

Manpower Training And Development In Ishongororo Town Council, Ibanda District

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Abstract

The purpose of the study was about the impact of manpower training on development in ishongororo town council in ibanda district. The proposed objectives of the study were as follows; to assess the clear understanding of manpower training in ishongororo town council, to find out ways that affect development in ishongororo town council and to establish the relationship between manpower training and development of the employees in ishongororo town council. The research found out that the majority had enough understanding of manpower training in ishongororo town council this was represented by 89% of the respondents while 67% said that they had a little understanding of training in ishongororo town council. 43% said did not have any understanding of training in ishongororo town council and lastly 10% of the respondents said had never heard about manpower training. The study found out that the majority (71%) agreed that effective institutional development support while 29% disagreed followed by mobilizing savings markets which was agreed up on by 65% of the respondents while 35% disagreed. Then accessing capital was agreed up on by 58% while 42% disagreed and lastly loan funds was agreed up on by 55%. The study found out that out of the 100 respondents who were interviewed, the majority 65% were of the opinion that there is a relationship between manpower training and development of the employees in ishongororo town council, 20% of the respondents said there is no relationship while 15% were undecided. This shows that there is a great relationship between manpower training and development of the employees in ishongororo town council. Based on the findings, it is concluded that manpower training positively affects development of the employees in ishongororo town council and this increases their efficiency and effectiveness. Manpower training is concerned with organizational activity aimed at bettering the performance of individuals and groups in organizational settings. For the organization, training and development leads to improved profitability while cultivating more positive attitudes toward profit orientation.

The following recommendations were made from the results obtained in this study and they include: The ishongororo town council should come out with a comprehensive clearly articulated and documented manpower training policy. The staff development should be made to function effectively. All staff should be given a copy of this training and development policy document since a motivated employee becomes satisfied, productive and in most cases remain with the organization for long. The study therefore, recommends that the college should plan incentives that will motivate employee. The study asserts that for the individuals, training and development improve job knowledge while also helping in identifying with the goals of the organization. The study therefore, recommends that the college should prioritize training for their staffs.

Keywords: Manpower, staff, Training and Development

Background of the study

Received: 17.04.2024

Accepted: 23.04.2024

Published on: 29.04.2024

Development is a process that creates growth, progress, positive change or addition of physical, economic, environmental, social and demographic components (T. Christopher et al., 2022). Workforce training and development has always been a priority for Ishongororo Town Council based in Ibanda District, Uganda due to the rapid pace of change in skills needed to support the town's growing economy and the needs of its citizens (F. Christopher, Moses, et al., 2022). With a population of over 35,000 at the last national census, the City Council recognizes that the continued upskilling of its workforce is vital to sustaining economic progress, reducing unemployment and improving the livelihoods of its citizens (Nelson & Christopher, 2022). However, scarce financial resources and limited training facilities posed major constraints to the city's efforts to adequately invest in regular workforce training programs that would equip residents with the marketable expertise needed for available jobs. While enrollment in primary and secondary education has steadily increased over the past ten years and provided a basic foundation for residents, many graduates still lack the practical skills required in the labor market in fields such as construction, agriculture, business, health and others (Paul & Kazaara, 2023). This mismatch between the types of qualifications produced by the education system and the demands of the labor market has contributed to a persistently high rate of unemployment, especially among the youth. Therefore, city leaders have embarked on deliberate initiatives to support more effective workforce

Problem statement

development outside the formal school system by establishing stronger partnerships with the private sector and leveraging support from development partners (Frank et al., 2023). The City Council focused on conducting regular needs assessments involving stakeholders from key growth industries to identify required areas of expertise lacking among the workforce (Winny et al., 2023). These findings then led to the design of tailored, short-term vocational courses targeted at beneficiaries based on their age, education and expressed career interests. Some of the most widespread skill building programs initiated in collaboration with private educational institutions and NGOs include carpentry, tailoring, computer applications, machine operation and basic business management (Faridah et al., 2023). The city has also sought to improve access to vocational training for disadvantaged groups such as early school leavers, single mothers and the disabled through tuition subsidies and the provision of childcare support services (Victor et al., 2023). Ishongororo sub-county is a municipality in Ibanda District in Ibanda District in the Western Region of Uganda. Ishongororo is a locality in western Uganda and also has an elevation of 1,305 meters above sea level. Ishongororo is located near the villages of Kasozi and Nyaburama. Global competitiveness and challenges in government and other organizations have increased the desire for effective workforce training and development. Most large organizations in the world conduct employee training from time to time (Ivan et al., 2023a).

Received: 17.04.2024

Accepted: 23.04.2024

Published on: 29.04.2024

Ishongororo Municipal Council in Ibanda District faces numerous challenges in effectively delivering its mandates to deliver critical public services and drive local economic development due to inadequate training and skill development of its staff to cope with the growing demands and expectations of residents. how to keep pace with the rapidly changing technological, social and economic environment at national and global levels (Isaac et al., 2023). The Council's Human Resources Department, which is responsible for planning and overseeing training programs that equip staff with up-to-date knowledge, skills, mindsets and tools to perform their roles productively and achieve the Council's strategic objectives, has not allocated sufficient financial and other resources. towards continuous professional development initiatives that empower employees at all levels to higher levels of competence and performance that enable them to be able to respond to the diverse and complex needs of citizens and other stakeholders within the local community (Ivan et al., 2023b). As a result of limited investment in systematic skills training, many Council staff, particularly in technical departments such as engineering, planning, community development and finance, currently lack the specialist expertise, modern management approaches and digital literacy required for effective planning and delivery projects, enforcement of regulations, leverage. new opportunities and ensuring value for money is realized from the use of public funds (Ntirandekura et al., 2022). This has negatively affected service delivery standards, adherence to established procedures and timetables, innovation and overall work performance or productivity within the Council's administration. With the changing dynamics of public service management, citizen expectations and emerging socio-economic challenges, the Council now faces enormous difficulties in its aim to improve the living standards of residents through accelerated infrastructure development, job creation initiatives and support for local businesses if its staff are not promoted regularly. and exposed to international best practices through organized workshops, on-the-job coaching, specialized follow-ups and upgrades of academic qualifications relevant to their roles and functions (Faridah et al., 2023). It is against this background that Ishongororo City Council recognizes the urgent need to overhaul its training and workforce development framework through well-researched policies, adequate budget allocation, strategic partnerships with training institutions and results-oriented implementation modalities that systematically address existing competency gaps among its workforce to build a highly skilled, motivated and future-ready human capital that will drive sustainable socio-economic transformation within its jurisdiction through effective planning and coordinated service delivery in line with its 10-year strategic plan (F. Christopher, Komunda et al. , 2022).

Specific objectives

1. To assess the clear understanding of manpower training in ishongororo town council.
2. To find out ways that affect development in ishongororo town council
3. To establish the relationship between manpower training and development of the employees in ishongororo town council.

Methodology

Received: 17.04.2024

Accepted: 23.04.2024

Published on: 29.04.2024

The study applied a descriptive research design to reflect aspects of perception, feelings, experiences, facts and emotional feelings of the study respondents in finding out about manpower training and development in Ishongororo town council, Ibanda district (Jallow et al., 2022). This is because the research questions that were generated necessitated observing explanatory, descriptive and analytical aspects of the research. The area of study was carried out in Ishongororo town council, Ibanda district (Olanrewaju et al., 2021). Ibanda district is a district in the western region of Uganda. The town of Ibanda is the site of the district headquarters. In addition, the officials who were found available and willing to participate were also given a chance. The study population involved 200 respondents that is, 196 residents of Ishongororo town council, 02 town clerks and 02 chief administrative officer of Ishongororo town council (Anwar et al., 2022). The researcher purposively selected the town clerks and chief administrative officer of Ishongororo town council and randomly selected residents of Ishongororo town to give each an equal chance of representation. All respondents were assumed to have vital information on how microfinance credit access and poverty reduction among women (Zowena et al., 2023). Respondents who were willing to participate were also approached. A sample size of 100 respondents was determined through purposive and random sampling methods using Krejcie and Morgan table (1970). This is so because the nature of data to be generated required different techniques for better understanding of the research problem under investigation (Olanrewaju et al., 2021). Besides this, the approach is also commonly known for achieving a higher degree of validity and reliability as well as elimination of biases as per Amin (2005). Therefore, the sample size will be 100 respondents.

Table 1: showing the sample size

Category	N	S
Chief administrative officers	02	01
Town clerks	02	01
Residents	196	88
Total	200	100

N- study population s-sample size

This method was used in the study, since questionnaires were self-administered and interpreted to the business owners and their employees with the guidance of the researcher and a research assistant so as to obtain reliable data (Aslam et al., 2022). The researcher interviewed the respondents which also helped in collecting data from respondents. Face to face discussions were conducted by the researcher together with respondents in order to get the information necessary for the study. The processing of data was done after the collection of data for verification of the information that was gathered and for attainment of completeness, accuracy and uniformity. Data editing involved checking the information for errors (Rasheed et al., 2022), which was an added advantage because it enabled the researcher to delete and eliminate possible errors that were traced which in the end would have manipulated the results of the study. Data was analyzed concurrently to avoid duplication thereby guiding the entire study for balanced and critical analysis. The

Received: 17.04.2024**Accepted: 23.04.2024****Published on: 29.04.2024**

researcher used questions based on the questionnaire and for other items, tabulation pie-charts and percentage and simple statistical methods were also used for data presentation, analysis and qualification (Saliu et al., 2013). The study explained, described, and presented the findings basing on the specific objectives of the study and research questions, where data analysis was initially done through sketchy and generalized summaries of the findings from observation and conclusions in the process of data collection. Data analysis was done using simple statistical percentages and frequencies and thereafter was presented as well as tabulated using SPSS & STATA (Nelson et al., 2022).

RESULTS

Analysis of the study findings on the basis of the study objectives.

Table 1. Whether respondents had an understanding on the meaning of manpower training in ishongororo town council.

Understanding on the meaning of household savings in Biharwe town	Frequency	Percentage
I have enough understanding of manpower training in ishongororo town council.	89	89
I have a little understanding of manpower training in ishongororo town council.	67	67
I don't have any understanding of manpower training in ishongororo town council.	43	43
I have never heard about manpower training	10	10

Source: primary data 2023

Results from table 1 above shows how respondents answered on their understanding of manpower training in ishongororo town council and the majority had enough understanding of manpower training in ishongororo town council this was represented by 89% of the respondents while 67% said that they had a little understanding of training in ishongororo town council. 43% said did not have any understanding of training in ishongororo town council and lastly 10% of the respondents said had never heard about manpower training (F. Christopher, Moses, et al., 2022).

Table 2: roles of microfinance institutions in ishongororo town council.

Roles of microfinance institutions	Agreed	%	Disagree	%	Total
Levels of infrastructure	65	65	35	35	100 (100%)
Education.	58	58	42	42	100 (100%)
Levels of inward investment.	55	55	45	45	100 (100%)
Levels of savings/capital	71	71	29	29	100 (100%)

Source: primary data 2023

Received: 17.04.2024

Accepted: 23.04.2024

Published on: 29.04.2024

Findings in table 2 above show how respondents agreed up on the roles of microfinance institutions in Biharwe town and the majority (71%) agreed that effective institutional development support while 29% disagreed followed by mobilizing savings markets which was agreed up on by 65% of the respondents while 35% disagreed. Then accessing capital was agreed up on by 58% while 42% disagreed and lastly loan funds was agreed up on by 55% as showed in the table above (A & Ahmed, 2019).

Table 3: showing the relationship between manpower training and development of the employees in ishongororo town council

Is there any relationship between manpower training and development of the employees in ishongororo town council?	Frequency	Percentage
Yes	65	65
No	20	20
Undecided	15	15
Total	100	100

Source: primary data 2023

Table 3 above shows that out of the 100 respondents who were interviewed, the majority 65% were of the opinion that there is a relationship between manpower training and development of the employees in ishongororo town council, 20% of the respondents said there is no relationship while 15% were undecided. This shows that there is a great relationship between manpower training and development of the employees in ishongororo town council (Ivan et al., 2023a).

Summary of the findings.

The research found out that the majority had enough understanding of manpower training in ishongororo town council this was represented by 89% of the respondents while 67% said that they had a little understanding of training in ishongororo town council. 43% said did not have any understanding of training in ishongororo town council and lastly 10% of the respondents said had never heard about manpower training

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Received: 17.04.2024

Accepted: 23.04.2024

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Conclusion.

Based on the findings, it is concluded that manpower training positively affects development of the employees in ishongeroro town council and this increases their efficiency and effectiveness.

Manpower training is concerned with organizational activity aimed at bettering the performance of individuals and groups in organizational settings. For the organization, training and development leads to improved profitability while cultivating more positive attitudes toward profit orientation.

Recommendations.

The following recommendations were made from the results obtained in this study and they include:

The ishongeroro town council should come out with a comprehensive clearly articulated and documented manpower training policy. The staff development should be made to function effectively. All staff should be given a copy of this training and development policy document

Since a motivated employee becomes satisfied, productive and in most cases remain with the organization for long.

The study therefore, recommends that the college should plan incentives that will motivate employee.

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Received: 17.04.2024

Accepted: 23.04.2024

Published on: 29.04.2024

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