

**Human Resource and Competitiveness of Large Manufacturing
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Abstract

Human resources remain integral in enhancing firm competitiveness and performance in the modern world. Owing to the importance of the manufacturing sector in Kenya, human resources would be a critical strategic management driver to incorporate in order to enhance their competitiveness. However, with little evidence on the relationship between human resources and competitiveness of the manufacturing firms in Kenya, the need for this study arose. The study also assessed the moderating effect of firm size on the relationship between human resources and competitiveness of the manufacturing firms. Resource based theory informed the study. Descriptive research design was adopted. A total of 454 large manufacturing firms were targeted and using a sampling formula, a sample size of 384 respondents was acquired. A structured questionnaire was used to collect the primary data which was analysed using both descriptive and inferential statistics. The study established that human resources through staff training, reward and motivation, the manufacturing firms recorded more performance. It was concluded that human resources had a significant influence on the competitiveness of large manufacturing firms in Kenya. The study recommended that that management of manufacturing firms ought to uphold employee training, rewarding and other human resources aspects as a way of enhancing the skills and productivity of the employees, towards enhancing competitiveness.

Keywords: Strategic Management Drivers, Human Resources, Large Manufacturing Firms, Firm Size, Firm competitiveness.