THE ROLE OF STRATEGIC HUMAN RESOURCE DEVELOPMENT ON ORGANIZATIONAL PERFORMANCE: A CASE STUDY OF ELRECO IN ELDORET

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ABSTRACT

Strategic Human Resource Development (STRD) is critical in enabling an organization to attain optimal performance. A well planned resource development enhances both individual and organization's performance as it seeks to achieve its goals and objectives. This study focussed on roles of Strategic Human Resource Development on Organizational performance at Eldoret Region Company (ELRECO), an Anglican Church organization dealing with development activities in North Rift. Similarly, the importance of Strategic Human Resource Development as an imperative function of facilitating efficiency and growth was assessed. The study explored the links that exist between the organization's SHRD and organizational performance. Factors influencing the practice of human resource development and the extent to which ELRECO practiced SHRD were explored and how the practice of human resource development had improved organizational performance.

A sample of sixty ELRECO staff members was purposively selected and data was collected using questionnaires. Data analysis was both descriptive and inferential. Results of the study indicated the practice of strategic human resource development was guided by a clearly outlined policy framework in the company. All the management and 71.4% of the employees understood the content of the policy framework. Formal trainings organized by the organization and performance appraisals were the most common HRD strategies utilised by the organization. The company developed its employees through organised workshops, on-job trainings and mentoring processes. A link was established to exist between performance and a well planned SHRD policy. The study recommends autonomy of the human resource department and the HR policy to be reviewed to include the disabled.

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