

An assessment of the challenges facing human resources development in Bududa town council.

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ABSTRACT:

This research study assesses the challenges facing Human Resources Development in Bududa Town Council. The research objectives are:

1. To identify the Human Resources development activities implemented in Bududa Town council.
2. To analyze the effectiveness of Human Resources Development in Bududa Town council and
3. To examine the challenges facing Human Resources Development in Bududa Town council.

A descriptive survey design is applied in the study to collect information from a cross-section of respondents. The survey involved collecting data from a large number of respondents and data collected focused upon the views, ideas and attitudes of the respondents in relation to the phenomenon under study. The design therefore gives consideration to the entire essential steps involved in the survey regarding the assessment of the challenges facing Human Resource Development in Bududa Town Council. From analysis of the findings, it is found out that whereas the activities of Human Resources Development was implemented through the set procedures and despite the effectiveness of Human Recourses Development, it is still challenging. For example the bureaucratic impediments that characterized the entire process in terms of delayed financial remittance from the center, the planning process characterized by redtapism, poor training needs analysis and influence peddling by politicians. From this analysis therefore, it is important to streamline the activities of Human Resources Development and above all improving its effectiveness in Bududa Town Council. For example, streamlining the roles of Central government in relation to those of the town council Local Government, clear co-ordination and definition of roles between policy makers and implementers, ensure strategic planning and management of the entire process of Human Resources development. This would go a long way in achieving the objective and

goals of Human Resources development regarding better performance in terms of desirable service delivery to the targeted beneficiaries in Bududa Town council.