

## Abstract

Succession planning is the organization's behavior that ensures the organization is constantly provided with efficient management. Succession difficulties are often related to relationship problems, such as top management conflict and firm's problems, rather than leadership issues. Despite there being an urgent need for succession planning, it has not been fully embraced especially by governmental organizations. The main objective of this study was, evaluation of succession planning implementation in civil registration departments in Kenya, specific objective was to establish the influence of the training, organization structure, performance appraisal and career path on the implementation of succession planning in civil registration departments in Kenya. The study was hinged on various succession planning factors theories that include; Game theory of succession planning and leadership model succession planning factors. The study adopted a descriptive survey research design. The target population for the study was civil registration employees in the Eastern Region who are 212 in total. A sample size of 139 was used, which represent over 50% of the population. Systematic sampling technique was used to take the sample. A open and closed ended survey questionnaire was administered to collect primary data. For data analysis, statistical package for social sciences (SPSS) version 26.0 was used. The study ensured that respect, courtesy and privacy was adhered to, to ensure that the research process is conducted in an ethical manner. Participants' confidentiality was adhered to, as they were not asked to provide their names during data collection process. From the study, 60% of the respondents were male, 39.4% were aged between 25-35 years with 46.1% having an education level of a university degree and 40% had worked in the civil registration department for a period between 9 years. The R estimate is 0.899 which was sufficient and inclusive. The results showed that determinants of implementation affects succession planning in civil registration departments, and it should be the concern of all departments or all organizations. The study was useful in widening the knowledge base on succession planning and the determinants in implementation of succession planning in organizations. To the employees it will enable them to develop their careers and thus experience personal growth and development. The study recommended that every organization should include succession planning in the strategic plan. Employees are further encouraged to further their education level and all employees to be sensitized about succession planning. Further research can be done on succession planning based on comparative study, mainstreaming gender in succession planning and succession planning in private sector to acquire

additional information, which may not have been discovered during the present research. The study therefore concluded that succession planning is an important corporate strategy which every department should embrace in order to realize business success and remain competitive.