

Effect of talent management practices on organizational performance in Kenyan state corporations: a case of Kenya industrial research and development institute, south c, Nairobi.

by

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APPROVAL

EFFECT OF TALENT MANAGEMENT PRACTICES ON ORGANIZATIONAL PERFORMANCE IN KENYAN STATE CORPORATIONS: A CASE OF KENYA INDUSTRIAL RESEARCH AND DEVELOPMENT INSTITUTE SOUTH C, NAIROBI

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DECLARATION

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I hereby declare that this thesis is my original work and has not been
submitted to any other university or college for academic credit.

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LIST OF ABBREVIATIONS AND ACRONYMS

| | |
|---------|--|
| ANOVA | Analysis of Variance |
| HR | Human resource |
| HRM | Human Resource Management |
| KIRDI | Kenya Industrial Research and Development Institute |
| NACOSTI | National Council of Science, Technology and Innovation |
| TL&D | Training, Learning and Development |
| TM | Talent Management |

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ABSTRACT

This study sought to find out the effect of talent management practices on organizational performance in the public sector. The study objectives were to identify talent management practices used at Kenya Industrial Research and Development Institute (KIRDI), to establish the level of organizational performance at KIRDI and to establish the effect of talent management practices on organizational performance. The study employed qualitative descriptive research design. Stratified random sampling was used to select 88 employees of KIRDI across all the departments and job levels. Self-administered questionnaires were used to collect data and analyzed by use of SPSS software. The study revealed that KIRDI engaged in talent attraction, training, learning and development, talent retention and career management; organizational performance is gauged by the level of employee engagement and commitment, employee competency and technological innovations. Conclusions from the study are that: The four talent management practice were used at KIRDI; the level of employee engagement and commitment, employee competency and technological innovation is used to gauge the success of service and products in the industry; talent management practices carried out contributes to the organizational performance and finally, organizational structure, organizational culture and HRM policies are moderating factors that influence the effect of talent management practices and organizational performance at KIRDI. The study recommended that the organization should enhance its talent management practices, enhance employee engagement and commitment, employee's competency and technological innovation, in addition to continuous review and development of the organizational structure, culture and human resource policies employees to understand the needs of organization.

DEDICATION

I dedicate this work to my dear husband and our lovely children. You are my inspiration.

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