It is rightly said that labor or human resource is the only resource in the organization that reacts when acted upon Gerber: 1987: 3). This means that with the exception of human resources, all other resources of an organization are static. Other resources derive their dynamic character from human resources. Human resources can thus be perceived as the Cinderella of other resources in any organization.

This paper focused on the major challenges of Human resources practice in organizations in Kenya with the case of study of AAH. The main variables that formed the locus of this research include technological, globalization, socio-cultural, legal and economic challenges. Other issues of concern within the HR practice include competitive, recruitment, selection, labor, unions and the impact of diseases such as AIDS on worker corp.

Today, the world is a global village characterized by high technological obsolesce, stiff competition, increased customer and employee awareness, greater inter-connectedness and workforce diversity as a result of information explosion. The implication here is that these changes call for a new paradigm shift to manage HR. It is against this background that a keen interest was developed to find out the challenges facing the human resource practice and a suggestion of remedies for the same. Research practice was a case study based on causal/descriptive approach.

The research was delimited to Aktion Afrika Hilfe Human Resources Development. The target population of study comprised 150 respondents of which 30 were randomly chosen as sample size for the study. This sample size was deemed representative enough (20% of the total) and manageable and facilitated easier research undertaking. The data types were both quantitative and qualitative.

Data sources included both secondary and primary sources. Primary sources Included interviews, discussions, use of questionnaires, observations and survey. Secondary sources included library research on textbooks, journals, internet, magazines, and AAH manuals. Data presentations were in form of tables, and charts. Data analysis was both descriptive and statistical in the form of narratives, charts, graphs and tables. Findings then followed with conclusions and lastly recommendations and a recap of the whole project. References and appendices formed the last component of this research.