

Develop work culture that make employees engaged and fulfilled, Government urges

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The Government has asked the Institute of Human Resources Management (IHRM) to develop and encourage work culture that make employees engaged, fulfilled and feel valued in their work environments.

The Cabinet Secretary for Labour and Social Protection, Mr Simon Chelugui said that, human resource professionals need to support workers to adjust and be productive if the country is to remain competitive in the dynamic global market particularly after the effect of Covid-19 pandemic.

Mr Chelugui who made the remarks in a speech read on his behalf by Mr Patrick Ole Ntutu, the Cabinet Administrative Secretary, during the official launch of the IHRM Strategic Plan at a Naivasha hotel, observed that, employees often seek positions that offer them appropriate financial compensation and environments that enable them to find strong cultural fits.

The Cabinet Secretary said there is need for the Institute to ensure the maintenance of healthy and safe workplaces and a culture of continuous learning if it has to attract and retain top talent within organizations.

“As government, we urge for fidelity to the profession and the law and encourage leadership of professionals to place the membership issues at the centre of the affairs society” Said Mr Chelugui.

He directed the Institute to engage in Public Policy formulation and offer advisory services to the Government on HR Management, Labour policies and Professional Standards.

With regard to the advancement and use of technology in production of goods and services and the increasing use of Artificial Intelligence (AI) and the onset of COVID-19, Mr Chelugui said, there is need for re-engineering the labour and business processes for swift and innovative intervention to balance the rights and interest of employees and employers.

He challenged HR professionals to provide leadership in the maintenance of balance and peace in industrial relations saying the use Alternative Disputes Resolution (ADR) to address labour disputes is important because it is flexible and has minimal costs compared to litigation.

He said it was critical for the HR professionals to promote cooperation between workers, employers and trade unions, in line with the provisions of the law to ensure harmony in the labour market.

“As a Ministry, we are in the process of setting up various Wages Councils to assist with negotiation and determination of minimum terms of employment for workers in the oil and gas extraction, textiles, mining, floriculture among others and which we look forward to receiving invaluable contribution” Mr Chelugui Said.