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Challenges affecting organizational change management in the public sector: a case of Kenya Police Service, Nairobi County, Kenya

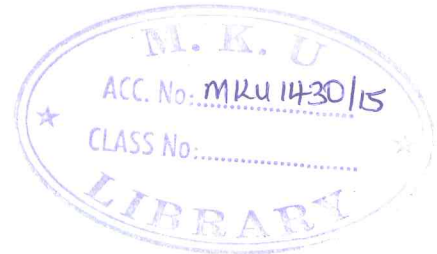
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CHALLENGES AFFECTING ORGANISATIONAL CHANGE MANAGEMENT IN THE
PUBLIC SECTOR: A CASE OF KENYA POLICE SERVICE, NAIROBI COUNTY,
KENYA



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ABSTRACT

Change has always been part of life at the moment the world is constantly changing at a faster rate. Some of the change exhibited are either revolutionary others are evolutionary also known as incremental in that they occur in predictable series or sequence. Change usually disrupts comfort of almost all individuals in an organization. For managers change may mean growth, to middle level management it may mean additional or less resources and to junior employees it may mean more work or even loss of job. Therefore no matter the change it usually has an impact on the individuals and the organization as a whole. With the new legislations in place the Kenya police department has embarked on a serious mission of reforming and transforming itself from a police force to a police service. The reform process has not been an easy undertaking since it has been faced by numerous challenges some emanating from outside environment others from within the organization. This research project therefore seeks to discuss the challenges that affect change management in Kenya police service as an organization with police commands within Nairobi County being the area of survey. Organisational culture, leadership, resources and organisational structure are considered the main challenges that affect change management. The study will adopt a descriptive research design that aims at analyzing change management environment the police service Nairobi County. The target population will be police officers working in police commands within Nairobi County who are about 500 from which a sample of 50 officers will be used to obtain information. The researcher will adopt stratified sampling technique which enabled sufficient representation of officers across all ranks in the service. The main method of data collection will be through the use of questionnaires which are easier and effective to use by the researcher. Data analysis will be done through the use of SPSS while descriptive and inferential statistics will be used to describe features of the data, presentation will be done through the use of tables, charts. The results of this study will be important to policy makers and managers of the police service, fellow researchers among other beneficiaries especially in the field of change and management in general.