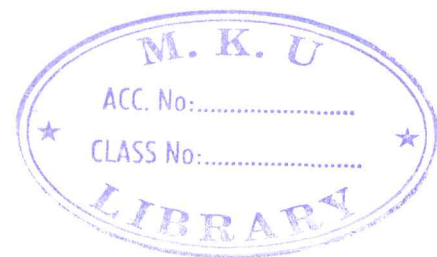


**FACTORS INFLUENCING CAREER DEVELOPMENT IN ORGANIZATIONS  
(A CASE STUDY OF ANANDA MARGA UNIVERSAL RELIEF TEAM (AMURT))**

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**A Research Project Submitted to Mount Kenya University in Partial Fulfillment for the  
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Management Option.**

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## ABSTRACT

Career is “the evolving sequence of a person’s work experiences over time. Career Development is a “continuous lifelong process of developmental experiences that focuses on seeking, obtaining and processing information about self, occupational and educational alternatives, life styles and role options. The study objective was to determine the factors that influence career development in organizations.

The study used a descriptive research design and data was collected through the use of the questionnaires, the target population was 55 respondents. Respondents were selected using simple random sampling technique, the sample size was 17 respondents. The study findings was then be analyzed and presented in form of charts through the use of quantitative and qualitative techniques; this contributed towards answering of the research questions and making conclusion and recommendation of the research study.

Most respondents indicated that training and orientation was not done properly. The organization human resource department should improve the working environment through improved physical facilities. The organization human resource management department should ensure that employee’s salary should commensurate with the qualifications through the quantity of work done. The organization should develop a clear policy through which the employees should advance their career. Regular training programmes should be put in place.