

ABSTRACT

Human resources play a critical role in any organization's performance. Human resource management practices employed in an organization determine the quality of employees available. As a result of devolution, HRM functions were also established by 2014 in all the 47 counties. Kisii County established its public service board to normalize the HRM functions from the defunct Kisii Municipal Council. As observed the county had underperformed to the expectations and targets. It was purported that human resource management practices had been flawed during recruitment. This study explored the influence of human resource management practices on performance of employees' of Kisii County Government. The objectives of the study included; to establish the influence of recruitment on employee performance, to assess the influence of selection on employee performance, to determine influence of training on performance of employees, and to assess influence of compensation on employee performance in Kisii County Government. The study was grounded on two theories: human capital theory and resource based theory. The study used descriptive research design targeting a population of 5,111 employees from all departments in Kisii county government out of whom 357 were selected as sample respondents using Krejcie & Morgan table (1970). Stratified proportionate sampling technique was used to select respondents randomly from all departments (strata) for study. The study used questionnaires to collect data. Data analysis was done using descriptive and inferential statistics. The findings indicated that; recruitment approaches used by the county government were flawed, selection process in the county was biased and most employees never came for interviews before they got their jobs. It was also found that the trainers engaged in worker training were either not qualified or did not provide relevant content for enhancing workers competencies. Remuneration of workers was also not commensurate with their qualifications. The county was found to neglect employee performance issues. From inferential statistics; correlation analysis findings showed that, all variables had a significant and positive correlation with employee performance, recruitment had the highest coefficient at 0.649, compensation at 0.617, selection at 0.581 and lastly training at 0.570. From the regression model, R square indicated that 56.8% change in employee performance was caused by variations on the independent variables. From the regression coefficients, the beta coefficients for recruitment, selection, training and compensation are; 0.390, 0.144, 0.172 and 0.164 respectively and all variables were at a significance of less than 0.05. This implied that recruitment, selection, employee training and compensation had a positive and significant influence on employee performance. The study concluded that human resource management practices had a positive and significant influence on employee performance. The study recommended for adherence to policy when implementing human resource management practices. The study was significant as it adds more knowledge with on human resource management practices in public organizations. The study suggested for similar studies to be replicated in the other counties for comparative purposes.