**Capacity Building and Employees' Job Performance in Oyam District Local Government.**

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**Background:** The purpose of the study was to investigate the relationship between capacity building and employees' job performance in Oyam District Local Government. Specifically, the study examined the effect of on-job-training, off-the-job training, and the effect of capacity building policy on employee's job performance. There was no study conducted on capacity building policy on employees' performance in Oyam District Local capacity building yet the level of service delivery is still poor that prompted the study. Literature was reviewed based on the study objectives.

**Methods:** The study adopted a cross-sectional design which employed both quantitative and qualitative design. Data was collected from a total population of 82 participants using structured questionnaire developed based on five Likert scales, documentary review and an interview guide for key informant interviews. Descriptive statistics inform of percentage, mean, and standard deviation were determined and an inferential statistics using multiple regression were used for analysis.

**Results:** The study found out that the on-the-job trainings had the effect on the employees 'job performance since it had a regression coefficient of 0.385 and produced an $R^2$ of 0.087 which is equal to 8.7%. On the-job training and the employee performance, the study findings revealed that off the job-training increases the employee job performance by 13.9% basing on the $R^2$ square of 0.139and a standard coefficient of 0. 572.It was also found out that the capacity building policy positively affect the employee job-performance by 3.2% ($R^2$=0.032, coefficient of 0.033). The small regression coefficient insinuates weak correlations between capacity building policy and employee job performance inclusion on the job training, off-the job training and capacity building policy have the positive and significance effect on the employees' job performance. Therefore, this means capacity building policy does not have a so much influence on employees' performance.

**Recommendations:** It was therefore recommended that the district needs to put more emphasis on on-the job training since it greatly affects employees' performance and at the same time carry out on the job-training to ensure that employees' performance increases.

***Keywords:*** *Capacity Building, Employees' Job Performance, Oyam District Local Government.*