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## **Influence of intellectual stimulation on implementation of Human Resource Management policies by Kakamega County Government, Kenya**

Implementation of Human Resource Management policies by governments in developing countries has not translated into development and quality service delivery. Leadership is integral to achieving government goals. This study aimed to establish influence of intellectual stimulation on implementation of Human Resource Management policies by the County Government of Kakamega. A descriptive research design and quantitative method involving use of questionnaire as the primary data collection instrument was adopted. The study population comprised all the 6,328 County Government of Kakamega permanent employees. Both stratified sampling and simple random sampling techniques were applied to get a sample size of 165 respondents. A pilot study was conducted in Bungoma County where the study checked for internal consistency and reliability of the instrument for data collection. Cronbach's coefficient alpha of 0.967 was obtained. Ethics governing research were accorded utmost consideration. A 93.3% questionnaire return rate was attained, good for social statistics analysis. The Statistical Package for the Social Sciences (SPSS) version 23 for windows was used to analyze data in the study. Pearson Product Moment Correlation Coefficient and regression analysis were used in analysis within 95% confidence interval to test for associations, relationships and independence of indicators. Study findings revealed a significant and positive relationship between intellectual stimulation and implementation of Human Resource Management Policies in Kakamega County Government. Based on the study findings, it was concluded that intellectual stimulation as a construct for transformational leadership had a significant positive influence on implementation of Human Resource Management policies by Kakamega County Government. The study therefore stretches the frontiers of knowledge on the nexus between intellectual stimulation and implementation of Human Resource Management policies and recommends enhancement of reward policy, strengthening of training and development policy and formulation of moderative discipline policy in Kenya.

### **Key Words**

Intellectual stimulation, Implementation, Human Resource Management policies

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