

**Mount Kenya**



**University**

REMARKS

BY

*Prof. CHACHA NYAIGOTTI-CHACHA*

PRO-CHANCELLOR

ON

MOUNT KENYA UNIVERSITY HUMAN RESOURCE

AT

MOUNT KENYA UNIVERSITY 8<sup>TH</sup> GRADUATION  
CEREMONY

ON

FRIDAY, 7<sup>TH</sup> AUGUST 2015

AT

MKU HAPPY VALLEY GROUNDS, THIKA

## Salutation

- ❖ Prof. Victoria Wells Wulsin, the Chancellor,
- ❖ Prof. Jacob Kaimenyi, Cabinet Secretary, Ministry of Education, Science and Technology,
- ❖ Prof. Richard Sikora, Chief Guest,
- ❖ Dr. Simon N. Gicharu, Chairman, and members of the Mount Kenya Board of Trustees,
- ❖ Prof. Grace N. Njoroge, Chairman, University Council and members of the University Council,
- ❖ Honorable County and National Leaders present
- ❖ Your Excellencies, Ambassadors and High Commissioners present,
- ❖ Prof. Stanley W. Waudu, Vice-Chancellor,

- ❖ Vice-Chancellors and Representatives from other universities present,
- ❖ Religious Leaders present,
- ❖ All Distinguished invited Guests,
- ❖ Members of the 8<sup>th</sup> Congregation,
- ❖ Graduands,
- ❖ Parents and guardians,
- ❖ Staff,
- ❖ Students.

## Welcoming Remarks

I have the pleasure of welcoming our Chief Guest, Prof. Richard Sikora and all distinguished guests to the 8<sup>th</sup> Graduation Ceremony of Mount Kenya University. Today is an important occasion in our university calendar. It is important because we will be awarding certificates and diplomas and conferring degrees to graduands who have fulfilled certification requirements. I congratulate all the graduands on fulfilling the certification requirements of the respective programmes.

*Madam Chancellor, Our Chief Guest, Ladies and Gentlemen,*

As we celebrate this special congregation for conferment of Degrees and various University Academic Awards we have pride in having witnessed continual improvement in service delivery in Higher Education in line with Vision 2030. One of the objectives of the Social Pillar is investing in the people of Kenya in order to improve the quality of life for all Kenyans by targeting a cross-section of human and social welfare projects and programmes.

Mount Kenya University has invested in capable human resource that provides quality service delivery, conducts quality teaching and research activities with the aim of achieving the mission of the university.

### **Management of the Human Resource**

Mount Kenya University values and appreciates the fact that its source of competitive advantage is its human Capital that requires an effective management system, a responsibility that is executed by the Mount Kenya University Human Resource Directorate.

The Directorate ensures that the management of human resource promotes development of a dynamic institutional capability that generates agile responses to the needs of its members of staff.

### **Focus**

#### **Strategic Human Resourcing and planning**

The Mount Kenya University Human Resource Directorate focuses on developing and implementing strong linkages between the human resource planning with strategic business planning. This is to ensure that members of staff are hired on merit and placed in scales that match their capabilities in order to deliver effectively in the changing environmental dynamics.

*Madam Chancellor, Our Chief Guest, Ladies and Gentlemen,*

**1) Integrated Performance and reward Management**

The Directorate of Human Resource is also repositioning the reward and compensation strategy. It is also linking it with performance to gain a cost/efficiency competitive advantage. It also enhances motivation, job engagement and commitment by introducing policies and processes that ensure staff are valued and rewarded for what they do and achieve.



## **2) Training and Development**

The Directorate of Human Resource is aligning training and development programs with the strategy to ensure Mount Kenya University staff have the capabilities needed by the University to succeed in differentiating its unique service delivery channels in Kenya, Rwanda, Burundi and Somaliland where its leading campuses are based. It also ensures that the human capital mix of the University is one that is capable of learning, changing, innovating and providing the creative thrust which ensures the long-term survival of the Institution.

### **3) Legal Compliance Perspective**

It is within the vision of the Human Resource Directorate to ensure Mount Kenya University is legally compliant with the state(s) Constitution and Employment labour Laws. This is to ensure that MKU fraternity has a work environment that is fulfilling, exciting, safe, healthy and free from risks to enable employees contribute to the value-generating processes of the University.

*Madam Chancellor, Our Chief Guest, Ladies and Gentlemen,*

#### **4) Human Resource Information Management**

The Directorate is at an advanced stage of embracing e-HR for purposes of transforming the Directorate into a customer-focussed and responsive function, improve on cost-cutting and operational efficiency and offer services that are relevant to the new world of work dynamics and are attractive to the current and future staff expectations.

In conclusion, may I emphasize that, we at Mount Kenya University are committed to having, a human resource that is dynamic, market oriented and one whose pillars are quality and competence. We shall not relent on these pillars.

Thank you and may the Almighty God bless you.