

EFFECT OF HIV/AIDS IN KENGEN
A CASE STUDY IN HUMAN RESOURCES DEPARTMENT

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DCH/2010121/09242

**RESEARCH PROJECT SUBMITTED IN PARTIAL FULFILLMENT OF THE
REQUIREMENT FOR THE AWARD OF DIPLOMA IN COMMUNITY HEALTH AND
HIV-AIDS MANAGEMENT SUBMITTED TO
MOUNT KENYA UNIVERSITY**

MAY 2014

ABSTRACT

The HIV/AIDS pandemic has been perceived internationally as primarily a health problem. Its mode of transmission mainly through sex has made it very difficult to contain.

It has been observed that the HIV/AIDS pandemic at work is costing industry and the economy a lot of money in the form of absence due to leave, high labour turnover, lost productive value, increased employee resourcing costs, increased medical expenses and even early death and as a result there is brain drain as most of the people who die have lots of experience.

This study aimed at identifying the impact of HIV/AIDS in Kenya Electricity Generating Company, evaluating the effectiveness of the existing mitigating and management strategies of HIV pandemic and finally determining the best or the most effective techniques of managing the epidemic.

The purpose of this study was to evaluate the extent to which the pandemic is a problem in KenGen and to come up with strategies of managing the problem. Moreover, it affects people who are in their most productive years making employers all over the world, KenGen included, pay more attention to its effect on their staff.

The study targeted a section of employees from management and union specifically in the Human Resources department of Kenya Electricity Generating Company Limited. Data was collected using questionnaires, interview and records from Human Resources department.

The study found out that majority of the respondents were aware of HIV/AIDS and they

visited the VCT frequently. . It was found out that the employer new most of their employees HIV/AIDS status, this was done through sensitization programmes and sets polices in the organization which were found to be effective.

The study recommended that management should continue with HIV/AIDS campaign and Awareness programs by Implementing behavior change and peer counseling program for all staff member.