

Organizations are increasingly looking at human resources as a unique asset that can provide sustained competitive advantage. The changes in the business environment with increasing globalization, changing demographics of the workforce, increased focus on profitability through growth; technological changes, intellectual capital and the never ending changes that organizations are undergoing have led to increased importance of managing human resources.

An overview of KenGen's corporate objective 2005-2010 and initiatives While underscoring the importance of HRM issues, it highlights the enhancement of staff productivity, attracting and retaining skilled and motivated workforce and enhancing core competencies and skills. There is no clear plan on how to achieve the aforementioned human resource management functions. This may lead to the organization lacking key skills, knowledge and competencies to carry out organization business. There is, therefore, no clear implementation of a clear strategic human resource management planning in organizations such as KenGen. It is on this basis that this study sets out to explore the factors influencing the strategic human resource management planning at KenGen.

This was a descriptive survey. The target population was KenGen staff. Purposive sampling was used to select the respondents. Primary and secondary data were used for the study. The primary data were collected through a structured questionnaire and interview schedule. Data analysis tools in Microsoft Excel spreadsheet and the SPSS (Statistical Package for Social Sciences) software packages were used to analyze the data. The key organizational findings that affect SHRP include: top management perception, lack of SHRP skills, short-term orientation of Strategic human resource plans and lack of resources, Inability of the human resource practices to change according to business needs was also identified.

The external environmental factors that influence organizational planning include; lack of adherence to government recruitment policy, economic challenges, political influence, corruption, and rapid technological changes. The strategies employed by Kengen in SHRP include: presence of a proper training policy, fair recruitment practices, review of company's resource planning and presence of fairly effective strategic human resources management function.

The study recommends that firms they should address both internal and external factors that influence SHRP for them to realize their strategic objectives. The study recommends that top managers in organizations should be encouraged to always consider SHRP as a key ingredient for the realization of their human resources goals. (Statistical Package for Social Sciences) software packages were used to analyze the data.