

ABSTRACT

Human Resource Procurement Management (HRPM) comprise of Strategic human capital management, knowledge management, organization resourcing and development. It is a strategic, integrated and coherent approach to employment, development and management of the people working in organizations. It anchors on behavioural sciences and from strategic management, human capital and industrial relations theories. HRPM aims at increasing organizational efficiency and effectiveness. HRPP supports Human Resource Procurement Management. Effective implementation of HRPM policy enhances work environment for human capital resource optimization. Whereas Jaramogi Oginga Odinga University of Science and Technology uses HRPP, its performance reports consistently show underperformance and below targets set attainments. It is not clear if the policy is implemented effectively. This study aimed at establishing the extent to which JOOUST uses HRPP in procuring and managing HR. The study was guided by three specific objectives: to establish the extent to which JOOUST uses HRP policy in procuring human HR, to Assess whether or not JOOUST implements worker motivation and development as part of HRM procedures and to identify causes of JOOUST under-performance of projected targets. The study targeted 449 employees out of whom 196 respondents were selected using stratified random techniques to represent the population. Sample size was determined using Morgan's table. Data was collected using questionnaires for quantitative data, focussed group discussions and Interviews for qualitative data. The study also used on-spot observation for purpose of evidence verification. Then data was analysed using computer aided software (SPSS). The quantitative results were presented using descriptive statistics while qualitative results were presented in themes. The findings were that 73.2% of the respondents confirmed that the right procedures were followed for procurement of HR; 66.6% said that internal vacancies were open to access by the workforce; 60.8% of the respondent said that they have been given a chance to go for training; However 49.5% of respondents did not know anything about training policy within the university.. Based on the findings- it was concluded that JOOUST in its current state has not fully operationalized HRPP in the management of her HR. The study found that orientation training is not conducted and that new employees are inducted through apprenticeship. While the study found that basic procurement procedures were being followed up to the stage of interviews, the sourcing from both internal and external appeared to favour internal staff compared to those outsourced. While policy caters for employee development the study found that employees who are registered in upgrading programs were paying their own fees. It was concluded that worker development policy in JOOUST does not go beyond policy document. The study recommends that JOOUST should involve external recruitment agencies for more objective selection which distribute catmint of tribal base. The study further recommends that JOOUST should review the recruitment policy on workers' so that best employees with the right qualifications and experience can be reviewed to motivate them for better performance. The study recommends that future research on HRPP should use bigger samples to enhance generalizability of the findings and probably do a comparative study of selected public universities.