A comparative analysis of Human Resource Management practices in tertiary institutions in Nairobi

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Abstract:
The purpose of this study is to analyze the affects of Human Resource Management practices in tertiary institutions' teachers in Nairobi Province. In Kenya, tertiary institutions are of two categories, the public and the private. In the meantime, parents should be careful of mushrooming private collages in town, which have not been approved by the ministry of education. Teachers in the tertiary institutions encounter many problems and among them they includes-Poor human resource planning, lack of motivation and recognition, poor remunerations, high labour turnover, unfair promotion criteria and lack of a consistent, reliable and a well defined criteria on the teachers appraisal, leading to a very low morale of teachers and numerous strikes every now and then. The study will use both explanatory and descriptive research design. The explanatory research design will enable the researcher to observe and record events as they happen. The descriptive research design will determine and report the ways things are in the real situation. The study will be expected to establish the facts on the effectiveness of the Human Resources Management practices on the teachers in the tertiary institutions in Nairobi Province. It will help to determine whether this has led to teachers' motivation and improvement in their performance. The recommendations that will be given after this study will help in improving the Human Resources management practices resulting to changes in the performance of the tertiary institution teachers through improving their morale.