

EFFECTIVENESS OF ENGLISH LANGUAGE TRAINING ON JOB PERFORMANCE AS PERCEIVED BY PRIMARY SCHOOL TEACHERS IN KICUKIRO DISTRICT, RWANDA

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ABSTRACT

This paper investigates the Effectiveness of English Language Training on Job Performance as perceived by Primary school teachers in Kicukiro District. The study used a descriptive comparative research design. Four research questions and one null hypothesis were formulated. To collect data, the researcher made questionnaires which were administered to 222 respondents chosen as a sample from a population of 498 primary school teachers in Kicukiro District who attended English Language Training in 2009-2010. Descriptive statistics and Analysis of Variance were used to analyze the data.

The major findings from this study showed that the English training effectively developed vocabulary skills to primary teachers in Kicukiro District. The findings also showed that the training was moderately effective to develop other skills namely reading, writing, listening, speaking, grammar and methodology. Respondents agreed that the English language training was effective to their job performance.

Considering the effectiveness of English Language Training on job performance as perceived by primary school teachers in Kicukiro District, the government of Rwanda was recommended to keep organizing the training in English language so as to strengthen knowledge teachers got from the previous training.

Keywords: *English language skills, Training Program, Job performance.*