The research was a basic research, which was on the implication of the development of "parallel programmes" on Human Resource Management practices in public Universities, a case of Kenyatta University. The main objective of the study was to investigate the implications of the introduction of parallel degree programmes on Human Resource Management practices in Kenyan Universities. Literature review focused on challenges related to HRM practices which are experienced in higher Education, history of Parallel Programmes, importance of Human and Material resources, Human Resource Management practices and HRM practices which can help in improving the parallel programmes. The study was descriptive, in that it attempted to describe the opinions and attitudes of students and lecturers on the way the University is using the Human and Material Resources in managing the parallel programmes. This research work was carried out at Kenyatta University. The targeted population for the study consisted of the masters and undergraduate students who are in SSP and Open Learning programmes. The lecturers handling the programmes were also targeted. The two groups (students and lecturers) were provided with questionnaires to fill. The data collected was analyzed using qualitative and quantitative methods. Qualitative data was analyzed using symbols and narrative form. Quantitative data was presented by use of tables, percentages and frequencies.