

**FACTORS AFFECTING EMPLOYEE CAREER DEVELOPMENT IN  
PUBLIC  
ORGANIZATIONS IN KENYA: A CASE STUDY OF NAIROBI CITY  
COUNTY**

**BY**

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## **ABSTRACT**

Employee career development is faced with constant and unique challenges which call for survival organizations tactics. Therefore, the purpose of the study was aimed at investigating the factors affecting employee career development in public organizations with reference to Nairobi City County. The specific objectives of the study were; to investigate the effect of training and development on employee career development in Public organizations, to assess the effect of performance appraisal on employee career development in Public organizations, to determine the effect of reward system on employee career development in Public organizations and to find out the effect of recruitment and selection policies on employee career development in Public organizations. Study benefits the management, and other researchers. Descriptive research design was used in the study. The target population was 102 respondents. The researcher used stratified random sampling procedure to select a sample size of 51 respondents. Questionnaires were used for collecting data which was analyze using statistical tools and presented using figures and tables. The findings of the study were represented by majority employees as follows; the response for training was 74%, response for performance appraisal was 74%, the response for employee reward systems was 87% the response for recruitment and selection was 82%. The responses indicated that the factors highly affect the Career development and therefore measures need to be taken on them in public organizations. It is recommended that on job training is more vital for career development. Performance appraisal should be done aimed at improving the well being of all employees in their careers. The reward system within the public organizations should be the one which has not discrimination to either the young or the long served employees in the organization. The management of the organization should ensure that there exist recruitment and selection policies which give fair chance to all the categories of employees. By ensuring the above measures the success of the public institutions in career development will be attained without strangling.