

The Human Resource Factor in Successful Implementation Of World Bank Funded Projects In Kenya

This study focused on the relationship between two human resource factors: namely top management support and project team and their influence on implementation of infrastructure projects. A descriptive survey design was used to collect data from a sample of 115 project managers and key technical employees in the transport sector projects funded by the World Bank in Kenya. Using the Pearson Chi Square to test two hypotheses on the relationship between top management support and between project team and successful implementation of projects, the findings established strong positive significant relationships between top management support the implementation team. The findings further showed that the project manager is the key person in the project. They bring multi-dimensional skills, which includes interpersonal, technical and administrative. From the findings, the need to keep the project teams highly motivated from both the donor and borrower sides emerged. In conclusion, top management support plays a critical role in the realization of the project success as it must undertake a comprehensive consultation with all project stakeholders. This study has extended the theoretical explanation of the ways in which the human factor in projects influences project success. Successful project implementation is linked to the effective and efficient working relations and communication of the project management team throughout the project life cycle. Policy makers and practitioners will be able to appreciate the significance of people in the successful implementation of projects. Future research could further examine the interaction effect of the HR factors and other critical success factors such as procurement, financing and logistics.