ABSTRACT

This study sought to determine the relationship between employees perception of the benefits of outsourcing human resource services at the Moi and teaching referral hospital. The population of interest consisted of all the employees of Moi Teaching and Referral Hospital. This was a descriptive survey. Primary data was used in this study. Data was collected from 80 of the employees’ of Moi Teaching and Referral Hospital. The collected data was analyzed and interpreted in line with the objective of the study. The response rate was 100% of the target population. The study established that there exists positive attitude towards the benefits of outsourcing. For instance, employees feel that outsourcing of Human Resource functions reduces the workload of the existing staff, hence allowing the organization to focus on strategic decision making. It is therefore important that Moi Teaching and Referral Hospital develops policies that will allow them to consider their employees perceptions before outsourcing human resource functions. This study will be important to the management of Moi Teaching and Referral
Hospital since it will enable them appreciate their employees' perceptions on the Benefits of

Outsourcing Human Resource Functions. Replicating this study in different settings would be

worthwhile hence further research should be done in other sectors of the Kenyan economy, both

public and private since it is apparent that outsourcing generally benefits organizations and

therefore it is here to stay.