

ASSESSING DETERMINANTS OF EFFECTIVE HUMAN RESOURCE FUNCTIONS DEVOLUTION IN COUNTY GOVERNMENT OF WEST POKOT, KENYA

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ABSTRACT

With the implementation of the new constitution in Kenya, a lot of functions have been devolved from the national government to the county government. These functions cut across the entire government system and have led to realignment of how human resource issues are handled. However, several human resource challenges have cropped up that impedes the successful devolution of this functions. This study aimed at assessing the determinants of effective human resource functions devolution in the County Government of West Pokot, Kenya. This study adopted a descriptive research design using quantitative approaches. The target populations for this study were the employees of county government of West Pokot who are 1,020 in number. Data was collected by use of close-ended questionnaires. The data was analyzed using the Statistical Packages for Social Scientist Version 23. Both descriptive statistics were used to describe the independent and dependent variable while regression analysis was used to test the relationships between the independent variable and the dependent variables. The result was presented using tables. The R^2 value of 0.6877 implies that 68.77% of the variations in effective human resource devolution can be explained by the variations in independent variables. It was established that both reward systems and training had the most influence while human resource planning had the least influence on effective human resource devolution.

KEYWORDS: Reward Systems, Human Resource Planning, Human Resource Devolution