

**AN ASSESSMENT OF STRATEGIC HUMAN RESOURCE MANAGEMENT  
PRACTICES ON ACADEMIC PERFORMANCE: A CASE OF PUBLIC  
SECONDARY SCHOOLS IN KANGUNDO SUB-COUNTY**

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## **ABSTRACT**

The purpose of the study was to assess the influence of strategic human resource management practices on academic performance in public secondary schools in Kangundo sub-County. The objectives of the study were to examine the role of selection; find out the effects of delegation; assess the role of staff motivation; and determine the effects of staff appraisal on academic performance of public secondary schools in Kangundo Sub-County. The study used descriptive research design. Data collection was done through the use of questionnaires. Sample size consisted of 74 head of departments (HODs), 18 deputy principals and 18 principals of public secondary schools from the total population of 152 and stratified random sampling technique was employed. Descriptive statistics was used to analyse data. Multiple regression analysis was used to establish the relationship between the academic performance and the independent variables. The study found that academic performance was statistically influenced by staff motivation and staff appraisal. Further research need to be conducted to ascertain the effect of staff induction and workshop costs on academic performance.