THE IMPACT OF STRATEGIC HUMAN RESOURCE MANAGEMENT PRACTICES AND ORGANISATIONAL PERFORMANCE: A CASE OF EMPOWERING LIVES INTERNATIONAL (ELI) KIPKAREN, KENYA.

By

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ABSTRACT

This study sought to establish the influence of strategic human resource management on performance at ELI. Chapter one covers general background literature reviews on SHRM and performance. The background literature reviewed is from developed economies, emerging economies and also from Kenya. Other sections covered under chapter one are; statement of the problem, purpose of the study, study objectives, research questions, scope of the study, justification, significance, limitations, delimitations and definition of key terms. Chapter two has reviewed literature from recent studies relevant to the area of study and includes both a theoretical and conceptual framework. Chapter three has described the various methodologies that were employed to assist in achieving the research objectives.

The findings of the study reveal that employees of ELI are well aware of the SHRM practices in place. From the analysis of responses, ELI will need to invest more in improving the quality and commitment of the employees. From information gathered, it can be concluded that employees are very much aware of the role that management can play to promote good HR practices. It is therefore recommended that management should respond to the implicit requirements to have better HR practices, for the purpose of enhancing both organizational and employee performance. Future studies can assess the effect of SHRM on financial indicators.

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