

HIV / AIDS had emerged as one of the foremost challenges for organizations and development. Unfortunately, cities and towns were often the driving force behind its spread as well as economic and social decay due to high population density, the presence of transportation hubs and the existence of large groups of vulnerable persons. HIV / AIDS had the potential to undermine business from flourishing in all its aspects through its profound impact on health of human resources. In the Kenyan economy, the transport sector experienced high employee exit rate as a result of the scourge, and most employees, especially the truck drivers and operators were highly vulnerable because of the nature of their work. In this research study, the intent was focused on investigating the role played by personnel administration of the Rift Valley Railways Consortium (RVRC) in mitigating the adversities caused by the scourge. A total of twelve (12) departmental heads and forty three (43) supervisors were selected to assist in data collection and analysis. Though efforts were done by the personnel administration on fighting the HIV / AIDS scourge through counseling and provision of protective devices among others, little positive outcome was recorded and the disease's spread impact was felt by at least all work divisions. Irresponsible sexual behaviour and nature of work environment were key reasons why the spread was faster and devastating. On policies, formulation and implementation were done by exclusion and progress hardly evaluated. As a result employee exits were high; a situation that complicated the disease's management further.