

**SUCCESSION PLANNING FOR ACADEMIC LIBRARIES: A CASE STUDY OF
MOUNT KENYA UNIVERSITY**

JUSTUS ONKWARE ARITA

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ABSTRACT

Succession planning enables internal people with the potential, to develop and fill key leadership positions in the library. This study sought to understand how academic libraries apply succession plan in their management.

In this study the researchers identified and discussed various succession planning strategies that exist in academic libraries, analyzed the benefits they accrue to their respective libraries and the challenges faced by library management in implementing the succession plan strategies.

A simple random technique was used in arriving at the required sample population for the study whereby a sample size of 30 information professionals were selected from a population of 80 staff members and a questionnaire was administered as a data collection instrument.

The researcher established that all campus librarians were for the adoption and use of the policy. It was established that a number of challenges faced in the implementation of the policy such as low qualification of staff, diversified views and aspirations from library staff, lack of management will and poor management skills. However, the research found out overwhelming benefits which made the policy of Mount Kenya University library successful. Its adoption and implementation will benefit both staff and management of Mount Kenya University.

The study concluded that most libraries do have succession plan strategies such as in-house promotion and staff training but do not have elaborate succession planning policy document. As a result succession planning program will not burden the library budget but will instead create well defined structures for human resource development.

Implementation of a succession planning program shows how much we value our stakeholders that rely upon the library for education, research, enjoyment and personal enrichment.

A succession planning tool kit for academic libraries is recommended which will give a guideline to establish a viable policy.