



REPUBLIC OF KENYA



Vol.3 Issue 3

Human Resource Management Professionals Examinations Board.

# TRIUNE

Official Magazine of HRMPEB

## FINANCE

Finance management in HR

## ACADEMIC LADDER

CBET Diploma and Craft Certificate in Human Resource Management

## HR TECH

Implementing new Tech ways in HR

## WORK AND MOTHERHOOD

Breastfeeding mothers at workplace

## WORKPLACE ROMANCE

Balancing between love and work at office

## Exclusive

Navigating HR Certification in the Journey to Retirement  
pg. 9

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**HRMPEB**

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**Human Resource  
Management Professionals  
Examinations Board.**

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# ABOUT US



## Who we are

Human Resource Management Professionals Examinations Board (HRMPEB) is established by section 16 of the Human Resource Management Professionals Act, no. 52 of 2012 as an examinations body. In April 2021, HRMPEB was categorised by State Corporations Advisory Services (SCAC) as a State Corporation in the Ministry of Public Service, Gender and Affirmative Action now known as Ministry of Public Service, Performance and Delivery Management (State Department for Public Service)

## Mission

To develop and review curricula, examine and certify Human Resource Professionals

## Vision

Ethical People-Centric  
Human Resource Management  
Professionals

## Core Values

Professionalism  
Integrity  
Customer Focus  
Team Work  
Innovativeness  
Excellence

## Mandate

To develop and prescribe  
human resource curricula,  
manage professional  
examinations and certify  
qualified candidates.





# EDITOR'S NOTE



Laureen Aseka

**W**elcome to the third edition of the Tribune Magazine, a curated collection of articles that delve into the dynamic realm of Human Resources and its intersections with various facets of our lives. This issue is dedicated to HR-focused initiatives and engaging pieces that promise not only to inform but also to positively influence your perspectives and overall lifestyle.

Over the past one year, our team has meticulously covered the events that have taken place at HRMPEB, presenting you with a comprehensive overview of the organization. In this edition, we explore the multifaceted relationships between HR and Finance, Family, Lifestyle, Technology, and a myriad of other topics that impact our daily lives. In addition, we have articles that narrate the stories of our students who have beat all odds to do our programs.

Our aim is to provide you with a well-rounded understanding of how HR initiatives can shape not only your professional path but also contribute to personal growth and fulfillment. From insights into the evolving landscape of workplace dynamics to thought-provoking discussions on the role of HR in shaping corporate cultures, this edition sets the stage for personal and professional advancement.

We believe that staying well-informed is key to navigating the ever-changing landscapes of both the professional and personal spheres. We hope that the articles contained in this issue inspire you, spark new ideas, and prompt thoughtful reflections.

Thank you for joining us on this journey of exploration and enlightenment. May this edition of the Tribune be a valuable companion on your quest for knowledge and growth.

Best Regards,

## Editorial Team

- ◆ **Executive Editor**  
CHRP Margaret Nguu, MIHRM
- ◆ **Chief Editor**  
Laureen Aseka
- ◆ **Design & Layout**  
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**Dr. Gladys Asuga Ph.D**



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**Mr. Wycliffe Nyakina, FIHRM**



**Prof. Hazel Gachunga Ph. D**



**Mr. Gilbert Opanga**



**CHRP Margaret Nguu  
Ag. Secretary/CEO**





# MESSAGE FROM THE CHAIRPERSON

**CS. Commissioner Sharon Kisire, MBS**

I am delighted to extend a warm welcome to you for the 3rd Edition of HRMPEB Tribune. The process of learning fosters creativity, which in turn prompts thoughtful reflection. Thoughtful reflection yields knowledge, and knowledge empowers greatness. Each year marks a significant milestone in the history of HRMPEB, with its own unique contributions to glory. As we celebrate the third edition, I acknowledge the commendable work and continuous dedicated efforts that have earned us laurels. This magazine serves as a reflection, showcasing the diverse activities undertaken by the Board. I express my gratitude to all contributors for their support in making this knowledge-sharing medium both exciting and successful.

The journey of publishing the first HRMPEB Tribune began in 2022 and we are proud to release the 3rd Edition which is an informative and educative publication to all our stakeholders. With the help of a committed team and partners, we have been able to achieve this.

In this edition we aim to provoke thoughts, inspire action and provide the tools necessary for HRs to continue steering organizations towards success despite the challenges that may arise.

I hope you find the insights and narratives within these pages both enriching and enlightening as you continue your journey of leadership and innovation.

Since our last Tribune magazine, the Board has made tremendous achievements including Conducting the first diploma in HR exams, Launching the 2nd Strategic Plan, recruiting another CEO, conducting first external audit and conducting 13 and 14th series of CHRP Exams.

The key areas elaborated in the Tribune include: HR and Finance, Family, Technology, Opinions and Innovativeness just to mention a few. In addition we have very exciting human stories of our students who have shown commitment and hard work in our programs.

As I conclude, I want to thank the editorial team, contributors and our stakeholders whom without them nothing would be possible: Ministry of Public Service, Performance and Delivery Management, IHRM, Training institutions, students, Board members, the secretariat and all other stakeholders for their contributions in making HRMPEB the examining body of choice.

I trust that you derive enjoyment from the contents of the 3rd Tribune issue and discover grounds for hope and inspiration. May you carry that optimism and enthusiasm into the unfolding narrative of your everyday life, so that a year from now, you can reflect and affirm that it was truly a remarkable journey. May God abundantly bless you as we persist in this journey of growth!

A portrait of Margaret Nguu, a woman with dark braided hair, wearing a grey pinstriped top and a necklace. She is smiling slightly and looking towards the camera. The background is a warm, orange-toned indoor setting with some blurred lights.

# NOTE FROM THE Ag. CHIEF EXECUTIVE OFFICER

**CHRP Margaret Nguu**

I am pleased to introduce our third Tribune Magazine to the stakeholders. This publication is crafted to share our narrative and inspire the younger generation to consider a career in HR.

Additionally, I express gratitude to everyone who contributed splendid articles, as well as the secretariat team whose efforts made the compilation of the magazine possible.

As an Examination body, our mandate is to Develop Curricula, Examine and Certify Human Resource Professionals putting our students at the center of every decision we make. There is power in our purpose as an Examining and certifying body, power in our students and power in our vision. I am always inspired by the passion, dedication and hard work of our students in pursuit of our programs.

Welcome to our exam body, our first cohort who recently took the Diploma in HR Exams. We are thrilled to embrace a younger generation full of dreams and aspirations, poised to reach the pinnacle of success.

In this special third edition of the HRMPEB Tribune, we present a variety of HR-focused initiatives and engaging articles that promise to positively influence readers' perspectives and overall lifestyles. The issue encompasses HRMPEB events from the past six months, exploring the intersections of HR with Finance, Family, Lifestyle, Technology, and various other topics. I trust that your reading experience will be both informative and enlightening. This edition sets the foundation for personal and professional advancement within the discussed subjects. Approach the Tribune with an open mind, prepared to absorb knowledge and stay well-informed.

The overall wellbeing of our students remains a top priority. As we continue to pay close attention to their evolving needs, we strive to create pathways for individual growth and opportunity as you continue with your studies. Thank you as always for your incredible support, at times we might cross paths but at the end we always give the best and high-quality services to students.

Lastly, I would like to appreciate all stakeholders who make it possible for our organization to grow including: Ministry of Public Service, Performance and Delivery Management, IHRM, Training institutions, students, Board members, secretariat and all other stakeholders for their contributions in making HRMPEB the examining body of choice.

Long live Tribune!





# We are Digital

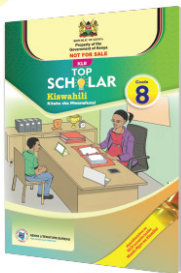
All HRMPEB student services are **Now** Available **Online** through the student portal. To create an account; Visit **www.hrmpeb.or.ke**, click student portal, input your names, ID number and email then a password will be sent to your email;

The services include:

- Registration.
- Examination booking.
- Exemptions application.
- Fees payment.
- Examination results.
- Student's clearance.



## FROM OUR PRESS, TO YOUR DESK.



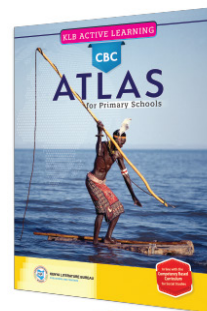
Grade 8 books distributed by GoK and also available for sale to the open market.



'Early Bird', a memoir by Beth Mugo published by KLB.



A student's and teacher's guide to 'The Samaritan' compulsory setbook.



CBC Active Learning Atlas for Primary Schools.



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Kenya Literature Bureau (KLB) is a State Organization under the Ministry of Education. The parastatal was established under Kenya Literature Bureau Act, Cap 209 of 1980 with the mandate to publish, print, and disseminate literary, educational, cultural and scientific books and other materials. The Bureau, Driven by its mission "To Provide Innovative and Competitive Publishing and Printing Solutions", the institution is equipped with a state of the art fully fledged printing press located at the Head Office along KLB Road in Nairobi which is complemented by a Sales and Customer Service Branch at Kijabe Street. KLB a vast catalogue of Competency Based Curriculum, Secondary, Tertiary, Story Books, Readers, Biographies, Reference and Knowledge materials for all levels from PP1 to Grade 9 and Form 1 to 4 available both in hard copy and online through various platforms including amazon, ekitabu, snapplify and Opiq as well as a designated ebooks store, www.klbbooks.com. KLB also offers institutional printing services for for public and private agencies and institutions, including County Governments and Non Governmental Organizations.



# BREAST FEEDING AT WORK PLACE.



## Changing the norm of how the society views breast feeding mothers at workplace

The balance between work and life has never been more crucial than it is now, given the fast-paced and always-changing nature of the professional world. The need to strike a careful balance between professional aspirations and the priceless needs of parenting is one of the many issues working women suffer from.

Women in society have a lot of responsibilities, and as a result, they face a myriad challenges once they make the decision to join the world of work. They are faced with difficulties in choosing between their careers and their families. In reality, this is a very difficult decision for any mother to make, and that is why most organizations today have decided to adopt the new practice of having a friendly environment to support breastfeeding at the workplace. For this reason, I would say the modern woman is a mother, a professional, a role model and a hero for the many sacrifices she makes.

Organizations in this new era have implemented the concept of breastfeeding at the workplace by creating quality lactating rooms, giving flexible breaks, offering expression pumps, and providing storage facilities for infant milk. Working moms are now able to express milk for their infants at their own convenience as well as bond with their babies while at work. Some organizations have also gone further to recruit nurses who take care of infants as their mothers perform their organizational tasks. In my opinion, this is a HR strategy that is above and beyond the usual. It not only shows the employees that the organization values and cares for them but also gives staff the chance to focus on their responsibility towards the achievement of organizational goals.

Don't you think this gives a clear picture of the breastfeeding week 2023 theme,







"Let's make breastfeeding work?" Workplace lactation has numerous benefits to both employees and the organization. It prevents breastfeeding cessation for babies under six months old when their moms resume work, as it ensures that their mothers continue to breastfeed them. This is vital as they grow healthy as a result of breast milk, which is nutritious as opposed to any other milk.

Breastfeeding cuts down on medical costs for both the employee and the organization since the baby remains well. Moreover, it reduces the absenteeism of lactating mothers at the workplace since they can resume work as soon as their maternal leave is over. Working mothers are therefore relieved of the stress of having to leave their babies at home, which helps them focus more on achieving the strategic goals of the organization with no distractions.

The organization, on the other hand, enjoys increased employee retention, good publicity as a result of a great corporate image, and increased employee loyalty. The organization also gets to enhance its workforce's job satisfaction and attitudes through perceived organizational support.

Organizations in the modern era should therefore help to empower the modern woman and assist her to achieve her dreams as they achieve their visions. I believe that it will be a win-win situation for both the employee and the organization. Companies should implement a policy of breastfeeding at the workplace in order to support working mothers who are breastfeeding. Take part in the discussion on "Breastfeeding at the Workplace," a subject that not only reflects the inclusiveness of today's society but also demonstrates the forward-thinking trend of creating a welcoming environment for working mothers.



**CHRP Jane Miriko Gituma**

# Conversation with CHRP Jane Miriko Gituma

## **Navigating HR Certification in the Journey to Retirement:**

**M**eet CHRP Jane Miriko Gituma, a seasoned HR professional and entrepreneur who, just years away from retirement, decided to embark on the transformative journey of pursuing Certified Human Resource Professional (CHRP-K). Jane's story is not one of winding down but rather of gearing up for a new chapter, a testament to her unwavering commitment to personal and professional growth.

After more than three decades practicing HR, nothing could sway her determination to return back to study CHRP.

Even with her ever busy schedule at work, Jane opted for online study, occasionally hired a lecturer for missed topics, and formed discussion groups. She minimized social engagements, created a daily reading habit, and ensured her supervisor was aware of her certification pursuits.

The Acting Deputy Manager at Utalii College proudly possesses an extensive educational background, encompassing achievements such as CHRP (K), a Master's in Human Resource, a Bachelor's in Entrepreneurship, an International Diploma in Human Resource, a Diploma in Management, and a Certificate in Secretarial Studies. When questioned about the motivation behind returning to school just a few years before her retirement, Jane had this to share.

“My motivation was from a persuasive presentation by Ms. Aseka HRMPEB Corporate Communications Officer during the Public Service ten years (10) anniversary celebration at KICC. In addition, I wanted to be gazetted and recognized as Certified Human Resource Professional and become self-actualized by attaining the highest Human Professional certification” Jane Miriko Gituma Stated.

As retirement approaches, Jane envisions leveraging her certification to offer seamless consultancy services. Her goal is to contribute to society by providing professional guidance in HR matters, particularly in civil and public service. Additionally, with a background in Entrepreneurship, she aims to bridge the gap in professionalism within SMEs' human capital management.





Throughout her CHRP certification journey, the courses that contributed immensely to her expertise were Human Resource Accounting, Organizational Change and Development (OCD), and Entrepreneurship and HR Consultancy. Jane told us on how she intends to integrate the learnings from the certification course into the current HR practices before retiring.

“I intend to encourage the young employees who are joining the service to consider choosing their careers wisely, to also embrace the use of technology responsibly and engage in analytics to assist in making informed decisions. In addition, they need to embrace work life balance to enhance mental health. I shall also encourage them to do side hustles whenever they have time to do so, to improve their finances to use it to study certification courses in their areas of specialization.”

Jane plans to share her knowledge gained from the certification course with her colleagues by offer-

ing counseling, mentorship, and coaching to newly employed individuals. She also aims to assist organizations, like the school she chairs, in developing HR manuals and adhering to employment laws. In her last words when asked to offer advice to other HR professionals contemplating undertaking the certification as they approach the retirement, these were her words:

“Retirement doesn't mean the end of learning. Embrace opportunities for continuous education to stay relevant in the ever-evolving field of HR. Pursuing certifications can enhance your skills and knowledge, making you an asset in the job market. So, all those HR professionals thinking time is up, consider how the certification will aligns with your post-retirement plans. Whether you aim to consult, mentor, or explore new career paths, a strategic plan will help you make the most in pursuing HR Certification.”

# HRMPEB 4th CHRP CERTIFICATION

CHRP



**Human Resource Management Professionals Examinations Board (HRMPEB) successfully conducted its 4th Certified Human Resource Professionals (CHRP) Certification at KICC on 19th October 2023**

**O**n 19th October 2023, HRMPEB held another historic 4th CHRP Certification ceremony at Kenyatta International Convention Centre (KICC). The event was graced by the Principal Secretary, State Department for Public Service, Amos Gathecha, EBS as the Chief Guest. At the occasion, HRMPEB unveiled both its Strategic Plan for the years 2023–2027 and its Brand Manual, marking a significant milestone since its establishment.

The event this year was remarkable, aligning with the Boards fundamental mission of developing curricula, examining, and certifying Human Resource Professionals. The Board is pleased to announce that, in accomplishing its primary objective, it was able to carry out its mission by certifying 753 students, of whom 584 are female and 169 are male.

The event began with a prayer then the Chief Executive Officer, CHRP Nicholas Kanisa FIHRM took the center stage to welcome the finalist to the epic event. He began by offering his heartfelt congratulations to the finalists for the indomitable spirit of resilience and commitment they exhibited in pursuit of excellence as now CHRP(K).

“Remember the skills, knowledge and competencies you have acquired from HRMPEB administered examinations are valuable assets that will serve you well in all aspects of your career,” CHRP Nicholas Kanisa FIHRM.



The CEO extended an invitation to CS. Sharon Kisire to address the congregation. The Chair congratulated the Board on launching its second strategic plan and the unveiling of its Brand manual. Emphasizing the significance of the strategic plan, she pointed out that it has identified and prioritized essential programs, projects, and activities crucial for fulfilling the Board's mandate. The vision, mission, core values and Key Result Areas (KRAs) espoused in the plan will create a transformative and innovative approach to serving our customers and engaging stakeholders, she added.

The Chair went on to extend her congratulations to CHRP Finalists who were being certified on 19th October 2023. "CHRP (K) finalists, today's a great day! Let me start by giving a big shout-out and congrats to all the certified finalists. Being Gazzeted and Certified, is a major milestone for you, your families, and the whole HR community. You've nailed this crucial phase in your career, and now you're all set to kick off a fulfilling journey, applying the knowledge you've gained," stated CS Kisire.

The Chief Guest Principal Secretary for State Department Public Service, Amos Gathecha, EBS was welcomed to the podium to deliver his speech. He began by applauding the Board for launching their Strategic Plan and Brand Manual.

He proceeded by acknowledging that the Board had certified 2,242 students and extended congratulations to the 753 students who were being certified on that specific day. He complimented the Board for providing competency-based courses, such as the CBET Diploma and Craft Certificate in Human Resource, in light of the government's goal of having workers who can adapt to the needs of a developing population with constantly changing requirements. "Our goal is for every HR practitioner to become a CHRP, this would be accomplished by including the CHRP qualification in the career advancement criteria for the HR cadre in the public sector," PS Amos Gathecha.

The event ended with a vote of thanks given by Prof. Hazel Gachunga who appreciated all stakeholders including: Ministry of Public Service, Performance and Delivery Management, IHRM, Training institutions, students, Board members, Secretariat, Sponsors and all other stakeholders for their contributions in making the day special.







Finalists during the procession



From left Chairperson CS Sharon Kisire MBS, Prof. Hazel Gachunga and Dr. Gladys Asuga during the ceremony

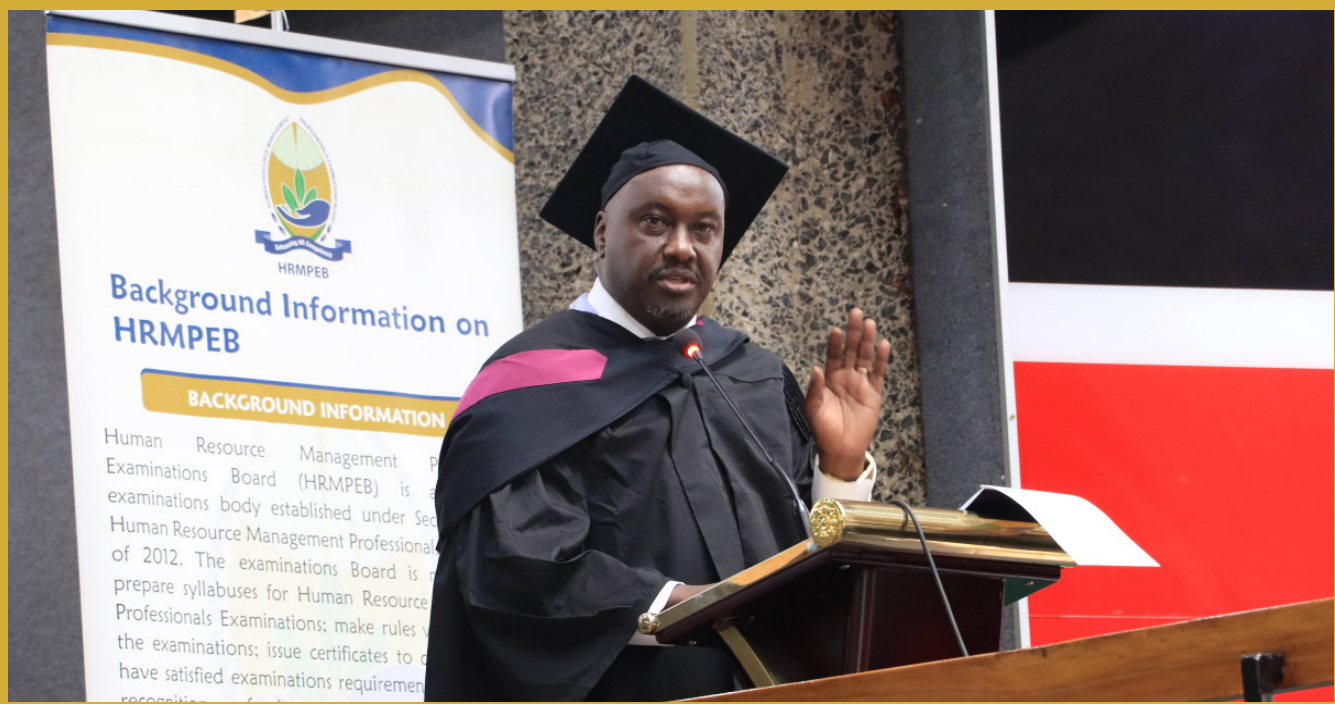


Principal Secretary, State Department for Public Service, Amos Gathecha, EBS, HRMPEB Board members during the launch of the new brand identity and the strategic plan for 2023-2027 .



Finalists during the 4th CHRP certification ceremony





Principal Secretary, State Department for Public Service Amos Gathecha, EBS.HRMPEB addressing the congregation



Finalists marching on during procession



HRMPEB Chairperson CS Sharon Kisire MBS addressing the congregation



From left Principal Test Development Officer Luke Masinde, Manager Test Development CHRP Margaret Nguu and Principal Examinations Officer Dr. Leonard Kiragu during announcement of the CHRP finalists.

## How to Implement HR Tech Tools without wasting resources and disrupting operations.



Cecilia Kariuki

Embarking on the path of HR tech transformation can evoke a whirlwind of emotions and excitement about enhanced efficiency yet shadowed by the looming specter of costs and disruption. As an HR manager, a visionary leader, an invested stakeholder, you know the stakes. The fear of financial missteps, the anxiety of encountering resistance from your team, the uncertainty of integration hurdles and the weight of selecting the perfect tech partner, all these weigh on your shoulders. In this article, we unravel the best practices that make ROI tangible, adoption embraced and every stakeholder thrives, secure future where HR tech tools are allies and not adversaries.

### Setting the Course for Success

Clearly define your organization's goals. Then align the HR tech tools with your strategic objectives. Before setting sail, define your goals as navigational beacons. Ensure every tool chosen serves these goals. Prevent aimless drifting and chart a course toward efficient processes and maximized results.

### Understanding Pain Points

Try approaching HR tech implementation without a thorough assessment of existing processes. It will be like attempting to fix a leaky roof without finding the source of the drip. Conduct a thorough assessment of your current HR processes to identify pain points. Identify areas for automation or streamlining. Identify operation gaps before deploying the tech solution(s). These insights act as a roadmap for selecting the right solution. Solutions that give a smoother, disruption-free transformation.

### User-centric Design

Imagine building a house with no doors. You end up in a "utajua haujui" situation. Engage your end-users in design to craft a user-friendly experience. Create an experience as intuitive as a well-designed smartphone. This user-centric approach guarantees smooth adoption and operational harmony.



# APPLYING HUMAN RESOURCE TECHNOLOGY AT WORK PLACE





### Guiding Teams Through Change

Ever tried walking through a dense forest without paths and with no guide? It feels scary and overwhelming. That's how teams feel when taken through a tech deployment without a structured change management plan. Craft a clear path, illuminating the way as torches do on a dark night. Smooth the transition with open communication, training, and support. Allow your team to walk with confidence into the future.

### Preventing Information Silos

Picture your organization as a symphony—HR processes harmonizing like instruments. But information silos disrupt this harmony. It is like conducting an orchestra with musicians who can't hear each other. Choose solutions that interlock processes, creating a harmonious flow of information. This unified architecture ensures efficient operations without fragmentation.

### Customization & Scalability

Opt for solutions that can be customised to suit your organization's unique needs. Additionally, consider scalability to accommodate the organisation's uniqueness, future growth and changing requirements.



### Testing the Waters

Pressures associated with a tech implementation lead to large-scale roll-out without pilot testing. This is like leaping into unknown waters without checking their depth. Start by wading in with a small group, treating them as practice runs. The feedback at this stage raises issues to be adjusted before a large-scale roll-out.

### Measuring Progress

Establish key performance indicators, measure the impact of the tech tools on organizational processes and regularly track these metrics to ensure the tools are delivering the expected results. This allows for course-correction. Ensuring you're on track to maximized results and efficient processes.

### Guardians of Confidentiality

Neglecting data security when deploying HR tech tools is like leaving the vault door ajar in a bank. Treat sensitive information as you would prized possessions - with layers of protection. Encrypt, control access, monitor and enforce privacy measures to ensure your data remains impenetrable.

### Adapting & Evolving

Implement a feedback loop for ongoing improvement. Encourage users to share insights and suggestions. Use this feedback to make necessary adjustments and enhancements. Embrace change as readily as a chameleon adapts its colors. Evolve your tech tools as your organization's needs transform. This perpetual motion ensures lasting efficiency and relevance.

### Embrace the Journey to Success

Imagine embracing the dawn of a new era, where HR tech tools seamlessly align with your goals. Imagine employees championing change and collaboration. Imagine your systems harmoniously integrated, data breaches a distant memory. Imagine confidently choosing vendors, supported every step of the way. Now, imagine yourself as the visionary leader guiding this transformation. By embracing these best practices, you're not just implementing technology. You're embarking on a transformational journey toward an efficient, harmonious, and prosperous future. The future that you'll shape.





# WHY YOU SHOULD PURSUE A PROFESSIONAL COURSE



Damaris Okeyo

**P**rofessional courses are vital stepping stones for individuals aspiring to enter specific career paths. These courses furnish essential skills and knowledge necessary for success in a particular profession. Unlike academic degrees, which provide a broader education, professional qualifications are finely tailored to specific career roles, rendering them indispensable for those aiming to excel in a particular field.

Completing a professional course empowers individuals to operate effectively at any level within their chosen profession. These courses endow them with the specialized expertise required for their roles, setting them apart from others in the competitive job market. One significant advantage of pursuing professional qualifications is the opportunity to become a member of a professional institution or organization related to the chosen field. Membership in such organizations offers numerous benefits, including access to valuable networks, ongoing train-

ing opportunities, professional protection, research resources, and platforms for publishing insights and research findings. These advantages can significantly boost one's career and keep them updated with the latest industry trends.

To embark on a successful journey in your chosen profession, continuous growth and improvement of your skills are crucial. Having a reputable partner in your professional development is equally important. At Traction School of Governance and Business, we have positioned ourselves as one of the leading institutions offering professional courses. What sets us apart is our commitment to catering to the needs of the 21st-century learner, who often juggles work and study simultaneously. We have established a hybrid learning structure that accommodates the busy lives of our students. Our courses are online-based through our Learning Management System (LMS), ensuring that you can access your classes and make progress in your professional journey without disrupting your daily schedule.

We offer a comprehensive selection of professional courses and diplomas, all of which undergo rigorous examination by reputable institutions Exam Bodies. Furthermore, our accreditation by NITA allows us to provide a wide range of training throughout the year.

Additionally, we have a dedicated division, SGB Consult, that offers advisory services, including bookkeeping, financial report preparation, advisory consultations, payroll management, business consulting, tax

return filing, and compliance services.

Advancing in your professional journey has never been more accessible. Visit our website at [www.sgb.ac.ke](http://www.sgb.ac.ke) or reach out to us at [info@sgb.ac.ke](mailto:info@sgb.ac.ke) to explore the various opportunities we offer for your career development.

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- + Certified Investment and Financial Analysts (CIFA)
- + Certified Human Resource Professionals (CHRP)
- + Certified Quality Professionals (CQP)
- + Certified Credit Professional (CCP)
- + Certified Procurement and Supply Professionals (CPSP -K)
- + Diploma in Supply Chain Management (APS -K)
- + Diploma in Corporate Governance (DCG)
- + Accounting Technicians Diploma (ATD)
- + Chartered Institute for Securities and Investment (CISI)

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# ROMANTIC LOVE AT WORK

## Navigating the Delicate Balance: Exploring Romantic Love in the Workplace



Beatrice Odera

Romantic love has long been a topic of fascination, and the workplace is no exception. While some might question the appropriateness of romantic involvement at work, studies suggest that carefully managed romantic relationships can actually have positive effects on employee satisfaction, teamwork, and overall workplace dynamics. This article explores the complexities of workplace romance, highlighting the potential benefits and offering insights on establishing guidelines to ensure a respectful and professional work environment.

### Enhanced Job Satisfaction:

When employees are in a romantic relationship with a coworker, it can positively impact their job satisfaction. Sharing a connection with someone at work can create a sense of emotional support and understanding, leading to increased job satisfaction and engagement. Individuals in workplace romances may also feel motivated to excel in their roles to impress or support their partner, contributing to a more productive and committed workforce.

### Improved Teamwork and Collaboration:

Romantic relationships between coworkers can foster stronger teamwork and collaboration within the workplace. Shared personal connections can create a deeper level of trust, communication, and synergy among individuals, translating into smoother collaborations and more effective problem-solving. The strong bond developed in a romantic relationship can also enhance interpersonal relationships beyond the couple, promoting a positive and harmonious team environment.

### Establishing Clear Guidelines:

Workplace romantic relationships may present challenges that need effective management to minimize any negative impact on productivity or workforce dynamics. Clear policies regarding fraternization, disclosure of relationships, and conflicts of interest should be in place to ensure a fair and respectful work environment. Open communication channels and conflict resolution mechanisms can help address any issues that may arise from workplace romances, maintaining harmony within the team.



### **Managing Potential Challenges:**

Workplace romantic relationships can present challenges that must be managed effectively to mitigate any negative impact on productivity or workforce dynamics. Employers and employees should be mindful of potential conflicts of interest, favoritism and perceptions of unfair treatment that might arise due to a romantic involvement. Transparency and professional conduct are key to maintaining a balanced work environment that is free from gossip, jealousy, or animosity stemming from romantic relationships.

### **Conclusion:**

While romantic love in the workplace may initially raise eyebrows, it can bring significant benefits if approached and managed thoughtfully. Emotional support, improved communication, enhanced collaboration, increased job satisfaction, and a stronger sense of belonging are some of the positive outcomes associated with romantic relationships in the workplace. Organizations that foster an environment that supports healthy relationships while managing potential risks can create a more engaged and productive workforce. Achieving a balance between personal connections and professional conduct can foster a harmonious work environment that benefits from the positive aspects of romantic love."

Remember, while love certainly adds color to our lives, maintaining professionalism is crucial to preserving both personal relationships and the integrity of the workplace.





The CS Ministry of Public Service, Performance and Delivery Management Hon. Moses Kuria met the HRMPEB Board members during the 27th Annual National HRM conference at Sawela on 27th Oct 2023.



Principal Secretary, State Department for Public Service, Amos Gathecha, EBS posing for a photo with HRMPEB staff after a meeting



From left, The Chief Guest Mr. Felix Koskei, Chief of Staff & Head of Public Service and HRMPEB Chairperson CS Sharon Kisire MBS during the 27th Annual National HRM conference at Sawela.



From right Principal Secretary, State Department for Public Service, Amos Gathecha, EBS and HRMPEB Chairperson CS Sharon Kisire MBS during the launch of HRMPEB Brand Manual.





HRMPEB staff with students from Kitale Polytechnic after an interactive session.



IHRM & HRMPEB staff members during the National Tree planting day on 13th November 2023.



HRMPEB staff during an outreach and Publicity at Jamuhuri Show Ground



HRMPEB officers posing for a photo at their office premises at Mwalimu Towers.



# CONNECTING HUMAN RESOURCE INITIATIVES TO BUSINESS OUTCOMES.



**Thinking outside the box to turn Human Resource into business ideas which might help in creating employment opportunities.**

Evans Otieno

**A**s we all know, the once traditional realm of Human Resource Management (HRM) has undergone a seismic shift. No longer relegated to a mere support function, HRM has emerged as the strategic heartbeat of organizations, fueled by the transformative force of data analytics. However, this journey into the data-driven landscape is not without its nuances.

As we delve deeper into the world of numbers and predictions, we stumble upon a pivotal revelation: data is not always evidence. The tantalizing associations we uncover might hint at connections, but they do not always illuminate the true causative threads that drive organizational success. In a world where data reigns supreme, HRM's evolution is nothing short of spectacular. Imagine this: a retail company in Kenya, armed with HR data analytics, observes a surge in sales shortly after implementing a rewards and recognition program. The correlation between the program and increased sales is striking. Yet, let's pause for a moment. Could this spike in revenue also be influenced by other factors – a seasonal trend, perhaps, or an aggressive marketing campaign that coincided with the program's launch? Or could a limited-time discount offer, be at play?

The alluring correlation between the program and sales masks the intricate dance of multiple variables. Our era of AI and big data predictive analytics is a marvel. A machine learning model predicts a rise in employee attrition rates. Responding proactively, HR initiates targeted retention efforts. Yet, beneath these predictions lies a fundamental question:

what are the underlying motivations that propel employees toward attrition?

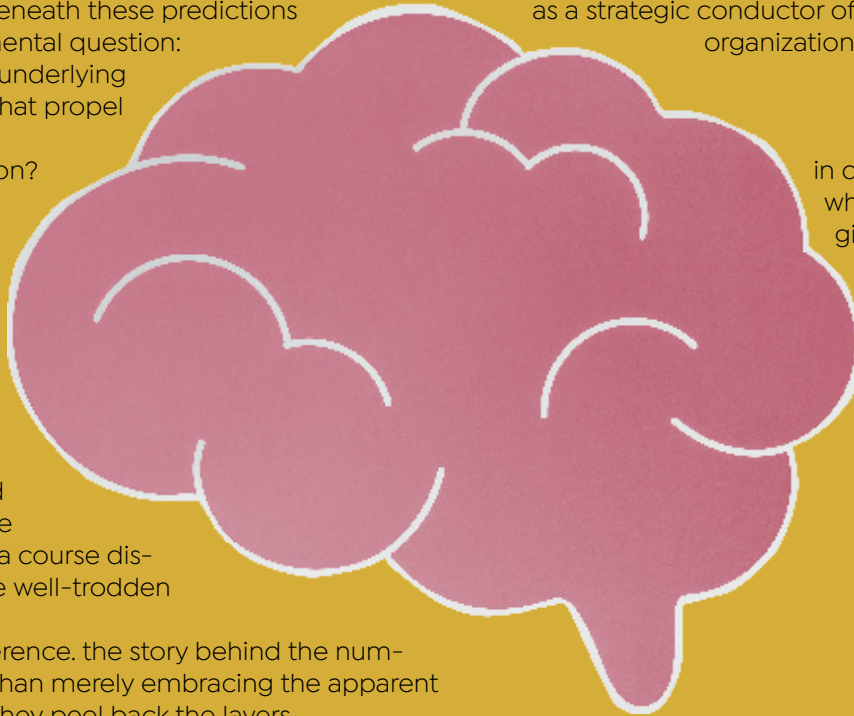
AI may illuminate the path, but the why remains a challenge to decipher. This is where Evidence-Based HRM takes the reins, setting a course distinct from the well-trodden path of statistical inference. The story behind the numbers. Rather than merely embracing the apparent connection, they peel back the layers.

It's a journey that dares to venture beyond the allure of correlations, into the realm of causation. Imagine that the same retail company, committed to this new approach, decides to unveil.

They explore whether this surge in sales could be attributed to the rewards program itself, or whether unseen forces, like a competitor's closure, have shifted the retail landscape in their favor. This shift from statistical inference to causal inference is no small leap – it's a voyage into the unknown. By marrying data with context, by scrutinizing the 'whys' behind the 'whats', HR professionals wield a new kind of power. The power to illuminate the true drivers of success and impact. Imagine if every HR decision was not just based on data, but on an understanding of the intricate dance between variables. As the curtain rises on this new era of HR practice, imagine a world where HR professionals are the architects of organizational transformation. A world where they don't just observe, but compose. The retail company, rather than simply celebrating increased sales, takes a deeper dive. They unearth a surge in employee engagement that coincided with the rewards program – a vital piece of the puzzle. The narrative shifts from "We increased sales" to "Our employees' heightened commitment fueled a sales surge."

In closing, evidence based HRM beckons, and the path forward is illuminated by empirical reasoning and causal inference. It's not about dismissing the role of data, but about enriching it with context and understanding. As we journey from the allure of correlations to the depth of causation, we amplify HR's resonance as a strategic conductor of organizational destinies.

Let's embrace the challenge, and in doing so, sculpt a legacy where HR is not just a strategic partner, but a strategic visionary.





# HRMPEB STRATEGIC PLAN 2023 TO 2027

**HRMPEB successfully implemented its 2nd strategic plan for the period 2023 to 2027**



Geoffrey Nyakwara

The Board has developed its second strategic plan which runs from 2023/2027 in line with the guidelines developed by the State Department for Planning which provided norms and standards to ensure uniformity across all Public Sector institutions.

The HRMPEB Strategic Plan was aligned to the National Development Agenda, Regional and International Development frameworks. It also took into consideration of the Medium-Term Plan Four (MTPIV) (2023–2027) of the Kenya Vision 2030.

The preparation of the Strategic Plan was done by a technical team consisting of the CEO and sectional heads guided by the Vision and Mission developed by the leadership of the Board Members. In the Process Key stakeholders were engaged who provided their input.

The Strategic Plan identifies five key result areas that will be focused on in the next five years namely: Curriculum Development, Review and Implementation, Examinations Development and Administration, Recognition of Examinations and Institutional Capacity Development. Further the Strategic plan has nine strategic objectives:

- To Strengthen CHRP curriculum.
- To Strengthen CBET curriculum.
- To Develop and implement short professional courses.
- To Promptly develop credible test items.
- To administer credible examinations in accordance with HRMP Act 2012.



- To timely certify candidates who have satisfied examination requirements.
- To enhance recognition of the Board's qualifications locally, regionally and globally.
- To strengthen Governance of the Board.
- To strengthen operation structures and systems

To implement the strategic Plan, the Board needs 1.5 billion shillings that will be funded through own source revenue, Exchequer and development partners.

HRMPEB commits to implement the Strategic Plan by providing the required human and financial resources and providing oversight through monitoring and evaluation of performance.

The Board acknowledges the importance of creating strong partnerships and collaborations with state and non-state actors for the realization of the intended outcomes and will continue to build on the existing relationships, particularly with the Council of the Institute of Human Resource Management (IHRM), training institutions, regulatory bodies, donor organizations and the State Department for Public Service. The implementation of the Plan is the responsibility of top leadership, management, staff and all stakeholders.

# EMPATHY DRIVEN EXCELLENCE

## Unveiling Cynthia Ingado's Journey into the Competency-Based HR Diploma

In the bustling corridors of academia, where ambitions and aspirations intertwine, there's a remarkable story of a student whose pursuit of knowledge transcends textbooks. Cynthia Ingado's pursuit of the Competency-Based HR Diploma stands as a testament to the transformative power of empathy in the realm of human resources.

The Kabete National Polytechnic student has been passionate about human relations since she was in high school. For Cynthia, the decision to delve into the realm of HR was deeply inspired by her innate empathy and the genuine desire to understand, connect, and positively impact the lives of those around her.

"My passion in HR began during my years in high school where I took a keen interest in organizing events that encouraged collaboration, teamwork, and inclusivity among my peers.

My passion extended beyond formal roles, as I was often the go-to person for friends seeking advice or a listening ear. My genuine interest in understanding people, resolving conflicts, and promoting a sense of unity within my high school community laid the foundation for my continued pursuit of a career in human resources, showcasing a long-standing passion for human relations," Cynthia Ingado Stated. Cynthia, who recently sat her CBET Diploma in HR exams offered by Human Resource Management Professionals Examinations Board (HRMPEB) saw HR not merely as a profession but a platform to embody empathy in the workplace. She then embarked on a unique educational journey by choosing a Competency-Based Diploma in Human Resources after her high school journey. HRMPEB pioneered the competency-based examinations in HR last year. The CBET program emphasizes on experiential learning, presenting students with scenarios mirroring real-world HR challenges. This hands-on approach allows students to develop problem-solving skills, critical thinking, and the ability to navigate complex interpersonal situations—a skill set that would undoubtedly set them apart in the competitive HR landscape. When asked about the benefits of pursuing a CBET Diploma in HR offered by HRMPEB, Cynthia shared her thoughts.



Cynthia Ingado

"The Competency-Based Diploma, is more than just a conventional educational pathway. It is a dynamic approach designed to equip individuals with understanding of HR principles while focusing on the development of specific skills, attitudes, and knowledge that are crucial in the field. The competency-based approach is adaptable and flexible as it allows me to progress at my own pace, ensuring a deep understanding of each competency before moving on to the next"

The 19-year-old student at National Polytechnic Institute in Kabete discovered that the Competency-Based Diploma was a transformative experience. She explained that It not only sharpened her technical proficiency in aspects such as recruitment, employee relations, reward management, training and performance management but also nurtured the interpersonal and leadership qualities crucial for achieving success in the field of HR.

At the heart of Cynthia's motivation was her belief that effective HR professionals should be driven by empathy, a trait that goes beyond conventional skill sets. The Competency-Based Diploma, with its emphasis on practical, real-world competencies, resonated perfectly with her vision.

Cynthia who aspires to work as a Director of HR someday wants to pursue her degree in HR and Certified Human Resource Professional (CHRP) after completing her CBET Diploma in HR Studies. In her journey to the top, Cynthia encountered challenges like financial limitations and other obstacles. Despite these hurdles, she managed to overcome them, stay in school, and pursue her dream of working in HR. To individuals like Cynthia in the end, it's not just a diploma—it's a commitment to fostering a workplace where empathy becomes the cornerstone of HR practices and emerge as catalysts for positive change in the world of human resources.



# UNCLOCK YOUR POTENTIAL IN HR MANAGEMENT WITH HRMPEB'S CBET PROGRAMS

Embark on a transformative journey in HR management with HRMPEB's Competency-Based Education and Training (CBET) Diploma and Certificate Programs. Tailored to meet the dynamic demands of the modern workplace, the CBET programs are designed to equip aspiring HR professionals with the knowledge, skills, and competencies essential for thriving in the ever-evolving field of human resource management.

As we set our sights on a projected enrollment of 1500 by 2025, now is the opportune moment to seize the reins of your professional development, expand your horizons, and make a meaningful impact in the world of HR management with HRMPEB's CBET programs. At

HRMPEB, we understand that excellence in HR management stems from a robust education. Our commitment to delivering top-tier education is underscored by our partnerships with esteemed institutions, ensuring that our students receive quality education that is globally recognized and valued.

Enroll in any of the following Board's Accredited Institutions and join the over 200 students already embarking on a rewarding journey towards a successful career in HR management."

ACCREDITED INSTITUTIONS	LOCATION
Kabete National Polytechnic	Nairobi
Eldoret National Polytechnic	Eldoret
KCA University	Nairobi
Wibena Business Institute	Rwanda
Summit Institute of Professionals	Nairobi
Kabarak University, TVET Institute	Nakuru
The Kenya Coast National Polytechnic	Mombasa
Sigalagala National Polytechnic	Kakamega
Kitale National Polytechnic	Kitale (In progress)
Bungoma National Polytechnic	Bungoma (In progress)



**Entry requirements for Craft Certificate in HR;**

- a) Kenya Certificate of Secondary Education (KCSE) mean grade D and above.
- b) Equivalent qualifications as determined by Kenya National Qualifications Authority (KNQA).

## HOW TO REGISTER FOR HRMPEB COURSES

1. Visit [www.hrmpeb.or.ke](http://www.hrmpeb.or.ke)>Select student portal>Click register>Fill in your email and ID number>A password reset will be sent to your email>Log in using the password and
2. Proceed to change the password>You will be redirected back to the login page to login with your newly changed credentials.
3. Select the New student registration option from the main menu and choose Registration.
4. Read the Application for Registration/Admission Quick Guidelines.
5. Click Register Course for the appropriate course option (e.g. RCHRP, CERTHRM, DIPHRM).
6. Fill in the Registration application and upload a profile picture.
7. Attach mandatory and additional documents.
8. Agree with terms and conditions then Submit registration.
9. Select Proceed to Payment, the invoice will be displayed.
10. Select Proceed to Payment, a page containing payment instructions will appear.
11. Select Pay Now, enter your phone number then select confirm Payment.
12. A prompt from M-PESA will appear on your mobile phone for entering your PIN to complete the payment.
13. To edit draft application, follow the sequence: Registration > New Student Registration > Drafts
14. To view application status, follow the sequence: Registration > New StudentRegistration > Application Status

# EMERGING TRENDS IN HR AS A PROFESSION IN KENYA



Ezra Guto



**H**uman Resource Management (HRM) is a dynamic field that constantly evolves in response to changing economic, social, and technological landscapes. In Kenya, HRM practices have been experiencing a significant transformation as organizations recognize the importance of effectively managing their human capital to remain competitive in today's globalized world. This article explores some of the emerging trends in human resource management that are shaping the Kenyan business environment.

## *Technology Integration:*

One of the most significant trends in HRM is the integration of technology into various processes. Kenyan organizations are increasingly adopting HR software, automation tools, and data analytics to streamline HR operations. This includes applicant tracking systems, payroll software, and performance management platforms. Technology-driven solutions are enhancing efficiency, reducing administrative burdens, and enabling HR professionals to focus more on strategic initiatives such as talent development and employee engagement.

## *Remote Work and Flexible Policies:*

The COVID-19 pandemic accelerated the adoption of remote work practices globally, and Kenya was no exception. As a result, HRM in Kenya has seen a shift towards implementing flexible work arrangements. Organizations are embracing remote work and offering flexible schedules to attract and retain talent, improve work-life balance, and enhance overall job satisfaction. This trend also requires HR professionals to develop new strategies for managing virtual teams, measuring productivity, and maintaining employee well-being.

## *Focus on Employee Well-being:*

Employee well-being has become a crucial aspect of HRM in Kenya. Organizations are realizing that a healthy and happy workforce is more productive and engaged. HR departments are implementing wellness programs, mental health initiatives, and stress-reduction strategies. These efforts not only contribute to employee satisfaction but also aid in reducing absenteeism and turnover rates.





#### *Diversity, Equity, and Inclusion (DEI):*

Diversity, equity, and inclusion have gained significant attention in HRM practices across the globe, including Kenya. Organizations are actively working to create a more diverse workforce by implementing inclusive recruitment processes and promoting a culture of respect and acceptance. HR professionals in Kenya are focusing on fostering an environment where employees from different backgrounds can thrive, collaborate, and contribute to organizational success.

#### *Skills Development and Continuous Learning:*

In a rapidly changing business landscape, the demand for upskilling and reskilling is on the rise. HRM in Kenya is witnessing a shift towards continuous learning initiatives. Organizations are investing in employee training and development to equip their workforce with the skills needed to adapt to new technologies and industry trends. This trend also includes the integration of e-learning platforms and personalized learning pathways.

“  
Organizations are adopting  
real-time feedback systems,  
This approach aligns with the  
dynamic nature of today's  
work



#### *Agile Performance Management:*

Traditional annual performance reviews are being replaced with more agile and continuous performance management practices in Kenya. Organizations are adopting real-time feedback systems, regular check-ins between managers and employees, and goal-setting frameworks to enhance performance and drive employee growth. This approach aligns with the dynamic nature of today's work environment.

#### *Data-Driven Decision-Making:*

The availability of data and analytics tools is enabling HR professionals in Kenya to make informed decisions. Data-driven HRM practices involve analyzing employee data to identify trends, anticipate talent needs, and optimize HR processes. This approach empowers organizations to allocate resources effectively and implement strategies that drive business success.

The field of Human Resource Management in Kenya is undergoing a transformative phase driven by technological advancements, changing work dynamics, and evolving employee expectations. Organizations are recognizing the importance of adopting these emerging trends to attract, retain, and develop a skilled and engaged workforce. As HRM practices continue to evolve, Kenyan businesses are poised to benefit from improved operational efficiency, enhanced employee satisfaction, and sustained growth in an increasingly competitive global market.

# HRMPEB DIGITAL PROCESSES

## How to create an account.

- Visit [www.hrmpeb.or.ke](http://www.hrmpeb.or.ke)
- Click Student portal tab, then select register here on the login form
- Fill in your name, email and submit
- You will receive login credentials,
- Login using the credentials,
- A password reset page will appear, student/applicants will be required to enter the new password, confirm and log in to the portal.

## Registration

- After logging in, you will be required to specify if you have a registration number or not, select no (Only existing students will be required to select yes and input registration number if you are an existing/registered student. Select NO if you are applying for the first time, login again to view their updated dashboard.
- Fill in the registration application, upload profile picture, upload documents page by page as required in PDF format, agree to terms and conditions then proceed to payments before submitting your application.

## Examinations booking

- Visit [www.hrmpeb.or.ke](http://www.hrmpeb.or.ke),
- Click student portal option,
- Log into your student portal or create one if you don't have, (Using above provided steps),
- Select student booking followed by Examinations tab.
- Follow the simple prompts provided to book for Exam,
- Reload available papers and
- Select the ones you want to book,
- Make payments before submitting.

## Exemptions Application.

- Login to the student management portal.
- Navigate to the Applications for Exemption list and click on Applications for Exemption.
- Review the exemption policies and click Apply Now
- Click next on the examination pop-up to proceed to qualification
- Fill in the exemption qualifications, click save details, click next to view the exemptions.
- Click next and proceed to attach the mandatory documents.
- Agree to the code of conduct, click on submit exemption application and await processing

## Certification Application.

- Log into your portal
- Selected Certification on the right side pop up menu
- Click proceed to payment.

# CERTIFIED HUMAN RESOURCE PROFESSIONALS CHRP, CBET DIPLOMA AND CRAFT CERTIFICATE IN HUMAN RESOURCE MANAGEMENT

Enhance your career prospects by enrolling for Certified Human Resource Professionals (CHRP), CBET Diploma In Human Resource Management and Craft Certificate in Human Resource Management. This courses equips the learner with relevant skills and attitude required in today's ever-changing world.

## **Entry requirements for CHRP;**

- a) Kenya Certificate of Secondary Education (KCSE) mean grade C+ and above.
- b) A Diploma in Human Resource Management or Business-related Diploma from a recognized examining body.
- c) A bachelor degree from a recognized university.
- d) Equivalent qualification as determined by KNQA.

## **Entry requirements for CBET Diploma in HR;**

- a) KCSE mean grade C minus (C-) and above or KCE Division III, KACE 1 principal and 1 subsidiary.
- b) A certificate in Human Resource Management or Business-related certificate course from a recognized institution.
- c) Equivalent qualifications as determined by Kenya National Qualifications Framework (KNQF).

## **Entry requirements for Craft Certificate in HR;**

- a) Kenya Certificate of Secondary Education (KCSE) mean grade D and above.
- b) Equivalent qualifications as determined by Kenya National Qualifications Authority (KNQA).

**Registration  
Ongoing!**

**For CHRP June 2024 and  
CBET Diploma &  
Certificate Examinations  
in Human Resource  
Management**



# IMPACT OF EMERGING COMPUTER TECHNOLOGIES ON HR



Sam Mbai

**Computer digitalization can impact Human Resource either positively or Negatively depending on how you use.**

The field of Human Resources (HR) is undergoing a profound transformation fueled by the rapid advancements in computer technologies. From artificial intelligence (AI) and machine learning to data analytics and automation, these emerging technologies are revolutionizing the way HR professionals operate. The integration of these tools allows HR departments to streamline processes, enhance decision-making, and deliver more personalized experiences for employees. As we embrace the digital age, it becomes evident that the future of HR lies in leveraging these technologies to drive organizational success.

#### AI and Machine Learning

AI and machine learning are key pillars reshaping HR practices. These technologies have empowered HR professionals to automate repetitive tasks such as resume screening, candidate sourcing, and even employee onboarding. By automating these processes, HR teams can redirect their focus towards strategic initiatives that add value to the organization.

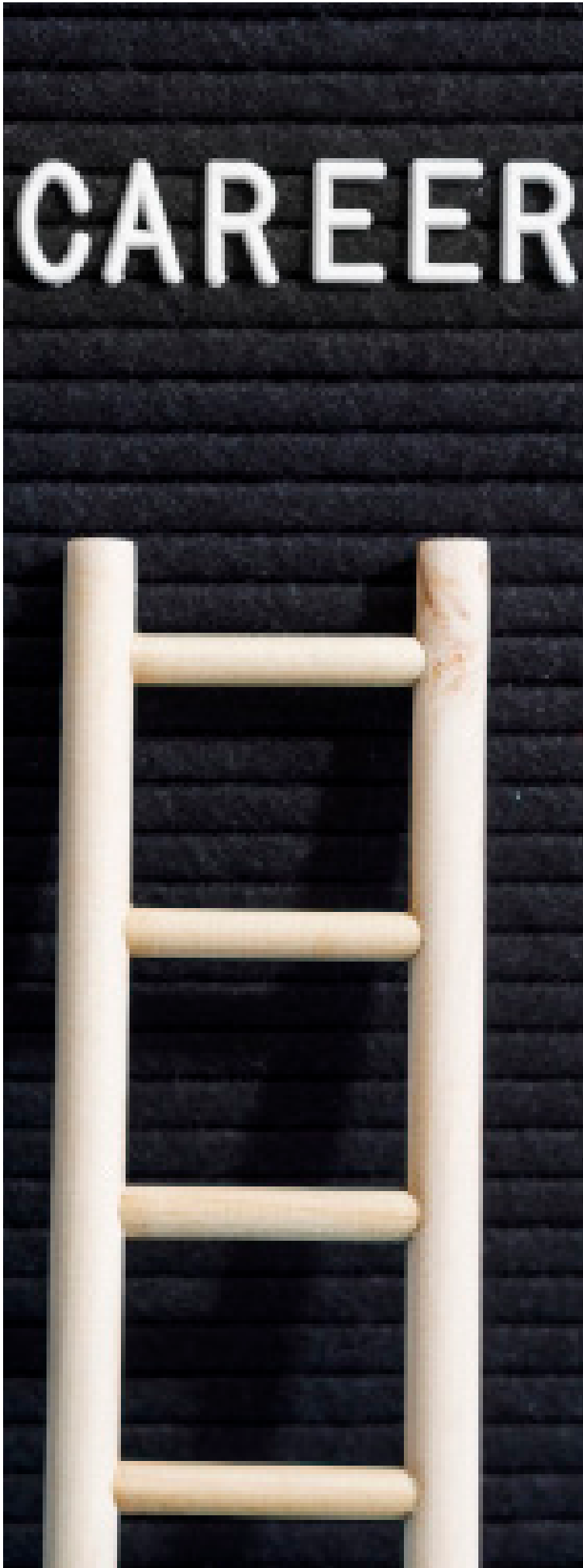




Furthermore, the application of data analytics in HR enables professionals to gain valuable insights into employee behavior, performance, and engagement. This data-driven approach allows HR leaders to make informed decisions, tailor employee experiences, and identify patterns that influence organizational culture and productivity.

The emergence of computer technologies is reshaping the HR landscape, enabling professionals to drive organizational success through streamlined processes, data-driven decision-making, and enhanced employee experiences. As we continue to embrace these advancements, it is crucial for HR professionals to adapt and harness the power of these technologies to stay ahead in the ever-evolving world of work.





# HUMAN RESOURCE AS A CAREER CHOICE



Raphael Kiplagat

## Persuing Human Resource as a career and why Certified Human Resource Professionals (CHRP) course will help you achieve that

The significance of Human Resources Policies for any robust organization is always evident. I am a graduate HR Professional with CHRP-K, holding a diploma in Business Management and a Bachelor's degree in Business Management with a specialization in Human Resources Management. With the successful completion of the CHRP course, I am also a certified public trustee and a full member of the Institute of Human Resources Management (IHRM). Boasting over eight years of working experience in Banking and Finance Management, I have embarked on a fulfilling career journey to become the professional I am today.

My journey involved significant milestones, and one noteworthy achievement was being among the students who graduated with CHRP and became Gazetted in Kenya as a HR professional during the HRMPEB certification ceremony on October 19, 2023.

I first learned about the CHRP program when I visited K.I.M Eldoret, and the passion to enroll as a student ignited in me. However, considering factors such as finances and general preparedness, it took me a while to take the plunge. Eventually, when M.K.U became accredited to train HR professionals through HRMPEB, I enrolled in the course, spurred on by the encouragement of my loving wife, my family, and my HR mentor, Mr. Kelvin Aegwo, HR of Skyline Sacco Society Limited. CHRP is gaining global recognition and is rapidly gaining momentum in Kenya and other African countries.

In Kenya, many employers are now encouraging their HR staff to pursue CHRP.



Globally, numerous countries have embraced HR professional programs, making it a crucial requirement during recruitments and promotions to senior administrative positions. It is a legal prerequisite for practicing as a HR professional and defending organizations in court.

CHRP ensures that professional have up to date skill on:

- a) Human resources Administration.
- b) Training and Development.
- c) Recruitment and selections.
- d) Compensations and benefits.
- e) Human resource Metrics and analytics.
- f) Human resource policy and marketing
- g) Exit Managements
- h) Crisis managements and others.

The acquisition of CHRP certificate will not only strengthen my HR professionalism and practice but also improve my skill set:

- a) Counselling.
- b) Conflict Management.
- c) Change Management.
- d) Training.
- e) Coaching.
- f) Stress Management.
- g) Office administration.
- h) Reporting.
- i) Communication

I aspire to become the best HR professional or CEO globally, with a focus on customers and employees. I firmly believe that a satisfied customer translates to a contented employer. In this intricate HR environment, I strongly advise HR professionals who are not CHRP certified to pursue these certification program.

My guidance stems from the understanding that learning is a constructive process, and academic qualifications such as certificates, diplomas, bachelor's, master's degrees, and PhDs are incomplete without professional qualifications. CHRP professional certifications play a crucial role in ensuring that your HR skills and knowledge are current, providing a significant boost to your career, elevating it to new heights.

Moreover, obtaining CHRP certification allows you to familiarize yourself with HR matters and gain global recognition. In a world where prioritizing customer and employee needs is paramount, staying updated and professionally certified is a strategic move for success in the HR field.

“

**CHRP professional qualifications will ensure that your HR skills and knowledge are up to date. It will boost your career and take it to a higher level.**

”

# CHRP (K)

## Enriching University Education, The Vital Role of Professional Courses Like CHRP



Dr. Christopher Mutembei

In today's competitive career landscape, the pursuit of excellence begins early, even during undergraduate studies at universities. A critical pathway for this enhancement is the inclusion of professional courses. Notably, the Certified Human Resource Professionals of Kenya (CHRP-K) course stands as a beacon in this regard, offering significant benefits to university students.

**Mount Kenya University: Pioneering CHRP-K Education:** Mount Kenya University proudly stands as a pioneer in offering the esteemed CHRP-K course. This initiative aligns with our commitment to enriching the academic journey by providing practical skill-building opportunities alongside traditional education.

**Meeting Industry Requisites:** University education forms the bedrock, yet intertwining it with professional courses like CHRP-K fortifies theoretical knowledge with practical skills. This fusion better equips students to meet the dynamic demands of the industry.

**Practical Applications:** Courses such as CHRP-K, pioneered by Mount Kenya University, provide insights into applying theoretical knowledge gained in universities. This hands-on approach fosters a deeper understanding and prepares students to confront real-world scenarios.

**Competitive Edge:** In an increasingly competitive job market, professional certifications serve as a distinguishing factor on a graduate's CV. CHRP-K signifies an individual's dedication to professional growth, setting them apart in the job hunt.

**Networking Opportunities:** Enrolling in professional courses like CHRP-K facilitates networking with industry leaders, opening avenues for mentorship, internships, and potential career advancements.

**Holistic Development:** University education coupled with professional courses, pioneered by Mount Kenya University, fosters holistic development, nurturing academic prowess and practical acumen essential for success in the professional realm.

### Conclusion

Mount Kenya University takes immense pride in pioneering the integration of professional courses like CHRP-K alongside traditional university education. These courses complement traditional learning, empower students with practical skills, and prepare them for the workforce's challenges. In essence, the integration of professional courses like CHRP-K alongside traditional university education is not merely an option but a necessity, laying the groundwork for a robust and prosperous professional journey for university students.

Director, Centre for Professional Development, Mount Kenya University



## SCHOOL OF BUSINESS AND ECONOMICS

### 1. Professional Course

#### Certified Human Resource Professionals (CHRP)

- Entry requirements:  
Kenya Certificate of Secondary Education (KCSE) Aggregate C+.
- Below C Plain(KCSE) with Diploma/ A bachelor's degree in HR and related disciplines.
- Have equivalent/relevant qualifications subject to approval by the Examinations Board (HRMPEB).

#### Intakes:

January and July

#### Study Modes:

Full-time, Evening, Weekend and Online Classes

#### Fee Structure:

Tuition fees of Ksh. 25,000 per part (6 papers)

### 2. Post-Graduate Courses

#### Doctor of Philosophy in Business Administration

- Entrepreneurship
- Human Resource Management,
- Marketing Management,
- Accounting & Finance Science
- Strategic Management
- Accounting and Finance

#### Master of Business Administration

- Accounting & Finance
- Human Resource Management
- Marketing Management
- Strategic Management
- Production and Operations Management.
- Small Business Management

#### Intakes:

January, May and September

#### Applications

Apply to the Registrar, Academic Administration enclosing copies of relevant academic / professional certificates. Application fee of kshs. 1,000 for Professional Course and kshs. 2,000 for Post-graduate programmes to be deposited at either; Equity Bank – **0090292435067** or Lipa na **Mpesa Pay Bill No. 270988**.

Applications can be done online or application forms can be downloaded from University website [www.mku.ac.ke](http://www.mku.ac.ke) or visit any of our campuses/centres in Thika, Nairobi, Mombasa, Nakuru, Meru, Parklands Law Campus, Eldoret, Kakamega, Kisumu, Kitale, Kericho, Kisii & Malindi.

**Main Campus, P.O Box 342-01000, Thika**

**Tel: 0709153100/0709153101**

**Email: [apply@mku.ac.ke](mailto:apply@mku.ac.ke)**

**Website: [www.mku.ac.ke](http://www.mku.ac.ke)**

#### Master of Science in Procurement and Supplies Management

Master of Arts in Public Administration and Management

- Public Policy & Administration,
- Local Government Administration,
- Financial Management, Social Services Management,
- Community Development, NGO Management

#### Master of Science in Project Planning and Management.

#### Postgraduate Diploma in Project Planning and Management.

#### Master of Arts in Economics.

# FINANCE AND HR TOWARDS ORGANIZATION EXCELLENCE.



CPA James Mutua

## Strategic Alignment between Human Resources and Finance Management in the Context of Organizational Excellence.



### Contemporary Integration of Human Resources and Finance

This is a Pillar in Modern Corporate Management. This convergence goes beyond merely situating offices side-by-side, it is an intentional, mutually beneficial collaboration, emphasizing the necessity for a joint approach aimed at steady development.

### Fostering Synergy

With many years being viewed as two unique activities, HR and finance has turned from different silos in the strategic partners. Shifting away from this status quo paradigm is necessary for successfully handling the dynamics of a contemporary international business. The partnership of HR and finance will ensure that human resource strategies are congruent with organizational financial objectives for operational success.

### Investment in Human Capital

Human resource serves as an important element that strategically recognizes employees as the firm's critical assets for talent recruitment, development,

and engagement. Excellent organizations are wise in terms of workforce care, developing competencies, and fostering a good organizational atmosphere. The return on such investment is quite substantial, though of course, it remains a people-oriented venture. The workforce is vital in any organization as a motivated and skilled one enhances productivity, fuels innovation, fosters customer satisfaction and ultimately builds resiliency towards its financial strength.

### Financial Stewardship and Employee Well-Being

On the contrary, the financial wellness of the employee is aided by finance professionals who contribute immensely in the initiatives related to it. Finance and HR combine their efforts towards developing sound financial literacy among employees and ensuring fiscal stability in the organization by formulating comprehensive benefit programmes and sponsoring financial education initiatives. There is no doubt as regards the nexus between employee financial wellness and organizational performance. Secured financially, such people tend to



be more concentrated, without high levels of stress, with stronger dedication to the set goals of organization.

### **Data-Driven Synergy**

As it is today in the age of data analytics, HR and Finance come together through data driven decision making. The two departments collaborate towards minimizing costs and maximizing return on investment through utilization of performance measures and analytics in order to align their strategy.

### **Navigating Regulatory Complexity**

It is also notable that collaboration between HR and Finance, which entails navigating complexities surrounding labor laws and financial disclosures, peaks during this process. Accuracy, transparency, and legality require an integrated approach to complying with labor laws, tax regulations, and reporting standards.

### **Proactive Vision**

All in all, an alliance of HR and Finance is much more than a fashionable approach to management nowadays; it is the required means for facing the new realities in governance nowadays. With such recalibration of thoughts, the recognition of the indivisibility of organizational financial health and employee well-being, the HR and finance's synergism becomes one marker of sophistication and sustainability in organizations.

Such type of integration goes beyond conventional limits making organizations more adaptive, creative, and successful financially.







## HRMPEB ACCREDITED INSTITUTIONS

Contact: +254799016630 | +254710560560

No.	Institution	Location	No.	Institution	Location
1.	College of Human Resource Management (CHRM)	All Branches	49.	Eldoret National Polytechnic	Eldoret
2.	Kenya Institute of Management (KIM)	All Branches	50.	St. Paul's University	Limuru
3.	Nairobi Law Institute Ltd	Nairobi	51.	Wibena Business Institute	Rwanda
4.	Frontier Institute of Professional and Management Studies	Garissa	52.	African Institute of Research and Development Studies- AIRADG college	Eldoret
5.	Kisii National Polytechnic	Kisii	53.	Chuka University	Tharaka Nithi
6.	Aidal Technical Training Institute	Nandi			
7.	Coast Institute of Technology	Coast			
8.	Thika Technical Training Institute	Thika			
9.	Star College of Management Studies Ltd	Nairobi			
10.	Mt. Kenya University (MKU)	All Branches			
11.	Oshwal College	Parklands			
12.	Dominion Training Institute	Kakamega			
13.	Institute of Pension Management (IPM)	Westlands			
14.	Sigalagala National Polytechnic	Kakamega			
15.	Kirinyaga University	Kirinyaga			
16.	Plasma Digital College	Nairobi			
17.	Nairobi Institute of Business Studies (Thika Road Campus)	Nairobi			
18.	Nairobi Institute of Business Studies (Nairobi Campus)	Thika			
19.	East Africa Institute of Certified Studies	Nairobi			
20.	Royal Business School	Nairobi			
21.	Apex Institute of Management Studies	Eikeyo Marakwet			
22.	Amity Global Institute – Upper Hill Nairobi	Nairobi			
23.	Aims College of and Technology	Nairobi			
24.	Kenya Institute of Professional Studies (KIPS)	Nairobi			
25.	Strathmore University	Nairobi			
26.	Maseno University	Kisumu			
27.	Thika Institute of Business Studies	Thika			
28.	Kalimosi Friends University College (KAFUCCO)	Kalimosi			
29.	Meru University of Science and Technology (MUST)	Meru			
30.	Halimark Institute of Professions	Nairobi			
31.	Jomo Kenyatta University of Science and Technology (JKUAT)	Thika			
32.	Kabete National Polytechnic	Nairobi			
33.	Kenya Methodist University (KEMU)	Nairobi			
34.	University of Kabanga (UoK)	Kericho			
35.	Globopoint learning Centre	Mombasa			
36.	North Eastern National Polytechnic (NENAP)	Garissa			
37.	Memon College	Mombasa			
38.	Traction School Of Governance And Business	Nairobi			
39.	Garissa University	Garissa			
40.	Kisii University	Kisii			
41.	Catholic University of Eastern Africa	Nairobi			
42.	Summit Institute of Professionals Limited	Nairobi			
43.	Kapenguria Institute of Business studies and Technology	Kapenguria			
44.	Turkana University	Turkana			
45.	Kabarak University	Nakuru			
46.	Kibabii University	Bungoma			
47.	KCA University	Nairobi			
48.	Zelech University	Rulu			




# PLAYING TIME

How many words can you identify?

O	A	G	E	U	F	B	G	F	C	W	J	Z	X	Z	Q	T
A	Q	I	P	F	V	A	T	P	V	C	H	L	K	X	Q	N
Q	P	N	D	B	G	E	X	P	Q	B	D	Y	T	N	E	C
Q	Q	G	M	Y	O	D	N	L	K	T	H	U	N	D	E	R
K	D	E	X	W	W	F	K	C	P	L	E	J	R	P	V	P
I	M	R	N	Q	Y	G	J	O	Q	G	J	C	H	L	A	I
S	F	C	O	O	H	L	X	J	C	W	I	Y	E	C	G	A
I	N	R	T	G	H	Y	G	K	D	C	T	C	I	Q	T	C
A	T	N	I	E	H	P	U	D	V	A	R	S	F	T	F	L
L	H	E	C	E	G	O	E	G	R	R	K	U	A	U	P	W
E	W	T	M	E	K	Z	A	O	S	R	U	C	P	M	M	D
P	T	T	B	G	M	T	V	T	H	O	H	H	T	C	H	B
A	O	O	O	R	H	N	C	O	O	T	T	W	U	H	C	A
H	C	G	Z	E	S	E	S	H	U	T	L	X	K	U	I	R
S	L	L	R	X	C	H	F	P	T	G	A	Z	Q	X	S	N
U	V	O	V	T	H	W	U	Q	G	T	W	J	P	H	L	F
O	W	V	V	S	P	L	I	M	T	G	D	W	A	T	C	H

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