THE ROLE OF HUMAN RESOURCE DEVELOPMENT IN THE REALIZATION OF KENYA’S VISION 2030

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ABSTRACT

Human Resource Development (hereafter referred to as ‘HRD’) is a fad that many people do not understand yet it is a strategic process of imparting competencies (knowledge, skills, attitudes and values) to people in a society in order to improve organizational performance and in turn improve an individual’s quality of life. Linking HRD with Kenya’s vision 2030 will make concerned authorities to fully recognize the role that the country’s human resource will play in the realization of the same and in turn fully exploit its capabilities. The recognition of the vast importance of HRD in this dream is provision of a “womb that births” accelerated economic growth and industrialization. HRD entails expansion of people’s capabilities for living decent lives and enhancing their opportunities for economic, social and political empowerment. The paradigm puts people at the centre of development with all persons being involved in the process. Industrial activities offer unique scope for learning, improvement and transformation. The industrialization process thus entails empowering people to access productive resources by addressing inequalities in the distribution of assets. It also requires expanding human capabilities through education, nutrition, healthcare, water and sanitation, all of which are important indicators.

The main objective of this study is to identify the role of HRD in the realization of Kenya’s vision 2030. Other objectives include; to identify the challenges facing HRD in the process of hastening realization of Vision 2030, and to make recommendations on how HRD can be used to realize Vision 2030 efficiently and effectively.

Data from sources of different quality has been utilized. Some information is from published sources but most is from unpublished. Special reference will be made to Kenya’s vision 2030 document, the human development reports and World Bank reports.