

FACTORS AFFECTING STRATEGIC PLAN IMPLEMENTATION AND THEIR
EFFECTS ON PERFORMANCE IN KITUI COUNTY GOVERNMENT IN KENYA:
A CASE OF KITUI COUNTY

by

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APPROVAL

FACTORS AFFECTING STRATEGIC PLAN IMPLEMENTATION AND THEIR EFFECTS ON PERFORMANCE IN KITUI COUNTY GOVERNMENT IN KENYA: A CASE OF KITUI COUNTY

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In accordance with Daystar University policies, this thesis is accepted in partial fulfillment of requirement for the Masters of Business Administration degree.

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DECLARATION

FACTORS AFFECTING STRATEGIC PLAN IMPLEMENTATION AND THEIR
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I declare that this thesis is my original work and has not been submitted to any other college or university for academic credit

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TABLE OF CONTENTS

APPROVAL	ii
DECLARATION	iv
ACKNOWLEDGEMENTS	v
LIST OF FIGURES	viii
LIST OF TABLES	ix
LIST OF ABBREVIATIONS	x
ABSTRACT	xi
CHAPTER ONE	1
INTRODUCTION AND BACKGROUND TO THE STUDY	1
Introduction	1
Background of the Study	1
Statement of the Problem	8
Purpose of the Study	9
Objective of the Study	9
Research Questions	10
Justification for the Study	10
Significance of the Study	11
Assumptions of the Study	11
Scope of the Study	12
Limitation and Delimitation of the Study	12
Definition of Terms	12
Summary	13
CHAPTER TWO	14
LITERATURE REVIEW	14
Introduction	14
Theoretical Framework	14
General Literature Review	22
Empirical Literature Review	33
Conceptual Framework	35
Discussion	37
Summary	39

CHAPTER THREE	40
RESEARCH METHODOLOGY	40
Introduction	40
Research Design	40
Population	42
Target Population	43
Sample Size	43
Sampling Technique	44
Data Collection Instruments	46
Data Collection Procedures	46
Data Analysis Plan	47
Pretesting	49
Ethical Considerations	50
Summary	50
CHAPTER FOUR	51
DATA PRESENTATION, ANALYSIS AND INTERPRETATION	51
Introduction	51
Presentation, Analysis and Interpretation	51
Key Findings	67
Summary	68
CHAPTER FIVE	69
DISCUSSIONS, CONCLUSIONS AND RECOMMENDATIONS	69
Introduction	69
Discussions of Key Findings	69
Conclusion	72
Recommendations	73
Areas for further Study	74
REFERENCES	76
APPENDICES	83
Appendix A: Questionnaire	83
Appendix B: Permit	89

LIST OF FIGURES

Figure 2.1: Conceptual Framework39

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LIST OF TABLES

<u>Table 3.1: Sampling frame Source</u>	47
<u>Table 4.1: Response Rate</u>	55
<u>Table 4.2: Position of the Respondents</u>	56
<u>Table 4.3: Gender of the Respondents</u>	57
<u>Table 4.4: Respondents Age Category</u>	58
<u>Table 4.5: Respondents Departments</u>	59
<u>Table 4.6: Respondents Academic Qualification</u>	60
<u>Table 4.7: Respondents Number of Years Worked with Kitui County Government</u>	61
<u>Table 4.8: Factors Affecting Strategic Plan Implementation</u>	62
<u>Table 4.9: Challenges Faced in Strategic Plan Implementation by Kitui County</u>	66
<u>Table 4.10: Influence of Culture and Organizational Policies</u>	68
<u>Table 4.11: Performance of Kitui County Government</u>	69
<u>Table 4.12: Reliability Test</u>	71
<u>Table 4.13: Regression Model Summary</u>	72
<u>Table 4.14: Analysis of the Variance</u>	73
<u>Table 4.15: Regression Coefficients</u>	73

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LIST OF ABBREVIATIONS

- DGS : Devolved Government System
- KC : Kenyan Constitution
- KCG : Kitui County Government
- KNBS : Kenya National Bureau of Statistics

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ABSTRACT

The purpose of this study was to establish the factors affecting strategic plan implementation and their effect on performance in Kitui County Government. The study used descriptive research design. The target population was all 2,104 employees of the County Government of Kitui, while the sample size was 107 employees. Data was collected using self-administered questionnaire copies of which were administered through drop and pick method. Data analysis was done using the statistical package for the social science (SPSS) software version 22. The study findings indicated that numerous factors affected strategic plans implementation at the County Government of Kitui. These factors included human resource capacity, financial resources, the nature of information technology systems, constant monitoring and evaluation, Kitui County Government leadership and involvement of all Kitui County Government staff in strategy implementation. The county also faced several challenges, among them, lack of clear vision from the leaders, lack of proper communication, organization resistance from individuals who lacked skill and knowledge required of them in the strategic plan implementation and lack of capacity building which led to failure in strategic plan implementation. The study recommended that other Kitui County Government and companies that were in the process of implementing strategic plans to ensure they have qualified human resource and build capacity among existing staff, allocate adequate resources to the strategic plan implementation, adopting appropriate technology, constant monitoring and evaluation, offering appropriate leadership and involvement of all Kitui County Government staff in strategic plan formulation.

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