

Abstract

The purpose of the study was to establish the influence of strategic human resource management on employee innovation at the national social security fund lower eastern region. Descriptive research design was used for the study. The target population consisted of 50 employees of National Social Security Fund, Lower Eastern Branches which are Makueni, Machakos, Kitui, and Mwingi. Data was collected using questionnaires. Both qualitative and quantitative data analysis methods were used to analyze the collected data. Statistical Packages for Social Science (SPSS) was used to analyze the collected data. The study established that performance evaluation, employee development, staffing, employee compensation reward in respect affect employee innovation. The findings of the study established that all the strategic human resource management of performance evaluation ($r=.645$, $P < .000$); employee development ($r=.489$, $P < .049$); staffing($r=.606$, $P < .000$); employee compensation and rewarding ($r=.619$, $P < .000$) have a significance influence on the employee innovation at the National Social Security Fund in the Lower Eastern Region. The study recommended that there is need for the organization to establish how better they can improve employees' development programs in order to have more impact on both employees and the organization and that the employees' developments; the organization need to enhance its employee's development programs in order for the organization employees' development programs to have more impact on both employees and the organization; there is need for the organization to identify areas for training in order to enhance employees' innovation; there is need for the organizations to support the staff that come up with new ideas and ensure that the staffs are well compensated; the organization should also improve the employee compensation and reward system and ensure that the staff are well compensated and properly rewarded whenever they come up with a new innovation; while internet was the best method for recruitment preferred by the organization, there is need to consider other methods of recruitment; and there is need for enough time for recruitment process and consider the approximate time adequate for the recruitment process.