The purpose of this study was to identify the challenges of managing HIV / AIDS pandemic in Kenya: a case of the Kenya HIV / AIDS Private Sector Business Council, with a view to generating recommendations on how the identified challenges can be managed. Specifically the study aimed at first, establishing whether organizations in Kenya are facing any challenges in the management of HIV / AIDS pandemic in the workplace. Secondly, establishing whether organizations have a HIV / AIDS workplace management programme in place. And thirdly, to develop guidelines that can be used to address the challenges of managing HIV / AIDS pandemic in the workplace. Literature review has been extensively reviewed along the following lines; conceptual framework, policies to include in a workplace HIV / AIDS programme and finally a concluding summary is given.

This study was carried out in Nairobi in the 200 member organizations of the Kenya HIV / AIDS Private Sector Business Council in an attempt to identify the challenges faced by Kenyan employers in managing of HIV / AIDS pandemic at the workplace and how they are coping with these challenges. Key informant interviews with all the Human Resources Managers of the 200 member organizations of the Kenya HIV/AIDS Business Council were conducted. In order to gather data prevalent to this study, the Researcher used questionnaires to interview the HR managers. A pilot study was conducted prior to the main study to validate the questionnaire in randomly selected institutions among those that were not sampled for the actual study. The method of drop and pick later was used to administer the questionnaires.

Data was analyzed using basic statistics, which was qualitative and descriptive. The statistic package for social sciences (SPSS) was used to analyze the data. The statistical tools, which were used in the analysis of the data, were frequencies, mode and percentages. Cross tabulations were produced in the final analysis. It was observed from the analysis that all organizations are facing challenges in the management of HIV / AIDS pandemic at the workplace. Majority of the organizations were found not to have a written Workplace Policy on HIV/AIDS.

Key policy areas in the management of HIV/AIDS were identified as education and training, care, support and treatment of the infected and the affected, counseling, testing and confidentiality of HIV / AIDS related information, and security of employment. It is therefore recommended that organizations should have a comprehensive Workplace Policy on HIV / AIDS in order to prevent and manage the epidemic.