are external (uncontrolled) variables that confront the investigation and affect the research findings. The possible source of the limitation of this study was included ,shortage of time to prepare research proposal and to collect sufficient data because the sensitiveness and secrecy of financial resources related information the researcher faces lack of access to the right data due to confidentiality and unwillingness of some officials ,shortage of time to prepare research proposal and to collect sufficient data because the sensitiveness and secrecy of financial resources related information the researcher faces lack of access to the right data due to confidentiality and unwillingness of some officials

poor of financial/budget to cover and examine each and every elements that adds the quality of the research especially since this research is going to be done in foreign country the cost related to transportation was high that affects collecting of all related data about study.

Poor of some important data as they are not carefully recorded and kept

And also I am out of my country through study with daffodil international university at Dhaka, Bangladesh so it is difficult to get information about where I make research ministry of fishery and ocean resource in Hargeisa, Somaliland.

CHAPTER TWO: LITERATURE REVIEW

CONCEPTS, OPINION AND IDEAS FROM AUTHORS/ EXPERTS

This chapter was present a comprehensive review of relevant literature in an attempt to position the study in an appropriate theoretical framework. Thus it will discuss findings of related researches to this study.

2.1 Training

According Armstrong (2010) defines training as the use of systematic and planned instruction activities to promote learning. Training could also be defined as a set of activities which react to present needs and is focused on the instructor and contrasts with learning as a process that focuses on developing individual and organizational potential and building capabilities for the future (Reynolds, 2004). Training is the systematic development of the attitude and skill behavior pattern required by an individual in order to perform adequately a given task (Oliseh, 2005). He expresses that preparation is intended to change the conduct of the worker in the work put so as to animate productivity and higher execution norms. Preparing of workers is equivalent to putting resources into the authoritative most vital resource which is the representative. It builds up their aptitudes, changes their disposition towards work and assembles their reliability to the organization consequently enhanced execution. Preparing additionally helps manufacture the establishment for professional success subsequently staff acknowledgment through advancements. This prompts work fulfillment. Preparing and advancement rehearses are gone for improving workers' close to home characteristics that lead to more prominent authoritative execution. Preparing is gone for helping the workers get learning and aptitudes required in performing and having the capacity to build up their capacities to the full, inside the zones that are pertinent to the association. For preparing to be successful, it ought to enhance the execution and capacity of the prepared worker.

2.2 Performance

Agreeing Brown (2008) characterizes execution as how well a man finishes errands and furthermore the frame of mind with which he/she finishes the assignments. As per Hersen (2004), work execution can be characterized (and evaluated) regarding quantifiable results of work practices such of as sum deals, numbers sold and furthermore as far as social measurements which may incorporate business related correspondence, basic leadership, critical thinking among different aptitudes. Baldwin (2008) characterizes execution as doing activities productively and viably to meet concurred work targets. Worker execution implies utilizing their

aptitudes, capacity, encounter, etc, to play out the relegated errand required by their subordinate with viability and effectiveness (DuBrin, 2006).

2.3 Importance of performance

Importance of performance includes the following:

- 1) Determining the promotion of employees;
- 2) Validating tests used for recruitment and selection;
- 3) Evaluating the training program to find areas where additional training needs to be offered; and possibly
- 4) To determine merit pay when applicable.

Forms of conducting employee Performance

There are two forms of conducting employee performance:

1 Informal performance appraisal

Is a consistent procedure of bolstering back data to the subordinates about how well they are getting along their work in association?

It is led on an everyday premise. It rapidly empowers alluring execution and demoralizes bothersome execution before for all time settled. Along these lines casual examination must not be seen simply as causal process, it ought to be considered as a critical movement, a necessary piece of the association's way of life.

CHAPTER THREE: RESEARCH METHODOLOGY

Definition variables

3.0 Introduction

This chapter introduces the variable definition, research type, research approach, data collection instrument, sample design whether it is population, sample frame, sample unit, sample size, sampling techniques, data sources whether it is primary data source or secondary data source, data presentation tools and data analysis and presentation

3.1 Variable Definition

Training definition training as the use of systematic and planned instruction activities to promote learning.

Performance definition performance as how well a person completes tasks and also the attitude with which he/she completes the tasks.

3.2 Research Type

This study used descriptive research design with both qualitative and quantitative approaches.

The study was concerned with training and performance in ministry of fishery.

3.3. Research Approach

This study used qualitative and quantitative approach to increase the validity and reliability of research; it identifies the quantity of the research through numerical methods while qualitative approach describes the quality of the research

3.4. Data Collection Instrument

The main research instrument used in this study was questionnaire. A semi-structured questionnaire was used to collect data on Training and Performance. Semi-structured questionnaire were administered to staffs of ministry of fishery. This was preferred because it helps to collect both quantitative and qualitative data. In addition to the

predetermined choices it gives the respondent free and wide latitude to express their views. One set of questionnaire were designed and it is for the staff.

3.5. Sample Design

3.5.1 Population

The respondents of this study were selected from staffs of the ministry of fishery and total number of 57 Staff.

3.5.2 Sample Frame

| Population | Categories |
|------------|------------|
| Managers | 20 |
| Staff | 37 |
| Total | 57 |

Table 1 sample frame

3.6 Sample Size

The sample size that is used for the study is staffs selected. The sample size that is used for the study is 44 staffs selected purposively using non probability sampling techniques

3.7 Sampling Techniques

The sampling technique that is implemented in this Systematic random sampling and purposive random sampling. This is for the reason that data cannot be collected from the entire population of the entire organization is too large. In simple probability sampling the choices of elements for the sample is necessarily made with the aim of being statistically representative of the population. It is the most appropriate sampling design to be used when time and cost is limited and the target sample is large.

3.8. Sources of Data

3.8.1 Secondary Sources of Data

Secondary data is data collected for some purpose other than the problem at hand. On the other hand, secondary data not only for other purpose but also useful for the objectives of research. The secondary data source for this research is from books and journals, besides, articles and e-journals from internet also contributed to be the source of this data.

3.8.2 Primary Source of Data

The primary measurement of data researcher used is driven by constructing questionnaires to be distributed to ministry of fishery as well as employees whom the researcher was picked purposively.

This questionnaire is primary data. There are some advantages using this method first it can cover a large number of people. Questionnaire approach is also relatively cheap and no prior arrangement is needed

CHAPTER FOUR: FINDINGS AND ANALYSIS

4.0 Introduction

In this chapter, the results of the study are presented, analyzed, and interpreted precisely. The study used descriptive correlation as a research designs and employed questionnaires to obtain data from the field. In order to show the distribution of the respondents on the various questions, presentation and analysis of the collected data following the study objectives It specifically showed data on profile of the respondents, level of the training , level of performance, significant relationship between training and performance of ministry of fishery in Hargeisa Somaliland.

4.1 profile of the respondents

Respondents in this study were described according to gender, age, marital status, qualifications and working experiences, in each case, respondents were asked and used a closed ended questions to provide their respective profile information, to enable the researcher classify and compare them accordingly. Their responses were analyzed using frequency distributions as summarized in this below tables 4.1.

| | Categories | Frequency | Percentage |
|-------|-------------------|------------------|-------------------|
| | Gender | | |
| Valid | Male | 37 | 75% |
| | Female | 12 | 24% |
| | Total | 49 | 100% |
| | Marital status | | |
| | Single | 20 | 40% |
| | Married | 25 | 51% |
| | Divorced | 4 | 8% |
| | Total | 49 | 100% |
| | Age | | |
| | 20-29 | 23 | 46% |
| | 30-39 | 16 | 32% |
| | 40-49 | 4 | 8% |

| | | | |
|--|---------------------|-----------|-------------|
| | 50 and above | 6 | 12% |
| | Total | 49 | 100% |
| | Education level | | |
| | College certificate | 9 | 18% |
| | Diploma | 11 | 22% |
| | Bachelor | 24 | 48% |
| | Post graduate | 5 | 10% |
| | PhD | 0 | 0% |
| | Total | 49 | 100% |
| | Experience | | |
| | Less than 1year | 7 | 14% |
| | 1year-2years | 10 | 2% |
| | 3years-4years | 14 | 26% |
| | 5years-6years | 12 | 23% |
| | 7years and above | 6 | 13% |
| | Total | 49 | 100% |

Source: Primary Data 2018

Results table 4.1. Indicated in terms of gender, there were more male (75%) than female (24%). This implies that the majority of the respondents are male.

In the case of marital status, it shows that the majority of respondents were married (51%) followed by (40%) were single, and lastly (8%) were divorced. This implies that the majority of people in education sector are married.

Similarly, it shows that a majority of the respondents 32% were aged between 30 - 39 years followed by 12% were aged between 50 years and above, 46% of the respondents are within the 40 - 49 years, and lastly 8% were aged between 20-29 years. The majority respondents were adult people with active memory hence information obtained from them can be trusted and looked at as a true and good representation of the information the researcher was looking for. In the case of their education background, 18% of the respondents were bachelor

degree, while 48% of the respondents were in diploma level, 22% of the respondents were in certificate, while 18% of the respondents were Post graduate holders, 10 % and finally there is no respondents were PHD holders, and this implies that the majority of the respondents were in bachelor degree level.

In the case of the experience 28% of the respondents had an experience between 3 to 4 years, 24% of the respondents worked 5 to 6 years, 20% had an experience between 1 to 2 years while 14% of the respondents had less than 1 years and lastly 12% of the respondents had 7 years and above. From the findings the researcher observed that the majority of the respondents had good experience since the majority of the respondents were bachelor holder and the information obtained can be trusted.

4.2 The level of training

The independent variable in this study were training, were measured using fourteen items all items on Training were Likerts scale using four points ranging between 1 strongly disagree 2 disagree 3 agree 4 strongly agree. The first objective in this study was to determine level of the training for which respondents were required to indicate the extent to which they agree with each of items by filling in the number that best describes their perception. The respondents responses were analyzed and described using means as summarized in table 4.2 below.

| NO | Indicators | Mean | Std. Deviation | Interpretation |
|----|--|------|----------------|----------------|
| | Training | | | |
| 1 | Training focuses on developing individual and organizational potential and building capabilities for the future? | 3.15 | 1.179 | Strong Agree |

| | | | | |
|---|--|------|-------|--------------|
| 2 | Training is the systematic Development of the attitude and skill Behavior? | 2.68 | .887 | Agree |
| 3 | Training helps build the foundation for career advancement hence staff recognition through promotions, this leads to job satisfaction? | 2.78 | .892 | Agree |
| 4 | Training practices are aimed at enhancing employees' personal qualities that lead to greater organizational performance? | 3.60 | .771 | Strong Agree |
| 5 | Trainings aimed at helping the employees obtain knowledge and skills required in performing? | 2.68 | 1.002 | Agree |

| | | | | |
|---|---|------|------|-----------------|
| 6 | Job Training provided to increase the knowledge and skills of an employee for improving performance on the job? | 2.15 | .908 | Strong disagree |
| 7 | Promotion training is provided to existing Employees in order to enable them to perform higher level of jobs. | 2.63 | .928 | Agree |
| 8 | Employee training plays a vital role in improving performance as well as increasing productivity? | 2.62 | .945 | Agree |
| 9 | Training programmed must achieve measurable results to achieve its goals as stated in the objectives. | 3.76 | .565 | Strong Agree |

| | | | | |
|----|---|------|-------|-------|
| 10 | Learning through training influence the organizational performance by greater employee performance? | 2.53 | .804 | Agree |
| | Grand mean | 2.85 | 0.888 | Agree |

Source: Primary Data 2018

Table 4.2. Shows that the Training focuses on developing individual and organizational potential and building capabilities for the future respondents agree (Mean 3.15) while the respondents agree that the Training is the systematic development of the attitude and skill behavior (Mean

2.68), the respondents agree Training helps build the foundation for career advancement hence staff recognition through promotions (Mean 2.78) the respondents agree that the Training practices are aimed at enhancing employees' personal qualities that lead to greater organizational performance? (Mean 3.60) move over the respondents agree that the Trainings aimed at helping the employees obtain knowledge and skills required in performing (mean 2.68) that the respondents disagree Job Training provided to increase the knowledge and skills of an employee for improving performance on the job (Mean 2.15). table 4.2. Shows that Promotion training is provided to existing employees in order to enable them to perform higher level of jobs. Employee training plays a vital role in improving performance as well as increasing productivity, Training programmed must achieve measurable results to achieve its goals as stated in the objectives and learning through training influence the organizational performance by greater employee performance With the mean of (2.63, 2.62, 3.76, 2.53) respectively. The grand mean indicated that the extent of the Training of ministry of fishery in Hargeisa Somaliland is agree (mean index 2.85 agree) this implies that the extent of Training is satisfactory since the general mean shows agree.

4.3 The level of performance

The dependent variable in this study were performance were measured using Likerts scale four points ranging between 1 strongly disagree 2 disagree 3 agree 4 strongly agree. The third objective in this study was to determine level of performance for which respondents were required to indicate the extent to which they agree with each of items by filling in the number that best describes their perception. The respondents responses were analyzed and described using means as summarized in table 4.3 below

Table4.3

| No | Indicators | Mean | Std. Deviation | Interpretation |
|----|--|------|----------------|----------------|
| | Performance | | | |
| 1 | Performance as how well a person completes tasks and | 2.70 | .805 | Agree |
| | Also the attitude with which he/she completes the tasks? | | | |
| 2 | Employee performance means Using their skills, ability, experience and so forth, to perform the assigned task? | 2.89 | .814 | Agree |

| | | | | |
|---|---|------|------|-----------------|
| 3 | It is widely acknowledged that attitude affects performance? | 1.55 | .951 | Strong disagree |
| 4 | Job satisfaction and performance are perhaps the two most central and enduring constructs in an individual? | 2.72 | .772 | Agree |
| 5 | Employee performances used to decide whether or not the salary or wage of an individual employee was justified? | 2.98 | .608 | Agree |
| 6 | The quality of the workers knowledge, skills and capability and thus results in higher | 2.94 | .818 | Agree |

| | | | | |
|---|--|------|-------|-----------------|
| 7 | Employee performance is also affected by some environmental factors such as corporate culture, organizational structure? | 3.11 | .866 | Strong Agree |
| | Grand mean | 2.69 | 0.804 | Agree |

Sources: primary data 2017

Table 4.3 shows that the Performance as how well a person completes tasks and also the attitude with which he/she completes the tasks with a mean of (2.70 agree), while the respondents agree that Employee performance means using their skills, ability, experience and so forth, to perform the assigned task (Mean 2.89 agree), the respondents disagree that It is widely acknowledged that attitude affects performance. (Mean 1.55 strong disagree) while the respondents agree that Job satisfaction and performance are perhaps the two most central and enduring constructs in an individual. (mean 2.72 agree) move over the respondents agree that Employee performances used to decide whether or not the salary or wage of an individual employee was justified. (mean 2.98 agree), table 4.3 shows that the respondents agree that The quality of the workers knowledge, skills and capability and thus results in higher (Mean 2.94, , respectively satisfactory) lastly the respondents agree that Employee performance is also affected by some environmental factors such as corporate culture, organizational structure mean (3.11 agree). The table 4.3 grand mean shows that the extent of performance is agree with a mean (2.69).

Relationship between Performance and Training

The 3th objective in this study was to determine if there is significant relationship between Performances and Training in, for which it was hypothesized that the two variables are not significant correlated. To test this null hypothesis, the researcher correlated all the mean perceptions computed in Table 4.2 and 4.3 above, using the Pearson’s Linear Correlation Coefficient (PLCC, r). Results of this test are indicated in table 4.4 relationship between

Performance and Training of ministry of fishery in Somaliland (Sig. = 0.05)

Table 4.4

| Variable correlated | Computed r-value | Pvalue | Interpretation | Decision on H _o |
|-------------------------|------------------|--------|---|----------------------------|
| Training Performance | .411 | .005 | Positive Significant relationship | Accepted |

Correlation is significant at the 0.05 level.

Source: Primary Data

Table 4.4 presents correlation results between Performance and Training. It indicates that the correlation between Performance and Training is significant ($r=0.411$; $sig. =0.005$). This implies that the cause's Training highlighted a positive significant relationship to Performance. This is an indicator that the better observing the causes and Training with Performance. Therefore at 0.05, null hypothesis is rejected and research hypothesis is accepted to the fact that Training brings Performance.

CHAPTER FIVE: CONCLUSIONS AND RECOMMENDATIONS

5.0. Introduction

This chapter presented the summary of the discussions, conclusions, recommendations following the study objectives and pertinent hypotheses and areas of future research.

This study was set out to establish the relationship and between the Training and Performance of ministry of fishery in Hargeisa Somaliland. This chapter is focused on the discussion of the results of the study. Moreover, the conclusions and recommendations are drawn and given respectively; the study was specifically showed data on profile of the respondents, level of the Training, and level of Performance, significant relationship.

Results table 4.1. Indicated in terms of gender, there were more male (74%) than female (26%). This implies that the majority of the respondents are male.

In the case of marital status, it shows that the majority of respondents were married (70%) followed by (20%) were single, and lastly (10%) were divorced. This implies that the majority of people in education sector are married.

Similarly, it shows that a majority of the respondents 32% were aged between 30 - 39 years followed by 9% were aged between 50 years and above, 14% of the respondents are within the 40 - 49 years, and lastly 45% were aged between 20-29 years. The majority respondents were adult people with active memory hence information obtained from them can be trusted and looked at as a true and good representation of the information the researcher was looking for. In the case of their education background, 53% of the respondents were bachelor degree, while 21% of the respondents were in diploma level, 15% of the respondents were in certificate, while 11% of the respondents were master holders and finally there is no respondents were PHD holders, and this implies that the majority of the respondents were in bachelor degree level. In the case of the experience 26% of the respondents had an experience between 3 to 4 years, 23% of the respondents worked 5 to 6 years, 21% had an experience between 1 to 2 years while 17% of the respondents had less than 1 years and lastly 13% of the respondents had 7 years and above. From the findings the researcher observed that the majority of the respondents had good experience since the majority of the respondents were bachelor holder and the information obtained can be trusted.

Discussions of Training

The grand mean indicated that the extent of the Training of ministry of fishery in Hargeisa Somaliland is satisfactory (mean index 2.85agree) this implies that the extent of Training is satisfactory since the general mean shows agree.

Discussion of Performance

The table 4.3 grand mean shows that the extent of Performance is agree with a mean (2.69).

Discussions of Performance and Training

The three objectives presented correlation results between Performance and Training. It indicates that the correlation between Performance and Training is significant ($r=0.504$; sig. =0.000). This implies that the cause's Training highlighted a positive significant relationship to the Performance. This is an indicator that the better observing the causes and Training with Performance .Therefore at 0.05, null hypothesis is rejected and research hypothesis is accepted to the fact that Training brings Performance.

5.1 Conclusion

The level of Training of ministry of fishery in Hargeisa Somaliland is satisfactory (mean index 2.85 agree) this implies that the extent of Training is satisfactory since the general mean shows agree. The level of Performance is agree with a mean (2.69). The correlation results between Performance and Training .It indicates that the correlation between Performance and Training is significant ($r=0.411$; sig. =0.005). This implies that the cause's Training highlighted a positive significant relationship to the Performance. This is an indicator that the better observing the causes and Training with Performance .Therefore at 0.05, Questions is rejected and research Questions is accepted to the fact that Training brings Performance.

5.2 Recommendation

Based on the findings and conclusions of this study, the following recommendations could be considered:

--Give Training and Orientation a laborer's first day and first weeks at work are basic to maintenance. An introduction and prologue to the foundation and colleagues that first work day goes far in putting the "new child on the square" quiet. Preparing – regardless of how basic the activity may appear is basic. A composed set of working responsibilities with explicit and definite methodology is likewise a valuable device.

---Assessment result ought to be additionally conveyed to representatives and the outcome ought to be utilized in arrangement of motivations and advancement. This will help service of fishery to keep away from or decline preference in advancement giving movement to the organization.

REFERENCE

(Jake Hoyt. 2001) training carried out vary enormously from organization to organization,

([Raymond J. Barry](#)2011) operators are more than able to meet high organizational performance through well trained staff and committed.

(Barron and Hagerty, 2001) human resource management approach hopefully will result in people being motivated to perform.

Cole (2002; 329), factors influencing the quantity and quality of training activities.

(1 Brown (2008) defines performance as how well a person completes tasks and also the attitude with which he/she completes the tasks.

(m, fishery 2015)Somaliland currently has law training employee and their performance is not good because law training,

Gordon (1992, 235) training is the job / task; the acquisition or learning of specific competencies

Armstrong (2010) training is the use of systematic and planned instruction activities to promote learning.

(Reynolds, 2004). Training is the systematic development of the attitude and skill behaviour pattern required by an individual in order to perform adequately a given task.

(2008) performance is as how well a person completes tasks and also the attitude with which he/she completes the tasks.

Hersen (2004), job performance can be defined (and assessed) in terms of quantifiable outcomes of work behaviours such of as amount sales,

Baldwin (2008) performance as carrying out actions efficiently and effectively to meet agreed job objectives.

(Durbin, 2006). Employee performance means using their skills, ability, experience and so forth, to perform the assigned task required by their subordinate with effectiveness and efficiency

APPENDIX A: QUESTIONNAIRE

This study is a requirement for the partial fulfillment for the award of a Master's degree in faculty of Business and economics the purpose of this research is to assess training employees work performance in Public organization, based in the of Ministry of Fishery and Ocean Resource in Hargeisa, Somaliland.

Section I: General information

Kindly tick (✓) where applicable and do not indicate your names or personnel number.

1. Gender

A. Male []

B. Female []

2. Age bracket []

A. 20 – 30 []

B. 31 – 45 []

C. 46 – 60 []

D. Above 61 []

3. Job Category Management

- A. Supervisory
- B. Clerical and Secretarial
- C. Support Staff
- D. Other: _____

4. Work experience

- A. Less than 1 year
- B. 2 –5years
- C. 6 –10years
- D. Above 11 years

5. Educational Level High School

- E. Masters Level
- F. Polytechnic
- G. PhD
- H. University or College Degree
- I. Other(Specify)_____

SECTION II: Training of Employee by the Ministry of Fishery and Ocean Resource in Hargeisa, Somaliland.

On a scale of 1-5, tick in the appropriate box on how you strongly agree or disagree with the statements given.

| Scale | 1 | 2 | 3 | 4 | 5 |
|-------|----------------------|----------|----------|-------|-------------------|
| | Strongly Disagree | Disagree | Not sure | Agree | Strongly Agree |

| Statement | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| 1. Training focuses on developing individual and organizational potential and building capabilities for the future? | | | | | |
| 2. Training is the systematic Development of the attitude and skill behavior? | | | | | |
| 3. Training helps build the foundation for career advancement hence staff recognition through promotions, this leads to job satisfaction? | | | | | |
| 4. Training practices are aimed at enhancing employees' personal qualities that lead to greater organizational performance? | | | | | |
| 5. Training aimed at helping the employees obtain knowledge and skills required in performing? | | | | | |
| 6. Job Training provided to increase the knowledge and skills of an employee for improving performance on the | | | | | |

| | | | | | |
|--|--|--|--|--|--|
| 7. Promotion training is provided to existing employees in order to enable them to perform higher level of jobs. | | | | | |
| 8. Employee training plays a vital role in improving performance as well as increasing productivity? | | | | | |
| 9. Training programmed must achieve measurable results to achieve its goals as stated in the | | | | | |
| 10. Learning through training influence the organizational performance by greater employee performance? | | | | | |

Section III: Employee Performance Ministry of Fishery and Ocean Resource in Hargeisa, Somaliland.

Please indicate the extent to which you agree with the following statements by using a scale of

| | | | | | |
|--------------|----------------------|----------|----------|-------|-------------------|
| Scale | 1 | 2 | 3 | 4 | 5 |
| | Strongly Disagree | Disagree | Not sure | Agree | Strongly Agree |

| Statement | 1 | 2 | 3 | 4 | 5 |
|--|----------|----------|----------|----------|----------|
| 1. Performance as how well a person completes tasks and also the attitude with which he/she completes the tasks? | | | | | |
| 2. Employee performance means using their skills, ability, experience and so forth, to perform the assigned task? | | | | | |
| 3. It is widely acknowledged that attitude affects performance? | | | | | |
| 4. Job satisfaction and performance are perhaps the two most central and enduring constructs in an individual? | | | | | |
| 5. Employee performances used to decide whether or not the salary or wage of an individual employee was justified? | | | | | |
| 6 The quality of the workers knowledge, skills and capability and thus results in higher | | | | | |
| 7 Employee performance is also affected by some environmental factors such as corporate culture, organizational structure? | | | | | |

**PROPOSED
BUDGET**

| Stationery | Quantity | Amount Dollars |
|-------------------|-----------------|-----------------------|
| Duplicating paper | 3 reams | \$ 15 |
| Stencil | 1 packets | \$ 10 |
| Travel | 30 days | \$ 100 |
| Subsistence | 30 days | \$ 90 |
| Binding | | \$ 30 |
| Total | | \$ 245 |

