

**INFLUENCE OF EMPLOYEE IT SKILLS ON THE PERFORMANCE OF OCCUPATIONAL PENSION SCHEMES IN KENYA**

**By**

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## ABSTRACT

Pension schemes in Kenya are associated with loss of billions of money every year. Losses associated to pension schemes results to low economic development of the Kenyan economy hindering realization of achievement of Vision 2030. Although many factors could be attributed to issues of performance and sustainability of pension schemes, the role of employee IT skills needed to be empirically investigated. The study selected a sample of 192 respondents. Simple random sampling was also employed. The instrument of data collection was a questionnaire which was self-administered. A regression model was used in the analysis.

The collected data was presented using frequency tables, bar charts, and pie charts. The study will benefit several stake holders among them the government of Kenya (regulator), the management of pension schemes on the influence of employee skills on performance of pension schemes in Kenya

The study findings revealed that Employee IT skills influence performance of occupational pension schemes in Kenya. The study concluded that employee database IT storage, retrieval knowledge, employee IT system management skills influence effective performance, Frequency of employee IT training, Employee network management skills all have a positive relationship with employee IT skills on the performance of occupational pension schemes in Kenya.

**Keywords:** Pension schemes, Employee IT skills, Employee IT training

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