RELATIONSHIP BETWEEN TECHNICAL TRAINING AND THE PERFORMANCE OF MICRO AND SMALL ENTERPRISES IN KISII COUNTY

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ABSTRACT: The objective of the study was to establish the relationship between technical training and the performance of MSEs in Kisii County. A descriptive survey design was used to carry out the study. The target population was 12,772 owner managers. The sample size was 384 which obtained through simple stratified random sampling where 9 strata were studied. Data was collected using questionnaires, interview schedules and observation checklist. Data was analyzed using Statistical Package for Social Sciences (SPSS) version 20.0 computer software. The hypothesis was also tested using the t- test. Results of the Technical training were found to be satisfactory in explaining performance of micro and small enterprises in Kisii County. This was supported by coefficient of determination also known as the R square of 75.7%. This means that independent variable explain 75.7%of the variations in the dependent variable which is performance of micro and small enterprises in Kisii County. The ANOVA results indicated that the overall model was statistically significant. This was supported by an F statistic of 214.536 and the reported p value (0.000) which was less than the conventional probability of 0.05significance level. Regression of coefficients showed that managerial training and performance of micro and small enterprises in Kisii County had a positive and significant relationship (r=2211681.748 p=0.000. The R^2 before moderation was 75.7% but after moderation the R^2 reduced to 49.6%. This implies that legal requirements reduce the performance of micro and small and enterprises in Kisii County. The study concluded that Technical training influences the performance of micro and small enterprises in Kisii County. It was recommended that that more technical training should be organized for Micro and Small Enterprises in Kisii County.

Keywords: technical training, performance, results oriented

1. Introduction

According to the Ministry of Trade and Industry Interim Draft report on National Trade Policy of August (2007), the following were identified as some of the characteristics of small scale enterprises in Kenya: Small scale units providing and distributing goods and services some of whom employ family labour or hired workers or apprentices, they operate with inadequate capital, use low level of technology and skills, hence operating at low level of productivity, provide low and irregular incomes and highly unstable employment, unregistered and unrecorded in official statistics, they tend to have little or no access to organized markets and credit, public services and amenities, they are not recognized and protected, and supported or regulated by the government, and often compelled by circumstances to operate outside the framework of the law, they live and work in appalling, dangerous and unhealthy conditions, they rely on self-supporting and "informal" institutional arrangements, they obtain credit from sources outside the formal sector and often on much more unfavorable terms, they acquire skills through their own informal apprenticeship shares, they have to rely on family or group solidarity or unofficial organization to access social security, they operate beyond the law and receive little or no legal protection, they are vulnerable to the ambivalent authorities and the formal enterprises. Information gathered from 2008-2012 Strategic Plan of the Ministry of Trade printed in April, 2009 stated that in the recent past, all sectors of the economy recorded improved performance, which was attributed to favorable business environment, availability of credit from financial instruments and increase in investment opportunities in the country.

However, small scale enterprises did not fully realize their potential due to a number of factors, such as poor infrastructure and poor access, restrictive legislation and regulation, unaffordable finance, and poor access to land, poor market linkages between small and large enterprises, inadequate market information and limited skills. All this pose a challenge to vision 2030. A survey carried out in

2016 by the Kenya National Bureau of Statistics (KNBS) indicated that 400,000 MSEs are dying annually. The report also indicated that some MSEs do not celebrate their second anniversary in the last five years raising concern over their sustainability.

The National Trade Policy of August (2007) report further indicated that a total of 2.2 million micro enterprises have been closed in the last five years, 2016 inclusive. Most of these enterprises closed because of increased operating costs, declining income and losses incurred from the business, an indication that the country's state of economy has not been as impressive as it should be. This also raises questions whether or not the many training to MSEs in management, finances, technology, networking, governance and ethics have been helpful. In Kisii County, according to the Directorate of Revenue report of 2016, MSEs have not fully realized their potential due to a number of factors such as poor infrastructure, restrictive legislation, unfriendly regulations, poor management, unaffordable finance, poor access to land, poor market linkages between small and large enterprises, inadequate market information, limited technical skills, poor governance and unethical practices. This has necessitated that this study be undertaken.

The above studies reveal that managerial training in deed plays a significant role in contributing to Micro and Small Enterprises (MSEs) success that eventually results in economic growth and sustainable development. A survey carried out in 2016 by the Kenya National Bureau of Statistics (KNBS) indicated that 400,000 MSEs are dying annually. In the last five years 2.2 Million micro enterprises have been closed, 2016 inclusive. Most of these enterprises are normally closed because of increased operating costs, declining income and losses incurred from the business, an indication that the country's state of economy is not as impressive as it should be. This also raises questions whether or not the much training to MSEs in management, finances, technology, networking and governance have been helpful to this group of investors.

The national government has invested heavily in protecting MSEs. In particular the national government has consistently allocated sufficient funds in the budget to train and provide conducive environment for MSEs growth. In the recent past the national government has formed MSEs authority to deal with strategic issues of this group of investors. The Strategic Plan of the Micro and Small Enterprises Authority (MSEA) has been developed in cognizance of Kenya's Vision 2030, Millennium Development Goals, the Constitution of Kenya, the MSE Act No. 55 of 2012 and the Sessional Paper No. 2 of 2005 among other legal and policy documents. The implementation of this Strategic Plan is based on stakeholder participation, good governance and a professional approach to institutional management. According to the controller of budget of Kisii county in the financial years 2014/2015,2015/2016 and 2016/2017, MSEs were allocated Ksh.30 million, Ksh. 25 million and Ksh. 25 million respectively to enable them access soft loans at lower interest rates to boost their businesses. Since the county's inception, Ksh. 20 million has been used to train MSEs in Kisii County. This is massive investment compared with the county's revenue stream which has consistently remained low in the last three years.

Rezaee (2009) observes that MSEs are the engine of growth in prosperous and growing economy and play an important role in creating an economic growth. MSEs contribute to economic development by creating employment for rural and urban population, providing flexibility and innovation through entrepreneurship and increase international trade by diversifying economic activity. Their role in income generation and economic growth for developing countries is critical. In the developing countries MSEs are major contributors to gross domestic product and private sector employment contributing as much as 60% to workforce. In developing countries they employ more than 70% of labour force.

Wanjohi (2011) stated that despite the role played by the MSEs sector it has been faced by a number of challenges such as lack of adequate business skills. This is mainly attributed to low levels of education. MSEs in Kenya suffer from constraints that lower their resilience to risk and prevent them from growing and attaining economies of scale. Challenges associated with access to financial resources are constrained by both internal and external factors.

Magableh et al. (2011) observed that in spite of their diversity and relative abundance of studies conducted so far little efforts have been devoted to fully analyze the determinants of training process before assessing its impact. These studies have not taken governance into consideration and yet this is a major characteristic that MSEs need to be trained on; given that most of them are either form four dropouts or college dropouts whose managerial skills are wanting. It was therefore necessary to conduct a study to determine the relationship between managerial training and the performance of MSEs in Kisii County, Kenya. This study sought to establish the relationship between technical training and the performance of Micro and Small Enterprises in Kisii County.

2.   Literature Review'

Tijani, Okhale, Oga and Tags (2012) and Baileti (2012) in their studies revealed that there is need for all stakeholders including government and other participants in the crusade for entrepreneurship programme to redirect and rethink with emphasis on technical entrepreneurship development with technology based oriented in African countries compared with the Asian countries entrepreneurship development strategy. They further revealed that commercial entrepreneurial skills can only provide a short-run economic solution without economic development but technical entrepreneurial development for the country, visa-vi attainment of

Millennium Development Goals for the country by 2020. This shows that technical training in MSEs is a major area of concern in developing countries.

Ndegwa (2012) in his study found that managers of MSEs who do not apply the latest technology in their businesses will grossly affect not only their productivity but also their growth and profitability. In this regard technical skills play pivotal role in MSEs survival. Kiveu (2008) found that MSEs seem to be ill equipped with technical skills to embrace opportunities presented while confronting challenges of globalization. Globalization of MSEs opportunities to participate in the regional and international markets while internationalization presents opportunity for growth and development beyond the local market. However, globalized production by multinationals presents new threats in the form of increased competition. The ability of MSEs to survive in an increasingly competitive growth environment is largely dependent upon their capacity to embrace technical training.

Njoroge and Gathugu (2013), established that majority of entrepreneurs did not have skills and experience in areas such as business planning, financial reporting, strategic planning and financial management. They noted that the MSEs expressed desire for training that would enable them improve their businesses. The study further established that entrepreneurs were able to market their products and do a market research. They were also able to meet the needs of their customers. This however is not attributed to training because they never received entrepreneurial training. The results of the study further revealed that they were able to do daily book keeping of their transactions. However, most of these entrepreneurs were not able to prepare serious accounting practices such as preparation of profit and loss account and a balance sheet. Suffering from such issues may lead to business failure an obvious issue in MSEs. Technical training will therefore handle such issues in depth to help MSEs in daily business activities.

Abdulahi et al. (2015) in their study found that there is significant influence of training on business success in Nigeria. The study signified the benefit of training on business success, and at the same time it helps the MSEs to cope with the latest management concepts, accounting systems, production techniques and information technology. In addition to training, other factors such as relevant education and experience are recognized as a requirement to cope with work and environmental change. Technical aspects in this study seemed to be ignored and success was 0.197 percent which means that for each unit increase in training, business access increases by 0.197 percent. This indicates that there is a huge gap when it comes to technical training which is one of the areas that bridge MSEs competition and environmental challenges.

Kisaka (2014),in his study concluded that there is a strong relationship between level of education, training , business experience, access to credit and entrepreneurial behavior (risk taking, innovativeness, knowledge of results and responsibility). The study however concentrated on behavior only ignoring serious technical training aspects in MSEs like hands-on experiences that make entrepreneurs more responsive and proactive in their business endeavors.

3. Methodology

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The study used a descriptive survey design, which deals with the collection of data from the members of a sample for the purpose of estimating one or more population parameters.   Descriptive survey design like the scientific model, will be based on precise definition of the problem to be studied, standardized research methods, representative samples and other smaller groups with a view of making generalizations of the population under study. By using the descriptive survey method, questions in questionnaires were posed to respondents thus facilitating investigations that will answer the stated research questions.

According to the director of revenue, Kisii County has a population of 12,772 registered micro and small enterprises; thus the population of study will be 12,772 owner managers. These MSEs will be situated in all the 9 sub-counties that make up Kisii County as shown in table 1:

Table 1: Distribution of micro and small enterprises in Kisii County by sub-counties

sub-county	trade	manufacturing	services	total number of MSEs
Bonchari	634	0	733	1,367
South Mugirango	153	0	197	350
BomachogeChache	203	0	211	414
BomachogeBorabu	113	0	264	377
Bobasi	192	0	271	463
NyaribariMasaba	248	0	266	514
NyaribariChache	2109	5	2311	4,425
KitutuChache North	137	0	246	383
KitutuChache South	2997	4	1478	4,479
TOTAL	6786	9	5977	12,772

Source: record from the directorate of Revenue, Kisii County, 2016

This study has nine strata, with a total population of 12,772 MSEs. This therefore means that simple stratified random sampling was employed when conducting the study. The table 1 indicates the population distribution per stratum. The study adopted stratified random sampling technique which is aimed at selecting a group of subjects for the study in such a way that their attributes represented the larger group from which they are to be drawn. According to Mugenda and Mugenda, (2013) the size of a sample influences the detection of significant differences, relationships and interactions. Critical factors in determining sample size include the population size, the desired level of precision, the level of confidence and the degree of variability of attributes being measured Since the population of the required characteristics was estimated at 50% (p=0.5), the sample size was determined as follows according to Saunders *et al.* (2009):

$$\underline{n = Z^2 pq}$$
$$d^2$$

where: n = estimated sample size if the target population is greater than 10,000.

Z = standard normal deviate at the required confidence level (value for selected alpha level (1.96)

p= the proportion of the target population estimated to have characteristics being measured.

q=1-P

d = the level of statistical significance set (0.05).

Executing the formula, the distribution of the target population and the corresponding sample size will be 384. In order to get proportionate allocation of the sample in the different sub-counties, the following formula was used;

Sample size in the Sub-County=Number of enterprises in the Sub-county

Number of enterprises in the County × sample size

This formula was repeated for each sub-county and the corresponding sample size given as follows.

Table 2: Sample sizes per Sub-county

Sub-county	Number of MSEs	Sample sizes (3%)

Bonchari	1367	41
South Mugirango	350	10
BomachogeChache	414	12
BomachogeBorabu	377	12
Bobasi	463	14
NyaribariMasaba	514	15
NyaribariChache	4425	133
KitutuChache North	383	12
KitutuChache South	4479	135
TOTAL	12,772	384

Primary data was collected using a questionnaire whereas secondary data was got from published reports. The researcher obtained permission to commence his study from the National Commission for Science Technology and Innovation (NACOSTI) upon production of introductory letter from the Director School of Graduate Studies and an approved proposal. The research permit was produced to the CEC trade and all the sub county commissioners for permission to collect data in the sub counties. Similarly, chiefs, Assistant chiefs and clan elders were informed about the intended visit to collect data and research work in their respective arrears. The study targeted respondents in their business premises and working places. Out of 384 MSEs selected from Kisii County 38 were used in piloting. They were selected randomly to include all the 9 strata that were studied.

This study used the Cronbach's alpha as a measure of internal consistency. Cronbachs Alpha Coefficient value of 1.0 indicates a perfect reliability while that of below 0.70 will indicate low reliability. Content validity was ensured through piloting. Construct validity was achieved through the review of the theories that formed the major themes of the study and will establish the existence of the constructs and finally external validity was achieved through generalization of the findings of the studies.

This study yielded both qualitative and quantitative data which was analyzed using descriptive and inferential statistics. In this study, measures of central tendency and spread were analyzed descriptively using the mean, mode, median and the standard deviation. Relationships between the variables were analyzed inferentially using Regression Analysis. The data collected was first edited to correct the errors if any, coded and then analyzed using the Statistical Package of Social Sciences (SPSS) version 20.0 computer software which enabled in the manipulation and transformation of variables into desired forms for the purpose of analysis. The analyzed data was then presented using tables, pie charts and graphs such as bar graphs, histograms and ogives.

Regression analysis was conducted to determine the relationship between training and the performance of micro and small enterprises. Regression analysis was also conducted to examine the weight of each variable against the dependent variable. Performance of micro and small enterprises was regressed against managerial training. The equation was expressed as follows;

$$Y_p = \beta_0 + \beta_1 X_1 + \varepsilon \quad \ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots\ldots \text{equation (1)}$$

Where:

Yp = performance of micro and small enterprises.

βo =constant (co efficient of intercept)

X1 = technical training

ε = error term

4. Findings, Conclusions and Recommendations

4.1 Findings

The objective of this study was to determine the relationship between technical training and the performance of MSEs in Kisii County**.** To establish the relationship between technical training and the performance of MSEs in Kisii County, a Likert scale of 1 to 5 (1 = strongly disagree, 2 = Disagree 3 = Neutral, 4 = Agree, 5 = strongly agree) was used and the mean response rate from the micro and small enterprise owners calculated. For the purposes of interpretation 4 & 5 (agree and strongly agree) were grouped together as agree, 1 & 2 (strongly disagree and disagree) were grouped as disagree while 3 was neutral. The results of this study are as depicted in Table 4.1.

Regarding the statement that I have learnt how to keep the records of my business from the training I attended, majority of the respondents 89.9% (72.4%+17.5%) agreed to the statement. The results had a mean response of 4.1 with a standard deviation of 0.6. This means that there was low variation in the responses from the respondents implying that most of the respondents could keep records.

Majority of the respondents89.4% (53.6% + 35.8%) agreed that they are now able to gather important information concerning my competitors to enable me make informed decisions as a result of the training they received. The results had a mean response of 4.2 with a standard deviation of 0.7.This means that there was a low variation in the responses from the respondents with regard to the statement.

Table 4.1: Technical training and performance of MSEs in Kisii County

Statement	strongly disagree	disagree	not sure	agree	strongly agree	Mean	SD
I have learnt how to keep the records of my business from the training I attended	0.3%	1.1%	8.6%	72.4%	17.5%	4.1	0.6
I am now able to gather important information concerning my competitors to enable me make informed decisions as a result of the training I received	0.0%	2.6%	8.0%	53.6%	35.8%	4.2	0.7
Due to the training I attended, I can multitask	0.0%	1.7%	9.2%	59.8%	29.3%	4.2	0.7
The training I attended has enabled me improve in my selling skills	0.0%	1.7%	8.0%	52.3%	37.9%	4.3	0.7
I have improved in my marketing skills as a result of attending a training forum	0.0%	1.2%	10.4%	54.2%	34.3%	4.2	0.7
I nowadays make less mistakes in running my business because of the training I underwent	0.0%	1.7%	10.0%	52.7%	35.5%	4.2	0.7
I now can operate my business with ease due to the technical training I did	0.3%	0.9%	7.4%	59.3%	32.1%	4.2	0.6
My products have increased due to the technical training I took	0.6%	2.0%	7.7%	57.3%	32.4%	4.2	0.7
I now understand that technology is important in business due to technical training I did	0.3%	1.4%	6.0%	53.3%	39.0%	4.3	0.7
Average						4.2	0.7

Another 89.1% (59.8% + 29.3%) of the respondents indicated that due to the training they attended, they can multitask. The results had a mean response of 4.2 with a standard deviation of 0.7.This means that there was a low variation in the responses from the respondents with regard to multitasking. The study also sought to find out whether the training attended had enabled them to improve in their selling skills. Results of the study showed that 90.2 % (52.3%+37.9%) of the respondents agreed to the statement. The results had a mean response of 4.3 with a standard deviation of 0.7. This means that there was low variation in the responses from the respondents.

With regard to the statement that I have improved in my marketing skills as a result of attending a training forum 88.5% (54.2% + 34.3%), agreed to the statement. The results had a mean response of 4.2 with a standard deviation of 0.7. This means that there was low variation in the responses from the respondents. Further, regarding the statement I nowadays make fewer mistakes in running my

business because of the training I underwent. Majority of the respondents 88.2% (52.7%+35.5%) agreed to the statement. The results had a mean response of 4.2 with a standard deviation of 0.7. This means that there was low variation in the responses from the respondents.

Further the respondents were asked to respondent on the statement that I now can operate my business with ease due to the technical training I did. Majority of the respondents 91.4% (59.3%+32.1%) agreed to the statement. The results had a mean response of 4.2 with a standard deviation of 0.6. This means that there was low variation in the responses from the respondents. Regarding the statement that my products have increased due to the technical training I took, majority of the respondents 89.7% (57.3%+32.4%) agreed to the statement. The results had a mean response of 4.2 with a standard deviation of 0.7. This means that there was low variation in the responses from the respondents. Finally, the respondents were asked to respond on the statement that I now understand that technology is important in business due to technical training I did, 92.3% (53.3% +39.0%) agreed to the statement. The results had a mean response of 4.3 with a standard deviation of 0.7. This means that there was low variation in the responses from the respondents.

This means that there was low variation in the responses from the respondents. The results agree with that of Ndegwa (2012) that technical skill play pivotal role in MSEs survival. Tijani, Okhale, Oga and Tags (2012) and Baileti (2012) in their studies revealed that commercial entrepreneurial skills can only provide a short-run economic solution without economic development but technical entrepreneurial development for the country, visa-vi attainment of Millennium Development Goals for the country by 2020.

Abdulahi et al. (2015), in their study found that there is significant influence of training on business success in Nigeria. The study signified the benefit of training on business success, and at the same time it helps the MSEs to cope with the latest management technical requirements in order to run a success business. This shows that technical training in MSEs is a major area of concern for economic development. Technical training is important in the growth of SMEs.

Overall, the average mean of the responses was 4.2 which means that majority of the respondents were agreeing to the statements in the questionnaire. The standard deviation was 0.7 meaning that the responses were clustered around the mean response

The results presented in Table 4.2 present the fitness of model used of the regression model in explaining the study phenomena.

Table 4.2: Model Fitness

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	.821[a]	.674	.673	3855142.88058

Technical training was found to be satisfactory in explaining performance of micro and small enterprises in Kisii County. This is supported by coefficient of determination also known as the R square of 67.4%. This means that technical training explain 67.4% of the variations in the dependent variable which is performance of micro and small enterprises in Kisii County. The results of the model fitness agree with that of Ndegwa (2012) that technical skill play pivotal role in MSEs survival. This implies that we have a close relationship between technical training and performance of micro and small enterprises. Technical training is important in the growth of MSEs.

Table 4.3: Analysis of Variance

Model		Sum of Squares	df	Mean Square	F	Sig.
	Regression	10689505886555570.000	1	10689505886555570.000	719.245	.000[b]
	Residual	5172020067118714.000	348	14862126629651.477		
	Total	15861525953674284.000	349			

Table 4.3 provides the results on the analysis of the variance (ANOVA). The results indicate that the overall model was statistically significant. Further, the results imply that the independent variable is a good predictor of MSEs performance in Kisii county. This was supported by an F statistic of 719.245and the reported p value (0.000) which was less than the conventional probability 0.05 significance level.

Regression of coefficient results is presented in Table 4.4. Regression of coefficients showed that keeping records as a result of training and MSE performance had a positive and significant relationship (r=857754.085, p=0.021).The results also revealed that gathering important information as a result of training and MSE performance had a positive and significant relationship (r=830733.639, p=0.003). The results also revealed that multitasking is possible as result of the training received and MSE performance had a positive and significant relationship (r=1045558.220, p=0.044).

The results also revealed that selling skills as a result of the training received and MSE performance had a positive and significant relationship (r=2179664.453, p=0.000). The results also showed that marketing skills as a result of training and MSE performance had

a positive and significant relationship (r=1029963.706, p=0.051).The results agree with that of Ndegwa (2012) that technical skill play pivotal role in MSEs survival. Abdulahi et al. (2015), in their study found that there is significant influence of training on business success in Nigeria.

The study signified the benefit of training on business success, and at the same time it helps the MSEs to cope with the latest management technical requirements in order to run a success business. This shows that technical training in MSEs is a major area of concern for economic development. Technical training is important in the growth of MSEs.

Table 4.4: Regression of Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	54009375.404	3058437.337		17.659	.000
I have learnt how to keep the records of my business from the training I attended	857754.085	522335.709	.076	1.642	.021
I am now able to gather important information concerning my competitors to enable me make informed decisions as a result of the training I received	830733.639	508580.237	.075	1.633	.003
Due to the training I attended, I can multitask	1045558.220	517632.136	.095	2.020	.044
The training I attended has enabled me improve in my selling skills	2179664.453	515711.443	.199	4.227	.000
I have improved in my marketing skills as a result of attending a training forum	1029963.706	526027.312	.099	1.958	.051
I nowadays make less mistakes in running my business because of the training I underwent	881771.258	507971.153	.080	1.736	.053
I now can operate my business with ease due to the technical training I did	912665.695	519314.019	.079	1.757	.040
My products have increased due to the technical training I took	1208165.885	518504.760	.111	2.330	.020
I now understand that technology is important in business due to technical training I did	1023795.732	522408.550	.091	1.960	.051
The technical training I have undertaken has improved the performance of my business	1745582.829	503973.376	.163	3.464	.001

The results further showed that reduced mistakes in the business and MSE performance had a positive and significant relationship (r=881771.258, p=0.053). The results also revealed that easing of operating business as a result of the training received and MSE performance had a positive and significant relationship (r=912665.695, p=0.040). The results also showed that product variety and MSE performance had a positive and significant relationship (r=1208165.885, p=0.020). The results further showed that importance of technology in business operation and MSE performance had a positive and significant relationship (r=1023795.732, p=0.051).

Finally, that technical training undertaken and MSEs performance had a positive and significant relationship (r=1745582.829, p=0.001). The results agree with that of Ndegwa (2012) that technical skill play pivotal role in MSEs survival. Tijani et al. (2012) and Baileti (2012) in their studies revealed that commercial entrepreneurial skills can only provide a short-run economic solution without economic development but technical entrepreneurial development for thecountry, visa-vi attainment of Millennium Development Goals for the country by 2020.

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Table 4.5: Optimal Model for technical training

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.

	B	Std. Error	Beta		
(Constant)	-25707773.791	1090591.449		-23.572	.000
Technical training	6274578.432	233962.480	.821	26.819	.000

Regression of coefficients showed that technical training and MSE performance had a positive and significant relationship (r=6274578.432, p=0.000). This was supported by a calculated t-statistic of 26.819which is larger than the critical t-statistic of 1.96. Results agree with Abdulahi et al. (2015) who found that there is significant influence of training on business success. The study signified the benefit of training on business success, and at the same time it helps the MSEs to cope with the latest management concepts, accounting systems, production techniques and information technology.

$$Y = -25707773.791 + 6,274,578.432X_1$$

Where Y = MSE performance

X_1 is technical training

The first Hypothesis to be tested was that there is a significant relationship between technical training and the performance of MSEs in Kisii County. The hypothesis was tested by using simple linear regression and determined using t-value. The acceptance/rejection criteria was that, if the p value is greater than 0.05, the Ho_1 is not rejected but if it's less than 0.05, the Ho_1 fails to be accepted. Therefore the null hypothesis is that there is no significant relationship between technical training and the performance of MSEs in Kisii County.

The null hypothesis was that there is that there is no significant relationship between technical training and the performance of MSEs in Kisii County. Results show that the p-value was 0.000. This was supported by a calculated t-statistic of 26.819 which is larger than the critical t-statistic of 1.96. The null hypothesis was therefore rejected. The study therefore adopted the alternative hypothesis that there is a significant relationship between technical training and the performance of MSEs in Kisii County. The findings agree with those of Rogerson (2000) in South Africa that successful clothing entrepreneurs were those who had undertaken a number of business and technical training programmes.

4.2 Conclusions

The study further concluded that technical training and MSE are positively and significantly related. There is need for all stakeholders including governance and other participants in the crusade for entrepreneurship programme to redirect and rethink with emphasis on technical entrepreneurship development. In conclusion, the aspects of managerial training that are important to performance include training on record keeping, information gathering, multitasking, selling skills, marketing skills, ease of doing business, more products and importance of technology.

4.3 Recommendations

It was found that technical training influences the performance of micro and small enterprises in Kisii County. It is recommended that there is need for all stakeholders including government and other participants to crusade for entrepreneurship programme to redirect and rethink with emphasis on technical entrepreneurship development among small and medium enterprises.

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