PERSONNEL MANAGEMENT AND SUCCESS OF YOUTH BASED
PROJECTS IN LAS-ANOD SOMALIA

BY

ISMAIL ABDIKARIN MOHAMED
1153-06216-03221

A RESEARCH REPORT SUBMITTED TO THE COLLEGE OF HUMANITIES AND
SOCIAL SCIENCES IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR
THE AWARD OF A MASTER’S DEGREE IN PROJECT PLANNING AND
MANAGEMENT OF KAMPALA INTERNATIONAL UNIVERSITY

NOVEMBER, 2017
ABSTRACT

The purpose of the study is to establish the effect of personnel management on performance of youth based projects in Las-Anod Somalia. The study objectives included to identify the personnel management practices used in the management of youth based projects, to examine how personnel management practices affect the performance of youth based projects and the third objective was to identify factors that will improve personnel management and success of youth based projects. The study was conducted based on the employees of projects from Las Anod and the project funders that were 212 in number. The study adopted a cross-sectional design. Both Qualitative and quantitative methods were used because of the fact that a lot of information was attained through the research questionnaires and the interview guide. The study findings on the first research objective reveal that the means of the personnel management especially on remunerations, disputes, appraisal of employees and employee selection were inappropriate. The study conclude that there is need for improving the state of the personnel management especially along the dimensions that are poor in the projects. On the second research objective, personnel management has a positive effect on the success of the youth based projects in Las Anod Somalia. These means that in order to improve the success of the projects for the youth key issues of personnel management need to be effectively managed in the projects management avenues for the success of the projects. On the third research objective, the researcher established that mechanism for improving the state of the success of the personnel management in the projects require the need for the improvement. The state of the personnel management and that of the projects continuity need to be further enhanced in the organization’s undertakings. Based on the findings and conclusions the researcher recommend that performance planning be enhanced through employee participation, there is need for effective assessment of the work anticipated risks before planning for performance and a clear parameter for performance need to be adequately determined and established to enhance effective management. The state of appraisal was inadequate and employee productivity low therefore there is need to strengthen the employee appraisal process and involve the employees as a mechanism for reward. On the second research objective, the researcher recommend that there is need for enhanced personnel management practices through training on both on job and off job to enable attainment of skills for expertise. There is need for a refocus of training to attaining specific employee performance targets for development. Further analysis of the environment to establish complementing factors to personnel management attaining success of the projects is fundamental in attaining fully committed employees. On the third research objective, the researcher recommends that factors that were not supporting personnel management in the projects require improvement. The state of the personnel management and that of the projects continuity need to be further enhanced in the organization’s undertakings the recruitment, human resource management orientation, mobilizations for the youths and funding need to be improved to enable access to the people to the projects.