

ABSTRACT

This study set out to establish the factors which inhibit effective development of the higher cadre human resources in Kenya, with specific reference to the university technical graduates. The ultimate goal in this regard was to provide policy recommendation towards qualitative improvement of the higher cadre technical manpower in Kenya. The study modified and adopted the Eastonian version of the systems theory and was guided by the broad hypothesis that the nature of training provided by the Kenyan public universities does not adequately prepare the higher cadre technical manpower for their roles in the society as technologists. In terms of methodology the study utilized both primary and secondary data. Primary data was generated through interviews with university students' lecturers as well as the employed graduates and their employers. The data so obtained was analyzed using descriptive methods. Secondary data was obtained mainly from books, journals, magazines and relevant government policy documents. The study found out that despite the efforts made by the government to promote technical training over the years, the quality of the higher cadre technical manpower has remained considerably low. A number of factors were found to bedevil the search for quality technical graduates. These include the inefficient university curriculum development and review strategy, the inept teaching of technical courses in public universities, poor ordination of industrial attachments for university students, maladministration of university examinations, and the weak link between public universities and the employing institutions in Kenya.