

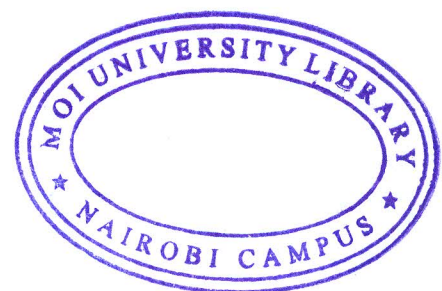
**FACTORS AFFECTING CAREER DEVELOPMENT  
IN KENYA INDUSTRIAL RESEARCH AND DEVELOPMENT  
INSTITUTE**

**BY**

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**A RESEARCH PROJECT SUBMITTED IN PARTIAL FULFILMENT OF THE  
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## ABSTRACT

This study sought to investigate factors affecting career development in Kenya Industrial Research and Development Institute (KIRDI). The specific objectives of this study were: To establish the effect of staff training on career development of staff at KIRDI, To determine the effect of organization Human Resource policy on career development of staff at KIRDI, To establish the effect of organization support on career development, and to establish effect of individual employee initiative on career development. The study adopted a descriptive research design approach. The target population was KIRDI staff in South C whose total was 200 from which a sample size of 100 representing (50%) was picked. Data was collected using open and closed ended questionnaires. Seventy one (71) respondents filled and returned the questionnaires representing 71% response rate. Data was analyzed through descriptive statistics such as frequency, distribution tables and percentages. Data was summarized, coded systematically, analyzed by use of Statistical Package for Social Scientists (S.P.S.S.) and Excel. Correlation was used to determine variable relationships while Analysis of Variables (ANOVA) was used to show linear relationship between different variables on career development. General linear regression analysis was used to give model coefficients of determinants. The data was presented through use of descriptive statistics such as percentages, frequencies, bar charts, pie-charts and tables. The dependent variable was career development and the independent variables were staff training, human resource policy on career development, organization support, and individual employee initiative. The findings of the study indicated that all independent variables had a positive significant on career development since they were all less than 0.05. The study also showed that, organization support accounted for a highest correlation on career development, with a beta coefficient of 0.704 and was ranked at 80% as extremely important. The study also showed that staff training accounted for the second biggest percentage of career development with a beta coefficient of 0.505. Human resource policy had a positive effect on career development with beta coefficient of 0.213. Finally the study found that there existed positive relationship between individual employee initiative and career development although this was found to be weakest among all other variables with a beta coefficient of 0.139. The study recommended that the management should put mechanisms to ensure that employees are offered opportunities to attend short and long term relevant professional trainings in order develop and improve their careers through capacity building. The study also recommended that management should ensure human resource policy on career development is updated continuously and employees informed on emerging issues on career development. It was further recommended that KIRDI should put sound mechanisms to ensure continuation organization support specifically tuition reimbursement to employees. It further recommended that management should put strategies that would motivate and encourage employees to take own initiative and responsibilities of developing their own careers since it was ranked as not important by 80% of respondents. Finally the study recommended further research to be conducted in other research institutions to enhance understanding of factors affecting career development.