The study sought to establish the challenges of human resource planning faced by the airlines firms in Kenya. Another objective of the study was to determine how the airlines are able to meet their stated objectives especially in human resources planning. A sample size of 14 airlines were interviewed out of which a response rate of 85% was achieved. The study was a survey and predetermined questionnaires were used. The questionnaires were administered using the personal interview method. The main findings of the study were that all airlines had a strategic plan with most having five year strategic plans. Human resources planning was important and that they all had career plans for their employees.