

## The effect of training and development on the performance of employees in the Limpopo gambling board, Limpopo province

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### Abstract

The paper scrutinises the influence of the execution of a training and development in government context with reference to Limpopo Gambling Board. The interest of this paper originates from the initiatives developed by the demands of a complex and changing economy-that are characterized by increasing use of information, complex technologies and a general rise in the skill requirements of jobs require higher levels of applied competence. Such initiatives were concerned with coordination and integration of government system services training and development plays a critical role in ensuring that employees perform better in their daily duties. Training and development plays a key role in motivating and inspiring employees in an organization. The study is aimed at analysing the effect of training and development on the performance of employees in the Limpopo Gambling Board. The study also aimed at investigating whether training and development can promote the performance of the employees in the board. The objective is to improve the existing and future management of outputs, outcomes and impact. It also identifies the factors which contributes to its service delivery outcome. A qualitative method is applied to realise the objectives of the study. A total of 10 completed questionnaires were received back from the respondents. Additionally, the interviews were conducted inclusive Human Resources development in the board. Data collected was analysed using STATA. The results from the study show that there is a crucial requirement of the training and development policy in the board. The further reveals that the majority of the respondents at 76.92% are able to implement the knowledge gained during training in their daily duties. This is a clear indication that training and development has a positive effect on the performance on the employees in the board. The study also indicated that employees are not given equal opportunity to attend training and development programmes in the board and this is supported by the majority of respondents at 84.62% who tend to believe that employees are not provided with equal opportunity to attend training and development in the board. The majority of respondents and Humana Resources development has highlighted budget constraints as the major problem with regard to training and development of employees in the board and therefore there is a need for the board to provide adequate funds to training and development of employees.

**Keywords:** Training, development, behaviour, policy, employees.

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