



Capacity Building and Organizational Performance in The Federal Polytechnic Ilaro, Ogun State

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Introduction

The study investigated Capacity Building Programmes and Organizational Performance in the Federal Polytechnic, Ilaro, Ogun State, Nigeria. The goal was to perform an analysis on the current practices of capacity building programmes in organizations and how they make subsequent follow-ups. Performance of an organization is expected to be enhanced if there are teams of qualified personnel with up to date, knowledge and skills relating to critical components of the organizations. Hence, the development of human capacity becomes imperative.

Methodology

The study aimed at finding out the capacity building programmes available to workers in assisting rational decision making and on organizational performance, determine the impact of capacity building programmes on students' satisfaction, ascertain the extent to which capacity building programmes contributes academic quality as well as ascertaining the impact of capacity building programmes on research and innovation in the Federal Polytechnic, Ilaro. The study utilized descriptive research procedure and the population consists of all staff in the Federal Polytechnic, Ilaro, Ogun State, Nigeria. One hundred (100) staff of the institution were randomly selected as sample. Three research questions were raised and a structured questionnaire was developed. One hundred copies of the questionnaire were administered and eighty (80) copies were filled, returned and used. Data collected were presented in tables and analyzed with STATA 12.1 statistical software.

Results and discussion

The results showed that capacity building enhanced students' satisfaction, academic quality and research and innovation which form the determinant of organizational performance in the Federal Polytechnic, Ilaro, Ogun State, Nigeria.

Conclusion

Based on the results of this study, it was concluded that members of staff in the Federal Polytechnic, Ilaro are provided with training opportunities in the form of conferences, workshops, orientation, and seminars. Capacity building programmes in the Federal Polytechnic, Ilaro, facilitates students' satisfaction, academic quality, research and innovation exchange of ideas, knowledge and experience, which contribute to organizational performance in the institution.

Keywords: Capacity building, Organizational Performance, Students' Satisfaction, Academic Quality, Research and Innovation