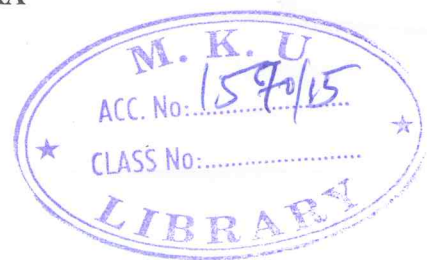


**FACTORS INFLUENCING STRATEGIC HUMAN RESOURCE PLANNING IN  
PARASTATALS IN KENYA:**

**A CASE OF THE NATIONAL MUSEUMS OF KENYA**

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**A RESEARCH PROJECT SUBMITTED IN PARTIAL FULFILLMENT OF THE  
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## ABSTRACT

The purpose of the study was to find out the factors influencing Strategic human resource planning in parastatals . Organizations are increasingly looking at human resources as a unique asset that can provide sustained competitive advantage. The changes in the business environment with increasing globalization, changing demographics of the workforce, increased focus on profitability through growth; technological changes, intellectual capital and the never ending changes that organizations are undergoing have led to increased importance of managing human resources. The study seeks to ensure that the workforce and strategic objectives are aligned to guarantee the delivery of quality programs and services to the public, and that the planning would assist in positioning the public service for the future. The study used the descriptive survey design which is a method of collecting information by interviewing or administering questionnaire to sample individuals. The researcher used primary data in order to collect views, opinions, perceptions, feelings and attitudes from the respondents. The data was then coded to enable the responses to be grouped into various categories. The key organizational findings that affect strategic human resource planning (SHRP) include: top management perception, lack of strategic human resource planning skills, and short-term orientation of Strategic human resource plans and lack of resources. Inability of the human resource practices to change according to business needs was also identified .The external environmental factors that influence organizational planning include; lack of adherence to government recruitment policy, economic challenges, political influence, corruption, and rapid technological changes. The strategies employed by Museum in SHRP include: presence of a proper training policy, fair recruitment practices, review of company's resource planning and presence of fairly effective strategic human resources management function. The study recommends that firms they should address both internal and external factors that influence SHRP for them to realize their strategic objectives. The study recommends that top managers in organizations should be encouraged to always consider SHRP as a key ingredient for the realization of their human resources goals.