An investigation into the human resource training practices. a case of human rights NGOs in Nairobi

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Abstract:

Staff training is the key to any productive workforce in any organization. Burning out is part and parcel of human in their daily routine activities thus the need to continually train them to rekindle their working morale and sharpen their working skills. Technology is forever changing and work methodologies, as the world continually becomes a global village. The Non-governmental organizations have a very crucial role to play in our Kenyan society as well as in the world. They employ staff and cannot work in isolation with other organizations both private and public. This study investigated the human resource training practice of these non-governmental human rights ngos that are Nairobi based. It sought to establish whether they have training policies, training budgets, training evaluations and the problems associated with their staff training activities. The population was 15 human rights non-governmental organization. 12 organizations responded and the data was analyzed by use of descriptive statistics. The results of this study have been used to recommend ways and means of improving personnel training among the human rights non-governmental organizations and to encourage them to take human resource training and department as critical and crucial for the well being of their organizations.