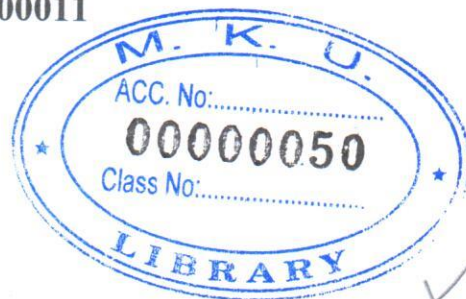


**AN ASSESSMENT OF HUMAN RESOURCES MANAGEMENT
PRACTICES ON ORGANISATION PERFORMANCE: A CASE STUDY
OF THE YOUNG MEN'S CHRISTIAN ASSOCIATION OF KENYA.**

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MBA/NRB/09/00011



**A Research Project Submitted In Partial Fulfillment for The Degree of
Master of Business Administration of Mount Kenya University**



HF31 .M54 2013

September 2013

ABSTRACT

The research study assessed human resources management practices on organization performance: A case study of the Young Men`s Christian Association Of Kenya (YMCA). Human resources management practices were assessed in five key performance areas namely internal promotion, incentive pay, employee satisfaction, training and skill development, and orientation. The general objective of the study was to assess human resources management practices on the performance of YMCA of Kenya. The specific objectives were : - establish the effects of internal promotion on performance in the YMCA of Kenya; investigate the influence of incentive pay on performance; determine how employee satisfaction affect performance; identify the influence of training and skills development on performance; and explain the role of human resources management in stemming staff turnover in organizations.

The assessment tools used were the questionnaire and the quality of work life design survey. The data used included performance indicators on human resources such as reporting time, departure time and absenteeism. The method of analysis was by means of completing the different sections of the assessment scorecard (see Table 4.2). Research findings showed that YMCA's performance in terms of creation of viable and attractive benefits and compensation packages, managing the performance of employees, making sure that business practices and work conditions stay well within the law, creating a positive, enjoyable work environment, and finally talent recruitment and mapping out the best human resources strategy for the future, do not comply with the set policies and regulatory framework and that the overall organizational performance is very poor. Research findings were evaluated and possible strategies for improving the management of Human resources were recommended. The adoption of awareness campaigns for staff, a coordinated training programme for the Top Management Board (National Executive Council Members), and staff as well as the provision of support by top management, are some of the strategies recommended.