

CERTIFICATION

I certify that this work was carried out by OKEOWO, OMOLABAKE ELIZABETH at the Department of Business Administration, Mountain Top University, Ogun State, Nigeria under my supervision.

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Supervisor

Dr. Ogundele J. I

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Date

DEDICATION

This research is dedicated to the almighty God, who has been so faithful and merciful unto me in this project work. For his strength, wisdom, knowledge, understanding and help for me.

Also dedicate this project work to my parents, Mr. OLUWATOBI OKEOWO (father) & Mrs. OLUWASEYI OKEOWO (mother) and my siblings; TUMININU VICTORIA OKEOWO, MIRACLE OPEOLUWA OKEOWO AND TESTIMONY TEMITOPE OKEOWO for their support and words of encouragement for me to put in my best.

Lastly, dedicate this work to my school daughters; AGBELUSI BIBIIRE JESUDUNNI and SAM-UMONG FAVOUR AYEZELE.

ACKNOWLEDGEMENTS

I will like to firstly thank the almighty God for his provision, protection and promises over my life, for seeing me through these four years course in Mountain Top University and my project work.

I also want to show my sincere appreciation to my supervisor, Dr. Ogundele J.I who has been like a father to me during this project work, for his supports and help, pray the Almighty God rewards him of all he did for me.

Also to the lecturers in Industrial relations and personnel management and all lecturers that taught me from my first year in Mountain Top University for impacting knowledge to me, I say a very big thanks to you all, may God bless you all.

Lastly, to my close friends in school; ISINKAYE DAMILOLA, ILUKOYENIKAN BLESSING, THOMPSON BENITA, POPOOLA BEAUTY, EBHOTA RUTH MARVELLOUS, and others, pray when we see ourselves, we shall meet at the mountain top.

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ABSTRACT

Training is a management interventionist strategy aimed at improving the performance of individuals and groups in an organisational setting. Employees' training will enhance capacity building, thereby, facilitating skills, knowledge and attitudes for effective performance. It is on this basis the study examined the relationship between employee's training and organizational productivity in Unilever Nig. Plc.

The social learning theory was adopted for theoretical framework. Data were collected through a structured questionnaire which was distributed to 300 workers of the study organisation. The population of the study organisation was 1200. Multi-stage sampling technique was used which was divided into three stages; purposive sampling, stratified sampling and random selection. While 6.93% of the respondents were males, 31.07% were females. The data was analyzed using the descriptive statistics like percentages and mean while the qualitative was transcribed using contents analysis.

It was revealed from the findings that training was needed for the employees to be effective and efficient in the organisational productivity. The type of training executed in the organisation had a positive impact on the employees.

The study recommended that the government should make it mandatory for employers of labour to engage their workers in regular training programmes locally and internationally. It was also recommended that government should establish training institutes to make workers acquire more knowledge and skills to improve their job performance and work attitudes.

Key words: Employees, training, organization, productivity.