

**THE EFFECT OF DECENTRALIZATION OF HUMAN RESOURCE  
MANAGEMENT AND ADMINISTRATION FUNCTIONS ON STAFF  
MOTIVATION: (A CASE OF NYERI LAW COURTS).**

**KEPHA ACHUKA OMAGWA**

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## Abstract

Decentralization of political and administrative power, combined with a civil service reform, are increasingly prevalent components of the public sector. The wider implications of decentralization for human resources development are, however, poorly researched and inadequately understood. This research project aimed at assessing the effectiveness of decentralization of HRM function in motivating staff in the Nyeri Law Courts. The research design was a case study where data was collected using questionnaires was used to obtain answers from respondents numbering thirty-five. The population for the study comprises all 13 divisions in Nyeri law courts.

In sum, responses on the research questions indicate that the level of motivation of staff was high and decentralization has met its objective in this aspect. Recommendations from the study include capacity building programs on the decentralization process to enable staff clearly understand the new structures and line of duties and the delegation process and adoption the ICT and regular staff meetings to enhance access to and sharing of information.