EFFECT OF HUMAN RESOURCE MANAGEMENT ON MILK PRODUCTION (CASE OF STUDY OYANI LIVESTOCK FARM), MIGORI, KENYA

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**ABSRTACT**

The purpose of this study was to identify the effects human resource management and its practices on milk production at oyani livestock dairy firm in migori, Kenya. The emphasis of human resource management has become an important concern to the dairy firm ,but the effects of the HRM practices has not been studied. This thesis will extend the applications of the resource based theory and institutional theory to explore the adoption of human resource management practices and their effects on milk production performance in the unique setting of the dairy farm.

Data for this thesis will be collected through the use of questionnaires and structured interviews with the firm managers and dairy farmers. A survey will also be conducted to gather data from all the farmers .the data will be analysed using data analysis techniques such as correlation and regression based on the four main objectives or questions i.e How does training employees affect milk production, What is effect of rewarding employees in milk production, What is the relationship between monitoring employees and milk production and How does selecting employees affect milk production.

The benefit or reason for this study is to know how this human resource practices will either positively or negatively affect milk production and this will be determined after doing the analysis of the data collected in the field.the results will help improve our understanding of why farmers more so, Oyani dairy farmers need to care about the HRM practices.the study also offers a conceptual roadmap for the firm owner managers to effectively reflect potential HRM practices and policies which could further enhance dairy farm performance which would inturn contribute to regional economic development. the thesis will conclude with several potential future directions with regard to the implementation of hrm practices farming sectors.