

Abstract

Although there has been ongoing research on the effects of training on firm performance, research findings have been limited to the use of traditional methods of training tools on organizational performance. In this study, the researcher attempts to examine the effect of modern and customized training tools on organizational performance: a case of Aggreko International, Kenya. Aggreko is a power generating company and is faced with problems such as inadequate supervision, inability for employees to have freedom to be creative and lack of adequate efficiency skills. For the purposes of this study, the researcher will seek to determine whether the use of Orange Excellence Training Tools has improved organizational performance, the relevance of the tools to the organization and be able to come up with recommendations to improve performance. The researcher used a case study design to carry out the study; so as to get sufficient information from the respondents. The instrument of research was the questionnaire that was constructed to capture the objectives of study such as the use of training tools and the relevance of the tools to organizational performance. A sample size of 80 employees was used for the study. Data analysis was done quantitatively by use of statistical methods and presented in the form of pie charts, bar charts and graphs, percentages and frequency tables. The findings indicated that 100% of staff agreed that they had benefited from OE training tools and 93.8% managers noticed marked improvement since the initiation of training by use of OE training tools. The study concluded that training in organizations enabled the employees to be equipped to compete effectively in business by offering quality services in minimum time. These research findings will therefore be beneficial to organizations in several ways such as designing effective training tools to enhance organizational performance and study being a reference point to future academicians.