

**EFFECTIVENESS OF COMMUNITY LEADERS ON CONFLICT  
RESOLUTION AMONG PASTORALIST COMMUNITIES IN SAMBURU  
COUNTY, KENYA**

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## DECLARATION AND APPROVAL

### DECLARATION AND APPROVAL

This research project is my original work which has not been presented for examination in any other university.

Signed: 

Date: 5<sup>th</sup> July 2024

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I have given my approval as the university's supervisor for this research project

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## **DEDICATION**

I dedicate this research project to my dear wife Mercy and my children Christine, Lino, Cecilia, Bernadetta and Rafaella for their support during the entire period of my study.



## **ACKNOWLEDGEMENT**

I am incredibly grateful to the Almighty God for blessing me with a valuable life, excellent health, and the drive to pursue this research. I express my gratitude to my employer for their understanding and for granting me permission to complete my education. I appreciate Dr. Ruthwinnie Munene, my supervisor, for her understanding and unwavering support as I work to ensure that this project is completed to the highest standard. I also thank my wonderful students for their company and support; I am grateful for your friendship and support. God bless you all.



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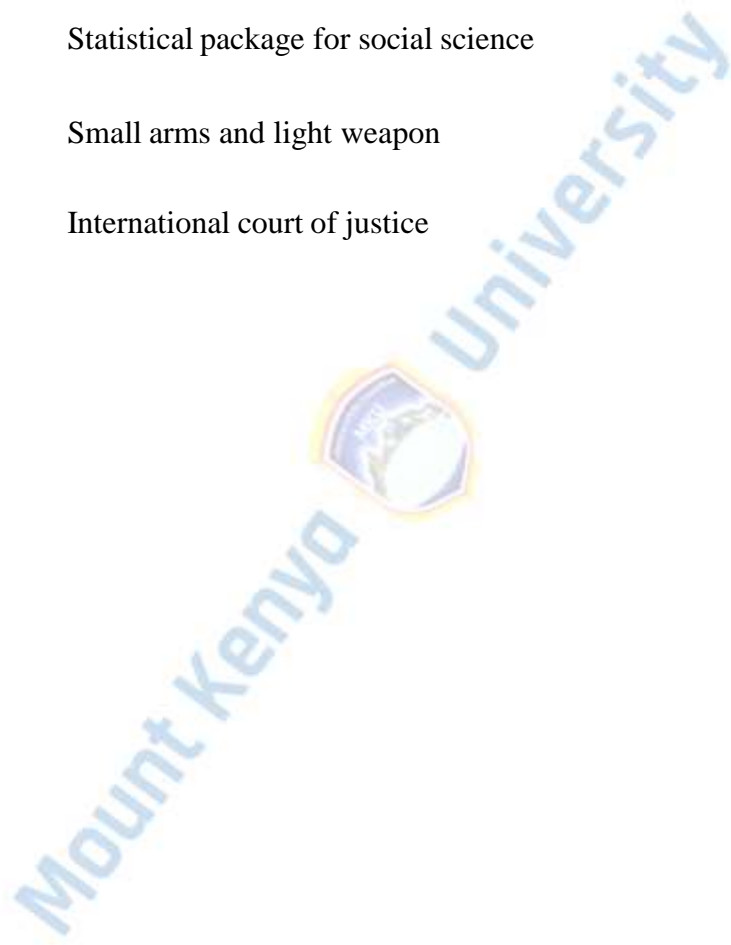
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## **ABBREVIATIONS AND ACRONYMS**

<b>ADR</b>	Alternative Dispute Resolution
<b>KNBS</b>	Kenya National Bureau of Standards
<b>NGO</b>	Non-Governmental Organization
<b>SOAS</b>	School of oriental and Africa studies
<b>SPSS</b>	Statistical package for social science
<b>SALW</b>	Small arms and light weapon
<b>ICJ</b>	International court of justice



## ABSTRACT

This study examined the efficacy of community leadership in resolving conflicts among pastoralists in Kenya's Samburu County. Samburu District has been plagued by constant intercommunal strife over the last ten years. Numerous variables, including the availability and improper use of small guns, difficult terrain, unregulated areas, competition over limited natural resources, coordinated attacks, retaliatory and retaliatory attacks, severe weather patterns, and political motivation, are to blame for this. The aim of this research is to investigate the effectiveness of community leadership in resolving conflicts. Finding early warning signs of conflict, assessing community leaders' knowledge and abilities in conflict resolution, examining their strategic leadership in conflict resolution, and gauging the degree of community acceptance in the event of conflict were the goals of the study. Summation among Kenyan pastoralists in the Samburu County. To accomplish the research goal, a purposive sample of 93,240 community leaders with a sample size of 168 participated in the study using a descriptive survey approach. Both primary and secondary data were employed in the investigation. A questionnaire was used to gather primary data, while document analysis was used to get secondary data. The Statistical Package for Social Scientists (SPSS) was utilized to conduct content analysis on qualitative data and quantitative data descriptive statistics analysis on the study materials that were gathered. To accomplish the research goal, a purposive sample of 93,240 community leaders with a sample size of 168 participated in the study using a descriptive survey approach. Both primary and secondary data were employed in the investigation. A questionnaire was used to gather primary data, while document analysis was used to get secondary data. The Statistical Package for Social Scientists (SPSS) was utilized to conduct content analysis on qualitative data and quantitative data descriptive statistics analysis on the study materials that were gathered. According to the overall findings, the resolution of conflicts in pastoralist communities in Kenya's Samburu District was positively impacted by early warning signals, knowledge and skills, strategic management, and acceptance levels. According to the report, community leaders should make sure that conflict resolution brings peace to the people living in a certain area. This can be achieved by focusing on long-term peace building projects and making the structural adjustments required to guarantee long-term peace and expedite the dispute settlement process. This study suggests further research on a number of topics, including the effects of war in the Kenyan region and sustainable conflict resolution in Samburu County, Kenya.

## **CHAPTER ONE**

### **INTRODUCTION**

#### **1.1 Background to the Study**

Every nation has conflicts at every social level. Violence against people based on race and ethnicity can take many different forms. The most obvious and severe examples of racial and ethnic conflict are civil wars, violent separatist movements, ethnic cleansing, and genocides, however less coordinated kinds of violence, such as riots and hate crimes committed by individuals or small groups, are also produced by these conflicts. Similarly, racial or ethnic conflicts that are not resolved can contribute to an increase in criminal violence inside communities, which may or may not target other people from the same group. The severity of this kind of warfare is demonstrated by the estimates of the number of individuals killed by ethnic violence, which range from 11 to 20 million between 1945 and the early 1990s (Adams, 2019). These kinds of disputes are a fundamental aspect of contemporary social life and have been around for centuries in areas with diverse populations or where individuals from various racial or ethnic backgrounds interact (Berg, 2021).

##### **1.1.1 Global Perspective on Conflict Resolution**

Africa has seen a sharp rise in conflicts lately, with pastoral areas being the most vulnerable. Conflicts over pasture and water have increased in frequency, especially in Kenya's arid and semi-arid areas (ASAL), where they frequently coincide with disputes between communities and clans. According to several experts, one of the primary causes of violent pastoralist conflict is the paucity of resources brought on by climate change (Inyengar and McGuire 2022). Some disagree, contending that the effects of conflict have a greater bearing on poverty, intergroup inequality,

access to SALW, and political influence than on environmental change (Baechler 2019).

In many parts of the world, conflicts are a typical occurrence, particularly in desert nations with abundant natural resources. An unprecedented demand for resources has resulted from changes in the global environment and human expansion. Conflict results from rivalry over access to and control over limited resources. It has been discovered that one of the main reasons of conflict is environmental changes brought on by climate change (Scoones, 2019).

Drought in the Somali Peninsula (GHA) has increased from once every six years to once a year due to climate change. every three years. For instance, the frequency of drought in Ethiopia has increased from 6–8 years to 1-2 years at this time (Baechler, 2019). Conflicts in Africa continue to be the highest in the globe. Complex issues, such as disagreements over power dynamics, ethnic and cultural beliefs, wealth, or natural/environmental resources, are the cause of these conflicts. The effects on people's lives and bodies are severe, particularly for the underprivileged and disenfranchised. The countries in question are the Republic of Congo, the Ivory Coast, Eritrea/Ethiopia, Liberia, Nigeria, Rwanda, Sierra Leone, Sudan, and South Sudan/Darfur. Africa. Joan (2019) discusses Zimbabwe and Somalia. In Africa, over thirty conflicts have broken out since 1970, the most of them are internal conflicts between states. More than half of all war-related deaths globally in 1996 came from armed conflict, which impacted fourteen of Africa's thirty-three countries and left over eight million people as refugees, returnees, or internally displaced. Africa's efforts to provide long-term security, prosperity, and peace for its people have been severely hampered by the effects of these conflicts (Ennew,

2018). While some of these nations are still engaged in civil conflict, others are moving toward stability.

According to Shah (Bollig, 2019), when the missionaries came to Africa, they brought the Bible and we brought the land. In recent times, Africa has seen numerous civil wars and conflicts, including those in Angola, Burundi, the Congo, and the Democratic Conflicts in Africa. Their words were, "Let us pray." Let's put our eyes closed. We had the Bible and they had the country when we opened them. Desmond Tutu, Bishop (2020).

The majority of the population in the East African border region between Kenya, Sudan, and Uganda are pastoralists who depend on subsistence for their existence and the quantity of their animals. Nomads are compelled by harsh climatic conditions to wander throughout the dry season in search of pasture and water. There are limited resources for water and conflicting land claims. When herdsmen from one tribe invade another's area, it can lead to intertribal violence. Conventional warfare is becoming more and more lethal due to the greater availability of small guns in the area from earlier conflicts. In response, the governments in the area launched forceful and aggressive disarmament campaigns. According to Baumeister and Vohs (2017), they caused mistrust and the violent altercations that followed between communities and security.

### **1.1.2 Regional Perspective on Conflict Resolution**

Africa continues to be the continent with the most wars worldwide. Complex causes, such as disagreements over power dynamics, ethnic and cultural values, income, or natural/environmental resources, give birth to these conflicts. The effects on people's lives and bodies are severe, particularly for the underprivileged and

disenfranchised. Africa, including Angola, Burundi, Congo, Democratic Republic of the Congo, Ivory Coast, Eritrea/Ethiopia, Liberia, Nigeria, Rwanda, Sierra Leone, Sudan, and South Africa, has recently seen a number of civil wars and conflicts. Darfur is Sudan. Uganda. Somalia and Zimbabwe (Joan, 2019).

Africa has seen more than thirty wars since 1970, the majority of which are intrastate conflicts. Fourteen out of the thirty-three nations in Africa experienced armed conflict in 1996 alone, accounting for over half of all war-related deaths worldwide and producing over eight million refugees, returnees, and internally displaced people. Africa's attempts to guarantee its people long-term stability, prosperity, and peace have been severely hampered by the fallout from these conflicts (Ennew, 2018).

While some of these nations are moving toward stability, others are still embroiled in civil conflict. Conflicts in Africa - Introduction by Shah (Bollig, 2019), who stated that we had the country and they had the Bible when the missionaries arrived in Africa. Their words were, "Let us pray." Let's put our eyes closed. Bishop Desmond Tutu states, "When we opened them, they had the country and we had the Bible" (2020). The majority of the population in the East African border region between Kenya, Sudan, and Uganda are pastoralists who depend on subsistence for their existence. as well as herd size. Nomads are forced by harsh natural conditions to look for pastures and water during the dry season. There are limited resources for water and conflicting land claims. When herdsmen from one tribe invade another's area, it can lead to intertribal violence. The greater accessibility of small arms in the area from past conflicts increases the lethality of conventional warfare. Strong disarmament operations were the governments' response in the region. According to



Baumeister and Vohs (2017), they caused mistrust and the violent altercations that followed between communities and security.

### **1.1.3 Conflict Resolution from a Local Perspective**

Eighty percent of Kenya's entire land area, or 439,000 kilometers, is made up of ASAL regions. These areas span 23 districts. (Government of Kenya, Government Press: Nairobi, 2013). About 25% of Kenya's population lives in the region, but ASAL areas are home to half of the country's livestock. All of these pastoral cultures use a range of animals, including sheep, goats, and camels, but whether or not cattle or camels are their primary livestock greatly influences their way of life and sense of self. Although they have recently started keeping camels, the Borana people are largely dependent on cattle. Although there haven't been any open conflicts between the Gabra, Rendille, and other Somali clans, they mostly raise camels. According to Pkalya et al. (2018), several communities have reported accidental murders. Due to the complex and lengthy history of ties between various groups, there are often violent clashes amongst the nomads as well as significant tensions. According to Pkalya et al. (2018), conflicts over territorial grazing and water borders have been the main source of tension in the relations between the nomadic communities in Marsabit District recently.

The intercommunal clashes that have plagued Samburu County for the past ten years have not stopped. A number of things contribute to this, including the availability and improper use of small guns, difficult terrain, unregulated areas, competition for limited natural resources, coordinated attacks, retaliatory and retaliatory attacks, severe weather, and political motive. Antagonism between groups and persistent confrontations hindered local economies. Due to their mostly reactive nature and tendency to ignore the structural conditions of weak and

damaged relationships, interventions aimed at resolving the conflict—including the use of security forces—have been restricted in their ability to address the source of the conflict. In 2016, Hendrickson and colleagues.

In Kenya's Arid and Semi-Arid Lands (ASAL), Samburu County is home to a growing number of catastrophic conflicts. The province has had persistent disputes over the last ten years, which have been made worse by a variety of circumstances. One of Kenya's 47 districts, Samburu District is situated in the ASAL area. Geographically, it is surrounded by the districts of Marsabit (northeast), Turkana (northwest), Isiolo (east), Laikipia (south), and Baringo (southwest). Its approximate area is 21,022 square kilometers. It is made up of three states: Samburu North, East, and West, each of which is further subdivided into fifteen districts. Only a small percentage of the populations there breed agro-cattle as a means of subsistence; the majority of them are nomadic cattle breeders Hendrickson et al.(2016).

#### **1.1.4 Community Leadership and Conflict Resolution**

Fathers and mothers have their flocks. Even though they can start violent conflicts to obtain resources or political power, their interest is in fostering positive relations in order to increase access to resources, facilitate trade, and generally promote security (Ibrahim and Jenner, 2016). As an example, elders led conflicts in the Wajir region between 1992 and 1995. However, early ethnographers highlight that young males frequently made snap decisions and moved rapidly without alerting their elders of their plans. Traditionally, attacks required elder approval before proceeding (Gulliver, 2019). Large-scale daytime attacks, on the other hand, which were indicative of both full-scale war and a struggle that was intensifying, demanded mobilization and organization that seniors could only provide. A key

component of conflict resolution is leadership engagement, which fosters deeper relationships and increased cooperation between communities by addressing the root causes of the conflict, encouraging positive attitudes, reducing mistrust through reconciliation initiatives, peace building, or bolstering institutions and communication channels between the parties.

By utilizing their abilities in conflict resolution, leaders can lessen the likelihood of violence or improve the end of violent conflict, enabling communities to reach their full potential for well-being and strengthening the bonds that promote conflict prevention (Casper, 2018). The leader plays a crucial role in conflict resolution because they are concerned with the social welfare of the group and because of their involvement and leadership in the process. Their involvement in conflict resolution is essential to the advancement of communities in Samburu County, Kenya, as they possess the knowledge of how to resolve conflicts between parties and, as a result, have a strategic role in resolving issues that impact the entire community. (Hendrickson & Associates, 2016).

## **1.2 Statement of the Problem**

Ethnic prejudice and livestock rustling, which were sporadic confrontations, persisted. Academic literature refers to northern Kenya as "ungoverned spaces" due to the region's low and marginalized official security presence. This is also true of Samburu County, which is covered in difficult valleys with rugged topography and dense underbrush that act as armies and hiding places for numerous cattle and robbers. The Samburu District is home to numerous programs aimed at resolving conflicts and fostering peace. However, in order to address the real problems and challenges that these impoverished communities experience on a daily basis, these projects and the abstract ideals of pastoral communities are not very helpful.

Samburu County has seen a rise in attacks on police stations lately. Along with the theft of weapons and ammunition from police armories, numerous police officers were killed. In 2016, Hendrickson and others. The personal safety of county security officers is jeopardized and danger factors are increased as a result. Police authorities decommissioned all police stations and patrol bases with fewer than six officers after the incident in late October 2021 and moved those personnel to senior stations.

But police raids in the district are still happening. When most police officers are not on duty, bandits carefully plan their ambushes. The police officers' deaths will result in fewer security guards in the county, which is already inadequate. Furthermore, it erodes public "confidence in the ability of security personnel to protect them." An issue that leads to an unmanageable scenario occurs when policemen are moved from patrol bases and police stations back to their parent stations. Furthermore, guns that have been taken from police stations can be used to intimidate civilians. All of this may lead to disputes inside the county. Thousands of cattle are dying due to the drought, and people are being forced to relocate to nearby provinces and regions in search of pastures and water.

Conflicts between migrant communities and native inhabitants of nearby provinces and regions frequently result from these moves. 2018 saw Pkalya et al. An instance of this may be seen in the disputes that erupted in Ngaremara following the migration of livestock and camping at the border with Isiolo by persons claiming to be from Samburu and other counties. In order to restock diminished cattle, robberies often rise during droughts. The three main communities in Samburu County—the Samburu, Turkana, and Pokot—are the focus of the majority of

hostilities. Occasionally, communities in Samburu and adjacent areas get involved in cross-border hostilities. Parents support their children's behavior, even though their children frequently start these fights. Older people used to have to bless practically every ride. With the rise in youth assaults and other attacks carried out without authorization, this is gradually shifting. Customary disputes that have existed for a long time have also evolved, incorporating new parties such as international arms trafficking organizations, politicians, and businesspeople. As of 2018, Pkalya et al.

Major issues in many pastoralist communities include political motivation and ethnic mobilization. Politicians utilize community issues as a means of gaining political traction, for instance, during election campaigns. To do this, messages of incompatibility are spread, which frequently results in opponents being forcibly removed in an effort to keep them from casting ballots. In some cases, it is said that certain politicians pretend to be the "saviors" of the community during difficult times in order to win support from voters when elections are approaching. For instance, they supply arms and ammunition to their communities to keep them safe during hostilities. They can connect with people because of this. They are regarded as people who, above all, genuinely comprehend the demands of society and the issues of insecurity that result from a lack of self-defense.

The abuse of these weapons to harm nearby communities, however, presents issues. Pkalya and associates (2018). An important factor in the conflict's ongoing nature in Samburu County has been the accessibility of small guns and light weapons. In the conflict-prone counties of Kenya, such as Elgeyo Marakweti, West Pokot, Baringo, Turkana, and Samburu, there are reportedly over 30,000 illicit firearms in the hands

of people. Because communities care about the social welfare of society, their leadership and dedication are crucial in resolving conflicts. This research emphasizes the leadership role of communities in resolving conflicts and stresses the success of this approach. in Samburu County, Kenya, among pastoralists.

### **1.3 Purpose of the Study**

The study purpose was to establish the effectiveness of community leaders on conflict resolution among pastoralist communities in Samburu county, Kenya

### **1.4 Objectives of the Study**

- i. To evaluate the early warning signs of conflict resolution among pastoralist communities in Kenya's Samburu County by means of community leaders
- ii. To determine the level of pastoralist communities in Kenya's Samburu County's community leaders' knowledge and proficiency in conflict resolution
- iii. To ascertain the strategic leadership techniques used by local leaders in Samburu County, Kenya, to resolve conflicts among pastoralist communities
- iv. To assess the degree of acceptance of conflict resolution among Kenyan pastoralist groups in Samburu County.

### **1.5 Research Questions**

The following research questions were addressed in the study:

- i. What conflict warning signs do community leaders in Kenya's Samburu County look out for among their pastoralist communities?

- ii. How do pastoralist communities in Kenya's Samburu County resolve conflicts in relation to the knowledge and abilities of their community leaders?
- iii. What strategic leadership techniques do community leaders in Kenya's Samburu County use to resolve conflicts among pastoralist communities?
- iv. To what extent do pastoralist groups in Kenya's Samburu County accept the idea of using conflict resolution techniques?

## **1.6 Significance of the Study**

When it comes to establishing a community-based order that benefits the local populace, conflict resolution is crucial. In Samburu District, Kenya, for example, community leaders had to step in to guarantee long-lasting peace and expedite the dispute resolution process for nomadic communities. The report also emphasizes the role that community leaders play in resolving conflicts. These roles can help to implement alternative dispute resolution techniques such as participatory, supportive, and consultative conflict resolution, which decides how limited resources are managed and allocated without influencing the direction of the process.

### **1.6.1 Scope of the study**

In Samburu County, Kenya, the study gathered data from representatives of congregations, religious leaders, community leaders, senior security officials, elder council members, and pastoral leaders. The poll was carried out in 2024 between January and April.

### **1.6.2 Limitations of the study**

This study examined how well a community leader can mediate disputes among Kenyan pastoralists in the Samburu District. Since the study's focus was pastoralist communities, it is doubtful that its findings would apply to other communities that had comparable circumstances and means of subsistence. Communities that have gone through comparable experiences are therefore expected to be able to draw their own analogies.

### **1.6.3 Limitations of the Study**

This study's primary constraint was its extensive geographic coverage, which required a considerable travel distance. weak communication infrastructure, a language barrier, insecurity, and a weak road network all exist in the region. By bringing water and other necessary sustenance to traverse the vast geographical landscape, as well as a skilled interpreter when needed, this study's constraint was lessened. The researcher stops multiple times in Kenya's Samburu County. Another significant obstacle that the researcher encountered when gathering data was uncertainty. This restriction was, however, circumvented by choosing citizens in the vicinity of the city center and dispatching the researcher outside the city with the help of district commanders and administrative police.

### **1.6.4 Assumptions of the study**

The responders were presumed to be helpful and ready to give the researcher the precise data they require. Samburu County's whole population was anticipated to be accurately represented by the sample size that was chosen. A further presumption that prevented the research team from gathering research material during the study period was that there would not be any conflicts. It was expected by the researcher



that local officials would cooperate with the study and take part in interviews due to the PR tactics employed. In respect to the data gathered, it was considered that the validation of the data collection instruments would be pertinent, significant, and helpful.



## 1.7 Operation definition of key Terms

**Conflict:** identified in this study as resulting from disagreements between the parties about how to allocate tangible or symbolic resources and take action in response to these perceived conflicts.

**Conflict management** -The process of managing conflicts involves planning to prevent them wherever feasible and resolving them as soon as they occur as smoothly and swiftly as possible.

**community** -Individuals who reside in a specific area and belong to a particular ethnicity and who share common values, beliefs, and customs.

**Early warning** - dissemination of information about a crisis region, information analysis, and the creation of potential prompt crisis response choices include early warning.

**Leadership** –Trait of an individual that enables them to guide others in their activities within a structured work environment.

**Strategic leadership** - The capacity to foresee, preserve flexibility in the face of change, and enable others to make necessary strategic adjustments is known as strategic leadership.

**Intervention (for conflict resolution):** Intervention, in the context of conflict resolution, refers to measures taken by the national government, the community, local and international civil society, and individuals to lower risk either before or after a conflict.

**Pastoralism-** Agricultural practices including the husbandry of domestic animals, mostly ungulates like camels, oxen, sheep, and goats.

## **CHAPTER TWO**

### **LITERATURE REVIEW**

#### **2.1 Introduction**

The empirical research and theoretical frameworks pertaining to project risk management and project success are reviewed in this chapter. A conceptual framework, a synopsis of the literature review, and research gaps are also provided. The topic of conflict resolution by community leaders is covered in this chapter, with particular attention paid to early warning indications or indicators of conflict, community acceptance, the knowledge and skills of strategic management for conflict resolution, and community leaders' experience with conflict resolution. It also covered the primary reason behind disputes within pastoralist groups and the role played by local leaders in mediating these disputes.

#### **2.2 Causes of conflict in pastoral communities**

There are numerous, interconnected reasons why there are armed conflicts in the Horn of Africa, from systemic injustice and inequality to individual or group transgressions. Local factors play a part in some conflicts, but once the Cold War ended, there have been changes to the global order that contribute to others. Large arid regions are home to nomadic tribes that share limited resources like water spots and pastures. During the dry season, these communities travel great distances in pursuit of these resources, where they eventually come together. Due to pasture issues and water scarcity during this time, conflict may break out. While certain Big Horn states have seen improvements in the quality of governance in the last ten years, state structures have continued to degrade. (Almagor, 2017).

Because of the region's ongoing economic downturn and material insecurity, many nations are facing an increase in political unrest and conflict. Conflicts can have a wide range of different origins or reasons. The most frequent causes are: disparities in attitudes, values, or perceptions; and lack of resources (pasture, food, and water). poor communication, disparities in values, and variances in needs, goals, priorities, and interests. Unfulfilled expectations and competition for resources. Here, watching, settling, and grazing on land and water are the primary drivers of the Samburu conflict (Halderman et al., 2020).

These communities' social, economic, and political conditions were severely and permanently impacted by the lack of fundamental supplies. When citizens are the primary targets or influencers in a conflict, the social fabric and survival mechanisms of that society are destroyed, and it might take years for the community to reestablish normalcy following the intentional destruction of social institutions and lifestyles (Jary, 2019).

### **2.3 Early Warning Indicators of Conflict**

In order to comprehend the dynamics of the dispute, conflict analysis examined the relationships, causes, and profiles between specific parties. Then, in order to document these linkages and their dynamic development over time, indicators were created. According to Almagor (2017). Indicators of conflict in Samburu County specifically include: There is an obvious possibility of conflict in the area since certain members of the community group themselves along tribal lines. There is nearly a direct correlation between war and drought in nomadic groups. In quest of water and pastures, people are being forced to relocate to other regions and provinces due to the drought, which is killing thousands of animals.

Conflicts between migrants and locals in nearby provinces and regions frequently result from such moves. As an illustration, consider the hostilities that erupted in Ngaremara when individuals purportedly from Samburu and other districts moved to the border with Isiolo and set up camp with their cattle. Drought also leads to an upsurge in robberies as people try to replace their lost cattle.

The region's lack of fundamental natural resources makes it evident that violence is inevitable because the community occasionally battles over those few resources that are not fairly distributed among itself. Halderman and associates, 2020. Because of the imbalanced environment caused by towns encroaching on cattle pastures, conventional cow raising becomes even less profitable, which increases the likelihood of disputes. (Birgegard, 2020).

This culture has been eroded by better weaponry, more teenage disobedience to elders, and the commercialization and politicization of conflict. As a result, rival nomadic groups launched more counterattacks and suffered more casualties. Major issues in many herding groups are political motivation and ethnic mobilization. Politicians, for instance, utilize local concerns to further their political careers during election seasons. To do this, messages of incompatibility are spread, which frequently lead to the forcible removal of opponents' supporters in an effort to prevent them from casting a ballot. In January of 2019.

According to some theories, certain politicians pretend to be the "saviors" of the community during difficult times in order to get support from voters. For instance, they give their communities arms and ammunition to keep them safe during hostilities. They are able to connect with individuals because of this. Above all,

they are perceived as people who genuinely comprehend societal demands and the issues with uneasiness brought on by a lack of self-defense. But issues come when these weapons are abused and used against nearby communities. An upsurge in attacks on police stations led to the killings of numerous officers and the pilfering of weapons and ammunition from police armories. According to Berg (2021).

The murder of police officers will result in fewer security guards in the county, which is already inadequate. Additionally, it erodes public trust in security personnel's capacity to keep them safe. An issue that leads to an unmanageable scenario occurs when policemen are moved from patrol bases and police stations back to their parent stations. Furthermore, guns that have been taken from police stations can be used to intimidate civilians. All of this may lead to disputes inside the county. (2015) BBC.

#### **2.4 Knowledge and Skills of Community Leaders in Conflict Resolution**

To successfully navigate a dispute resolution process within their community, community leaders must possess exceptional conflict management abilities. Managers are under a lot of pressure due to a number of causes, including increased competition for limited resources. When interested parties adopt a stance, conflicts result. Being realistic and grounded in the community while retaining optimism is a valuable quality for leaders. A variety of abilities, such as active listening to comprehend the source of the complaint and appropriate action, are essential for managers to have in order to diffuse tension and address issues. When one is action-oriented, they confidently search for the next course of action rather than waiting for others to take the initiative (Kaplan, 2019).

These abilities and expertise sparked meaningful conversations about the difficulties and produced a strategy for taking the first steps. While defining their strategy, leaders should focus on their own requirements as well as those of the community. Leaders have to be able to remain objective and have the mental capacity to function in both participant and spectator roles. Handle the indecisive and uncommitted; monitor and control conflict or discontent levels to encourage constructive problem solving without harmful emotional outbursts or resistance. They have to strike a careful balance between accepting that change is coming and feeling confident that it is in good hands. It is also necessary for leaders to handle these mental, physical, and emotional difficulties. They need to stop their lust for status and power, which might cause us to sidestep contentious topics. Maintaining a clear boundary between one's personal and professional identities is crucial to reducing defensiveness. If the manager turns into the issue, personal assaults may unintentionally result in a personal issue. By Bergegard (2020).

The way each of us handles conflict has an impact on how conflicts are resolved. Leaders define the framework and attitude that a community adopts when handling conflict. Therefore, leaders need to be both reflective and reflective—that is, consider how they contribute to conflict. They require an understanding of their own conflict reactions, emotional content, prior experience using our conflict prevention and management techniques, and a readiness to take on issues head-on. In order to generate win-win situations, leaders need to focus on advantages rather than stances, keep people apart from the issue, and explore for solutions. Determine what matters and why with the aid of sonar technology. (Halderman & associates, 2020).

We concentrate on three approaches to enhance conflict resolution abilities. A leader must first strike a balance between hope and realism. It is necessary to temper optimism with action-tracking techniques lest my excitement cause me to lose sight of reality. Second, managers need to know when to make technical changes and when to make adaptive (basic) adjustments, as well as how to handle the change process. Third, leaders need to exercise caution so they don't unintentionally add to the issue by taking criticism personally. In order to detach themselves from the issue, they ought to resolve their own issues. They should also consider the impact of their choices on others (Bernard, 2022).

The following actions are included in conflict resolution, per Kaplan's 2019 list: Find out what is causing the conflict. To do this, local leaders must identify the core causes of conflicts within the community. Getting everyone to agree on the root of the conflict is the aim of this stage. Talk about the needs that neither side of the dispute is meeting. Make sure everyone understands one another. Collect as much data as you can from the viewpoints of both parties. Ask questions until you are certain that the topic is understood by both you and the other party involved in the disagreement. Establish a shared objective for both sides. The intended resolution of the problem must be agreed upon by the community and community leaders during this phase. Talk about what each side wants to see. To find a shared solution, start by identifying something that both parties have in common. Something as basic as "both sides want to end the conflict" can serve as this common ground. Talk on how to reach the shared objective.

The discussion about how to accomplish the objective set in step 2 is held by community leaders and community work. To accomplish the aim, they should think



of several strategies until they have run out of choices. Determine the challenges to a shared objective. The community and its leaders accept the reasons for their disagreements during this process. Establish what aspects of the issue are modifiable and what are not. For things that are unchangeable, talk about how to go over these obstacles. Deciding on the appropriate course of action to take to end the dispute will require cooperation amongst the community's leaders and members. Determine a course of action that both sides can accept. Talk about your roles in keeping the solution in place for each side. Determine strategies to prevent a recurrence of this dispute. Provide the roles that each party has in the resolution and accept the terms that have been agreed upon. In order to resolve the disagreement and make public their agreement, it is the community's leaders and members' job. Assure everyone involved that there is a win-win situation. In 2020, Halberman et al.

The resolution of dispute is crucial as it prevents bad morale, low productivity, and in severe situations, violence in the workplace. Enhancing conflict resolution abilities and lessening the detrimental effects of conflict can be achieved by following the aforementioned advice. It is crucial to view disagreement as a chance to enhance people's ability to solve problems and modify their interactions with one another. Innovative ideas and improved connections within your company can result from effective conflict resolution. Although it is not always necessary for managers to resolve conflicts, they should be adept at mediating, brokering, or explaining solutions., Halberman (2020).

## **2.5 Strategic leadership of community leaders in conflict resolution.**

To enhance and maintain control over the inter-clan councils (Guunt) that settle disputes, community leaders create penalties that can be applied to those who break agreements. Community leaders demonstrate their neutrality by utilizing the media to convey messages of peace and reconciliation to both sides of the dispute. They accomplish this by rallying support for civil society organizations and leveraging the power of the opposing side to engage in negotiations and reach a resolution. disagree civilly, (Swift, 2018,).

Community leaders use a variety of techniques to resolve conflicts, such as making public appeals, listening to the parties' complaints, and denouncing the human rights violations they have committed against humanity. They also encourage the parties to come forward and lay down their arms in order to put an end to the conflict. Community leaders act as mediators, looking for a fair procedure without giving any issue top priority and working toward a solution that works for everyone. As mediators, leaders need to have the consent of all involved parties and possess a range of mediation abilities such as organizing, communication, negotiation, facilitation, and resource discovery in order to broker agreements between parties, such as between parents and children. Swift (2018).

In their role as mediators, community leaders must decide how best to resolve conflicts, generate alternatives, and come to a consensus that will streamline procedures and promote constructive dialogue. Nevertheless, on occasion, they also play the role of mediators, providing agreements, options for resolving disputes, and conflict-related options. As an illustration, a consultant might plan a meeting where managers offer advice on how to resolve a problem. Community leaders are

autonomous or semi-autonomous observers who use textual communication, data collection techniques, and observation to present and give objective background accounts of conflict situations. In order to gather the first-hand information required for evaluation, managers in this instance speak with the disputant, look for relevant sources on the internet, evaluate the information they get, and apply it to constructively resolve the issue. (Wario et.al , 2019).

Prominent members of the community possess the power to mediate disputes, either by consent granted by both sides or through legal mandates. The function of administrators in conflict resolution is crucial because, in contrast to the executor, they have the authority to enforce the agreement in dispute settlement procedures. In addition to acting autonomously, community leaders have the authority to place restrictions on disputing parties because they can formally enforce the situation by dictating conduct or applying penalties that may serve the interests of all parties involved in a dispute resolution process, one, or none at all. (Wario et.al , 2019). Speakers are leaders. In order to resolve significant differences, they must build and maintain positive relationships between the parties involved, communicate openly and effectively about key conflicts, fully and clearly state their positions, and actively listen to opposing viewpoints in a complex public policy dispute. These are all roles that a skilled communicator plays. an important component in determining the most fruitful course for the parties' communication (Yattani, 2018).

### **2.5.1 Strategies for Containing Conflicts in Communities**

Joan (2019) stated that the following areas need special attention and action; Understanding Conflict - The first step to resolving community conflict is to understand its nature, causes and consequences. You need to identify who the

stakeholders are, what their views, needs and feelings are, and how the conflict will affect them and the community. You can use tools like conflict mapping, stakeholder analysis or surveys to gather information. You should also be aware of your own biases, assumptions and feelings about the conflict. (AAPOR, 2018).

**Communicate Effectively** - The second step in community conflict resolution is to communicate effectively with the stakeholders. You must build trust, respect and rapport with them and actively and empathetically listen to their views and concerns. You should also express your opinions and feelings clearly, respectfully and constructively and avoid blaming, criticizing or condemning others. You can use techniques such as active listening, paraphrasing, summarizing or open-ended questions to facilitate communication. (Almagor, 2017).

**Explore Alternatives** - The third step in community conflict resolution is to explore options to solve the problem or meet the needs of those involved. You need to come up with ideas and generate as many ideas as possible without prejudging or rejecting them. You should also encourage creativity, innovation and cooperation between parties and seek common ground, common interests or mutual benefits. You can use methods such as brainstorming, mind mapping or SWOT analysis to create and organize your options.

**Negotiate and Agree** - The fourth step in community conflict resolution is to negotiate and agree on a solution or action plan. You must evaluate and compare the options created in the previous step and choose the ones that are most feasible, acceptable and beneficial for everyone involved. You will also need to negotiate and compromise on the details, roles, responsibilities and resources involved in implementing the solution or plan. You can select and prioritize options using

strategies such as ranking, ranking, or voting. (Joan, 2019) Implement and Monitor - The fifth step in community conflict resolution is to implement and monitor the solution or plan agreed upon in the previous step. You must perform the actions, tasks and activities necessary to achieve the desired results and monitor the progress, results and impact of the solution or plan. You will also need to communicate and coordinate with stakeholders and provide feedback, support and recognition. You can use tools such as action plans, timelines or indicators to implement and monitor a solution or plan.

Evaluate and Learn - The sixth and final step in community conflict resolution is to evaluate and learn from experiences. You must evaluate the effectiveness, efficiency and sustainability of the solution or plan implemented in the previous step and identify strengths, weaknesses, opportunities and challenges. You should also reflect on lessons learned, best practices and how to improve future conflicts. You can use methods such as evaluation forms, briefings or reports to evaluate and learn from the experience.

According to Ennew (2018) (Joan, 2019), it is important to implement particular steps in the following areas: A bad road network impedes people's ability to move from one location to another, makes it difficult to assign security forces in a fast and effective manner to capture the buzz, and hinders the delivery of social services to communities. The construction of linking roads will aid trade, regional growth, and the mobility of security personnel during operations. Access to power in these places will also speed up regional development and help to resolve conflicts.

paved a route from Garissa to Mandera, enhancing the transportation network. These are expensive initiatives, but the potential benefits to society and the economy are almost unbelievable. The main cause of instability and insecurity in Samburu District is a lack of transportation infrastructure. Keep up appropriate security in key areas and in areas where there are known issues along our extremely porous border with Ethiopia and Somalia. Instead of militarizing the local population and using them as a tool for resolving conflicts, security forces need to be well-trained and taught on how to treat them with decency and respect. UNDP, 2018).

### **2.5.2 Factors that influence Levels of acceptance of community leaders in Conflict Resolution**

It has been noted by (Baechler, 2019) that a few factors may affect how community leaders view conflict. Gender: Depending on a person's gender, they are socialized to employ specific resolution techniques. As an illustration, because they are men, some guys have been taught to "always stand up to someone and if you have to fight, fight." One is more prone to employ persuasive forms of conflict rather than cooperative ones if they have been socialized in this manner. Self-concept: A person's conflict resolution style is influenced by their thoughts and feelings about themselves. Are they willing to listen to someone who disagrees with them about our thoughts, feelings, and opinions? Almagor (2017).

Expectations - Do you think the other individual or our group is interested in settling the dispute? The context of the conflict includes the location of the disagreement, if the other party is someone the individual is acquainted with, and whether the disagreement is personal or professional. The link between one's

position (power) and the person they disagree with is how much or how little authority they have. During the course, participants will learn how to resolve conflicts using each of the five conflict styles, as well as how to modify their approach as needed while a conflict is arising. Selecting the best strategy - By learning about and practicing conflict, one gains a grasp of conflict management and becomes proficient in choosing the best strategy to employ with a specific individual with whom they are at odds. This process takes little time or effort.

Communication Skills: The capacity for effective communication is the cornerstone of both conflict management and resolution. Successful conflict resolution is more common among those who communicate and employ effective communication techniques. (Almagor, 2017). Life Experiences - Unless our primary caregiver made a conscious decision to change or adapt their conflict tactics as adults, we tend to practice the types of conflict that we seen them doing. Some had excellent role models who taught them how to handle conflict, while others had less than ideal role models. Our life experiences, both personal and professional, teach us to view conflict as either positive to work through or negative to avoid and dismiss at all costs. It is critical to study how someone handles conflict, why they handle it in the way they do, and to reflect with others on the importance of engaging in conflict. With a greater understanding, we can make better decisions about how and when to engage in conflict. (New , 2018).

### **2.5.3 Acceptance by the community**

Trust earned is the foundation of leadership. When it's not in dire circumstances, building trust is "up close and personal" and takes a significant time commitment. Reputation is gained by good leaders because they possess specific unique

attributes. According to Casper (2018), these characteristics can either naturally occur in a person or can be created. Character is what makes a good leader. A leader's ability to inspire confidence in others is crucial. It is essential for a leader to have integrity and honesty in their daily lives. As a result, they are able to hold people accountable since they "walk the talk." Real power originates from the community's regard for an individual's moral fiber and dependability after they have gained acceptance.

Both his job or objective and his leadership role inspire enthusiasm in a strong leader. When someone is passionate and committed, people react to them more readily. The ability to inspire and motivate others towards a necessary action or issue is a critical skill for leaders. Viewing a manager as a member of a team striving towards a same objective is important, even though their roles and duties may vary. A leader like this doesn't mind getting his hands filthy or rolling up his sleeves. According to Almagor (2017).

An effective leader exudes confidence. A leader must exude confidence in both his personal qualities and his leadership abilities in order to guide and direct. A person like that gives others confidence, earns the group's trust, and does his hardest to complete the task to the highest standard. Team members are motivated to give it their all when a leader shows faith in the suggested outcome. In unclear circumstances, the manager must also take deliberate, methodical action. People look to a leader during difficult and unknown times, and when a leader exudes confidence and a positive attitude, people feel calm and reassured. (Markakis, 2019).



Effective leaders are able to deal with uncertainty while maintaining composure and a strong sense of purpose. A competent leader maintains composure in the face of turbulence, emotions, and crises, acknowledging them as a natural part of the path. Analytical thinking is a skill of a competent leader who maintains focus on the primary objective. In addition to having a broad perspective, a competent leader may dissect an issue into smaller components for more in-depth analysis. A competent leader can identify the objective and divide it into doable phases while maintaining focus on the end result. Excellence is what a good leader is all about. It is not possible to succeed with second best. A competent leader sets the bar high and raises it proactively to attain excellence in all areas in addition to upholding high standards. Markakis (2019). An effective leader must be consistent in order to have a clear understanding of both the objectives he seeks to accomplish and the methods by which he will pursue them. The basis for decision-making is established by this "clarity". It is much easier to be consistent and to say "no" when the technique and purpose are well defined. An atmosphere of security is created in the community by people who live, work, and behave consistently.

Persistence is necessary while leading a group of people toward a goal because it can be a very challenging journey. Valleys have to be traversed and mountains taken. It is not simple. A person will not cross the finish line unless they are able to "sit their teeth". While it sounds a little "soft," love for others is effective. Everyone enjoys being recognized and valued, especially your coworkers. (2018, AAPOR) A good leader is willing to assist his team in completing their purpose and demonstrates compassion for them. A leader's personality may naturally possess some of these traits more than others. However, each of these attributes can also be enhanced and reinforced. Whether these traits come easily to them or not, a good

leader works hard to hone and reinforce them in their position of authority. Leaders are generally respected in the community. For instance, Somali culture, which is based on the Koran's teachings, exhorts the populace to respect its leaders and to follow them at all times. As of 2018.

## **2.6 Theoretical Framework: A Review of Theories of Conflict**

### **2.6.1 Conflict Theory**

The theory of conflict, put forward by Karl Marx, holds that society functions in a way that each individual actor and their organizations try to maximize their personal benefits. This inevitability results in societal transformations like political upheavals and revolutions. Situations in which disputes emerge between social groupings for a variety of causes are effectively explained by conflict theory. Baumeister and Vohs (2019).

These are contemporary conflict theory's four fundamental tenets: Rivalry: The foundation of all social interactions is the competition for limited resources (money, time, romantic partners, etc.). Competitiveness, not agreement, is the hallmark of human interactions. Social arrangements are inherently biased towards unequal distribution of power and rewards. A given structure serves individual needs, and organizations work to keep it that way. Revolution: Instead of adaptation, change arises from the struggle between the conflicting interests of a social class. Instead than being gradual, it is frequently abrupt and radical. War: Just as it has the power to destroy entire societies, it can also bring the parties engaged together. Builder Jah Vohs (2019).

### **2.6.2 Biology & Social Learning Theory**

Conflict theory, put out by Karl Marx, holds that society functions in a way where each individual actor and the groups that comprise them aim to maximize their personal benefits. This process invariably results in social changes like political upheaval and revolutions. Situations in which disputes emerge between social groupings for a variety of causes are effectively explained by conflict theory. Baumeister and Vohs (2019).

Four fundamental tenets of contemporary conflict theory are as follows: Competition: the foundation of all social relationships is the struggle for limited resources, such as money, time, sexual partners, etc. Competition, not agreement, is the hallmark of human relationships. Structural Inequality: Power and reward disparities are inherent to all social structures. Organizations work to uphold a particular structure because it benefits individuals. Revolution: Rather than being an adaptation, change is brought about by a clash of opposing social class interests. Instead than being gradual, it is frequently abrupt and radical. Battle: While it has the power to destroy entire societies, it may also bring the parties involved together. Jah Vohs, the constructor, 2019.

### **2.6.3 Realistic Conflict Theory**

Intergroup conflict is modeled by social psychology using realist conflict theory (RCT). Organizations may vie for scarce resources—like cash, political influence, military defense, or social standing—that are actually scarce or are thought to be scarce. When organizations view resource competition as a zero-sum game in which only one group succeeds (obtaining desired or necessary resources) and the other fails (obtaining insufficient quantities), regrets may ensue. resource due to the fact

that the "winning" faction gets to the scarce resource first). The perceived value and scarcity of the resource determines the length and intensity of the dispute (Baumeister, 2017). Realistic conflict theory takes economic issues into account when analyzing the objective in this study. Understanding the different factors that influence the genesis of disputes is the first step towards achieving sustainable conflict resolution. RCT attributes the unrest in Samburu County to rivalry for limited resources including pasture and water. Vohs and Baumeister, 2017).

#### **2.6.4 Relative Deprivation Theory**

The hypothesis known as relative deprivation postulates a connection between desired reference point and negative emotions such as deprivation and dissatisfaction. Problems with organizations, the economy, and society politics are all addressed by the notion of relative deprivation. McGuire & Inyengar, 2022). Relative deprivation offers a theoretical framework for understanding the relationship between the two phenomena in the study of economic inequality as a source of conflict. Relative deprivation theory addresses conflicts from an economic standpoint as well. According to the hypothesis, conflict can arise when a person or group of individuals experience deprivation. There is rivalry for limited resources in the Samburu District, and certain communities may feel left out if they do not have access to them. Because the harmed community typically turns to violence to obtain access to resources, this denial of access to resource exploitation is frequently a source of conflict. Edward Azar's theory of persistent social conflict served as the foundation for this investigation. Instead of being decided by an institutional process based on national interests, the majority of disputes in Kenya, as in other emerging democracies across the world, are determined by the various effects of

border conflicts, resource scarcity, the environment, and local political competitiveness. (, Baumeister, 2017).

Inyengar and McGuire (2022) contend in their theory of the incompatibility of a plural society that intercommunal conflicts are inevitable in an ethnically pluralistic society because ethnic nationalities' exclusive interests must be pursued and cannot be eliminated. Communities of that kind demonstrated the impact of these elements on national security by demonstrating the possibilities of protracted social disputes that also had an equivalent impact on regional security. As a result, Azar's theory of protracted social conflict, security, economic resources, and the region's population's social existence played a major role in the policy's selection.

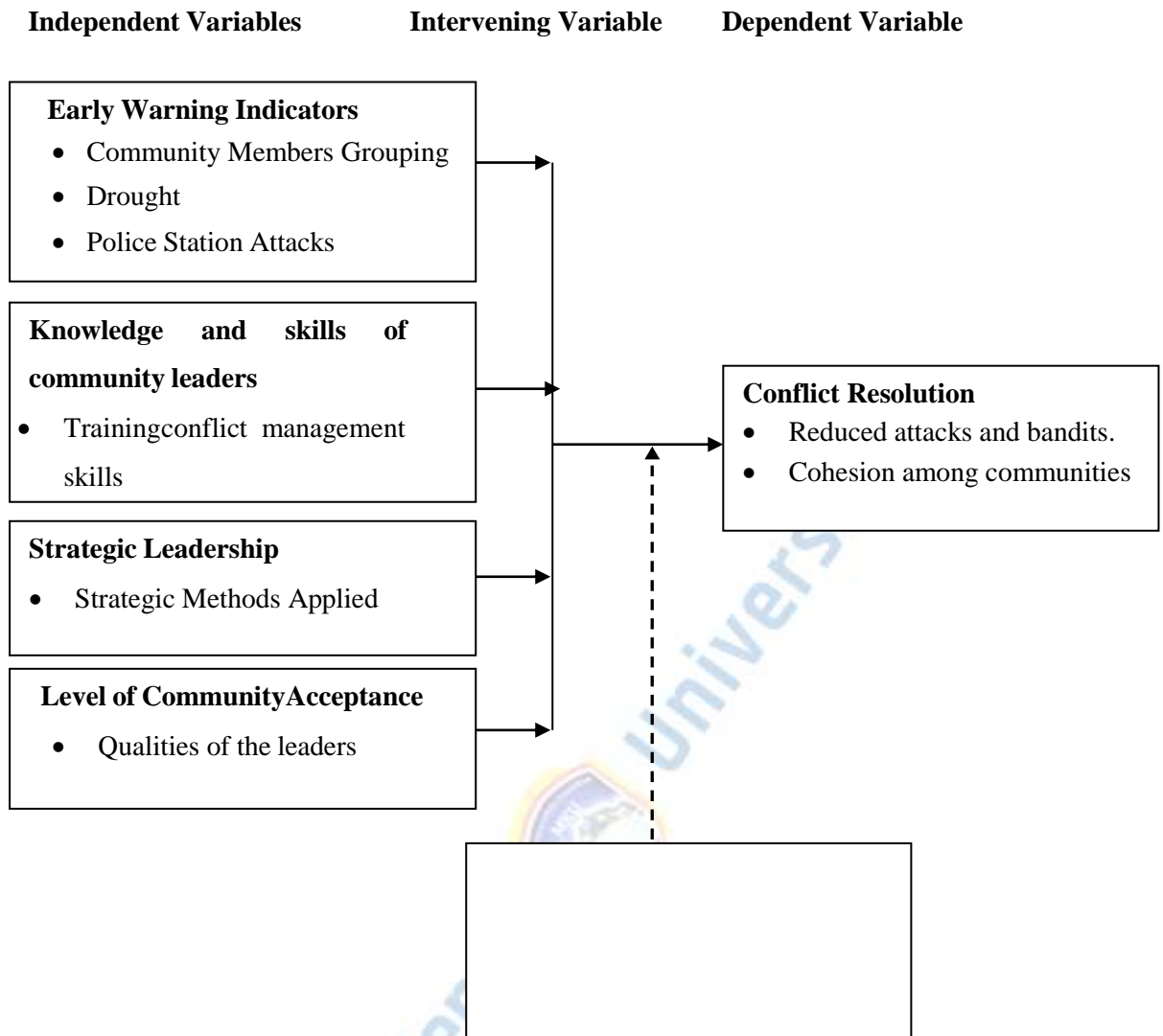
This study supports Azar's theory (Jary and Jary, 2019, that the second condition for the existence of ÜVK is the question of people's needs). This implies that essential necessities for human habitation, including food, water, pasture, and education, are denied to both individuals and communities. This results in grievances that are communal in nature and are regarded as community issues. Azar goes on to say that perpetual wars result from denying a particular group the combination of political, social, economic, and socio-cultural requirements. According to Casper (2018).

## **2.7 Conceptual Framework**

Relationships between the independent and dependent variables are demonstrated by the conceptual framework. Conflict resolution knowledge and skills, understanding of strategic management, awareness of conflict early warning, and degree of community acceptability are the dependent variable, whereas conflict resolution knowledge and skills are the independent variables. One useful

instrument for settling the present dispute in Samburu County was thought to be the involvement of community leaders. It benefits them to prevent future conflicts that could jeopardize the socioeconomic well-being of warring communities when leaders take a leading role in resolving disputes.





**Figure 1: Conceptual Framework**

Source: Researcher (2024)

## 2.8 Recap of Literature Review

A lot of work has been done in the field of conflict resolution. The precise issues impeding sustainable conflict resolution in Kenyan pastoralist groups, however, have not been the subject of much investigation. There is a dearth of research on sustainable conflict resolution in particular. Depending on its nature and scope, conflict can have both beneficial and bad outcomes. Not every story ends

pleasantly; sometimes there is rivalry, hardship, sadness, and a struggle to survive. It might not have the full favorable impact on all societies as is commonly believed. As a result, the academic community in the area as well as other parties involved in Samburu District sustainable conflict resolution and sustainable conflict resolution in Kenya generally may find great value in this research. There is literature on conflict resolution, however in Kenya, sustainable conflict resolution techniques have not received much attention. This chapter featured an overview of the variables that influence a community leader's involvement in conflict resolution in Samburu County, early warning signs of conflict, knowledge and abilities related to conflict resolution, crucial procedures that community leaders employ in conflict resolution, and knowledge. the community's acceptance of community leaders, their strategic leadership, conflict reduction techniques, community leaders' roles in conflict resolution, conflict theory, and conceptual framework for study.



## **CHAPTER THREE**

### **RESEARCH METHODOLOGY**

#### **3.1 Introduction**

The methodology for the research was presented in this chapter. Target population, sample size, design, and research methodology were all included in the study. Data gathering techniques, instruments, and protocols; testing of validity and reliability; data analysis; and ethical assessment.

#### **3.2 Research Design**

Both qualitative and quantitative methods were applied in the investigation. As suggested by Best and Kahn (2016), a descriptive survey was employed in the study to investigate the efficacy of community leaders in resolving conflicts. In Samburu District, Kenya, community leaders were asked to provide both qualitative and quantitative data regarding their role in conflict resolution. This allowed researchers to determine the percentage of people who have particular traits and are able to make predictions. Gathering data on conflict indicators, assessing community leaders' knowledge and proficiency in conflict resolution, identifying leaders who exhibit strategic leadership in conflict resolution, and assessing community acceptance in conflict resolution were the goals of the research. and locate a suitable strategy for resolving conflicts.

According to Gay and Airsian (2019), descriptive research is a useful tool for producing statistical data on educational topics that policymakers and scholars find interesting. The chosen design of the study was based on its potential to minimize biases and maximize the dependability of the field-collected evidence. Furthermore,

the descriptive study design presented questions on the study's financial completion; this approach was strict and goal-oriented.

### **3.3 Study Area**

Samburu District is one of Kenya's 47 districts located in the ASAL region. It has an estimated area of 21,022 square kilometers and is geographically bounded by the counties of Marsabit (northeast), Turkana (northwest), Isiolo (east), Laikipia (south) and Baringo (southwest). It consists of three districts namely Samburu West, Samburu East and Samburu North which are further divided into 15 districts. Most of the communities there are engaged in nomadic cattle breeding, but only a few practice agro-cattle breeding as a means of livelihood. (Bollig, 2019). Conflicts between municipalities have, however, frequently arisen in the latter, particularly from its neighbors, the Turkana population. Samburu District shares borders with the following districts: Isiolo District to the southeast, Baringo District to the west, Turkana District to the northwest, and Marsabit District to the northeast.

According to KPHC (2019), Samburu North District covers 7024.4 square kilometers and has a density of 9 people per square kilometer. 65,785 people live there. Baragoi State is known for bloody conflicts and cattle rustling that claimed the lives of security forces and local residents and lost livelihoods and property. Its rocky terrain and impassable roads make market access difficult, and the recovery of cattle driven into the Suguta Valley is impossible. The Samburu live there, making up 75 percent of the population, the Turkana 20 percent, and other tribes 5 percent. (KIRA 2013) According to the 2019 census, the county has 310,327 inhabitants (KEBS, 2019).

### **3.4 Target Population**

The target population is a presentation of both objects and individuals that meet the set selection and inclusion criteria. in the study (Joppe, 2020). The target group consisted of community leaders in Samburu District who currently served the community at various levels and positions such as Members of Parliament, Senior Security Officers, Ward Representatives, Religious Leaders, Chiefs, Council of Elders, Community Police Chief and Director. Shepherds, key informants and peace committee officials.

### **3.5. Samples and Sampling Procedure**

Sampling techniques and samples utilized in the research process are covered in this section. In order to have the freedom to choose who is and is not relevant to the study, the researcher employed purposive sampling. The sample was guaranteed to possess the attributes required for the investigation by using this technique (Cohen and Morrison, 2017).

The investigator purposefully focused on local authorities, religious leaders, law enforcement officers, and peace groups. Due to their in-depth understanding of the dispute and their significant influence as local leaders, religious leaders, and peacemakers, district chiefs were purposefully singled out. The proportional distribution approach was employed because the Speakers were specifically selected for their seeming impartiality on matters concerning the disagreements between the three elected houses. Using the following formula, the number of respondents from each of the three sections was determined. Slovin's formula for sampling: where  $N$  is the target population, or 93382;  $e$  is the tolerance error; and  $n$  is the sample size. The study has a 90% confidence level and a 0.1 margin of error.

**Table 1 : Sampling Matrix**

<b>Population Category</b>	<b>Target Population</b>		<b>Sample Size 30 %</b>	<b>Sampling Technique</b>
Elders of the community	45	100%	15	Purposive sampling
chiefs Area	45	100%	15	Purposive sampling
chairpersons of Peace committee	9	100%	3	Purposive sampling
Local political leaders	45	100%	15	Purposive sampling
Senior police officers in charge	30	100%	10	Purposive sampling
Religious leaders	39	100%	13	Purposive sampling
Samburu county	93382	x0.000999	93	Slovin's Formula
<b>Total</b>	<b>93240</b>		<b>164</b>	

(Source Local administration 2024)

There were 164 respondents in all that participated in the study.

### **3.6 Data Collection Tools**

The researcher used both primary and secondary data. The researcher used a questionnaire to collect basic information. The questionnaire contained open and closed questions. 3.6.1 Pilot testing. Before the main research, a pilot test was conducted in Turkana District. It was intended to provide guidance for exploring certain questions in the study (Uma and Bougie, 2019). This helped to test the comprehensibility and clarity of the questions in the questionnaire. Cohen and Morrison, 2017) suggest that between 1 and 10% of target respondents were used in the pilot study. Therefore, in this study, 10% of the target group consisted of 16 respondents who were selected to participate in the pilot study. To avoid bias, the researcher chose Turkana District because it had similar characteristics to Samburu county in the study area.

### **3.6.2 Validity test**

The degree to which the instruments adequately address the topic being studied is known as content validity, and this was used in the study. According to Cohen and Morrison (2017), content validity is enhanced when an instrument includes a representative sample of the population. Experts in the field verified that all relevant information was included in the questionnaire to assure the survey's validity. In addition, the researcher assessed the content's significance using the supervisor's questionnaires. To confirm the validity of the instrument, revisions and modifications were made based on feedback.

### **3.6.2. Reliability test**

Device reliability measures the continuity of the device. Cohen and Morrison, (2017), considers reliability the degree of consistency shown by an instrument or procedure. Before the actual process, all data collection tools were piloted in three county departments to test the tools and familiarize themselves with community leaders. The department of Baragoi, where conflicts often occur, was involved. Reliability measures the consistency of your measurement, or simply how well the device measures the same every time it is used on the same subject under the same conditions. (Uma and Bougie, 2019) recommends using the following rule to interpret Cronbach's alpha values:  $> 0.9$  means excellent,  $> 0.8$  means good,  $> 0.7$  means acceptable,  $> 0.6$  means questionable.

### **3.7 Data Collection Procedure**

Introduction before entering the study, the researcher applied for a letter from Mount Kenya University Graduate School and a research permit from NACOST to collect information from target respondents. The questionnaires were self-

administered to those participants who were expected to have a better response rate than the study participants. When the questionnaire was given to participants, they were given time to complete it before it was collected. This was a strategy to increase the response rate. The researcher also used a trained and qualified research assistant to distribute the questionnaires. The researcher ensured the respondents of confidentiality by noting that the information submitted can only be used for research reasons. The researcher placed a high value on the anonymity, privacy, and confidentiality of the respondents during the research. Following that, consent forms were sent to respondents by the study before they could begin taking part in it. All other forms of identification, including identity cards, cover letters, and student cards, were supplied by the researcher.

### **3.8 Analysis and Presentation of Data**

Gay and Airsian (2019) argue that data analysis is the use of reasoning to understand collected data to predict patterns that are consistent when summarizing relevant details. The collected data were coded in SPSS version 24 with means and standard deviations and percentages. Data were presented in the form of tables and frequencies to describe the variables. The study adopted a multiple regression analysis model to test the relationship and strength between the variables. The regression model is as shown in the figure below.

$$CR = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \varepsilon$$

Where; CR = Conflict Resolution  
X<sub>1</sub> = Early Warning Signs of Community Leaders  
X<sub>2</sub> = Knowledge and Skills of Community Leaders  
X<sub>3</sub> = Strategic Leadership of Community Leaders  
X<sub>4</sub> = level of community acceptance;

$\varepsilon$  is the error term;  $\beta$  is the beta coefficient of the regression.

### **3.9 Ethical Considerations**

Ethics describe the norms that provide guideline on how the research should be conducted (Privitera, 2018). The research sought authority from NACOSTI, ERC Ethical Review Committee and introductory letter from Mount Kenya University post graduate. The research also issued informed consent to the respondents to participate, and all information provided was kept in the strictest confidence.



## **CHAPTER FOUR**

### **RESEARCH FINDINGS AND DISCUSSIONS**

#### **4.1 Introduction**

In conjunction with the interpretation and discussion of the study findings, this chapter provides a thorough descriptive analysis of the research material that was collected. The outcomes of the research variables, the respondent profile, and the response rate are initially presented in the chapter. In this chapter, these observations are tallied and examined in light of the particular goals of the research.

#### **4.2 Response rate**

As per Schwarz's (2018) assertion, the response rate denotes the proportion of net sampling units utilized in the study, represented as a percentage of all sampling units. In all, 164 questionnaires were filled out for this study; 132 of those were properly returned, verified as finished, and used in the analysis, yielding an 80.48 percent response rate.

#### **4.3 Diagnostic Tests**

Pre- and post-assessment tests were conducted in order to support the usage of the regression model. The linearity and multicollinearity tests served as the pre-estimation tests in this instance, and the autocorrelation test served as the post-estimation test. To prevent erroneous regression findings, this was done.

##### **4.3.1 Linearity Tests**

Prior to performing the regression analysis, the linearity test was carried out using the ANOVA test. Visually demonstrating if two continuous variables have a curvilinear relationship was the aim. In order for regression models to effectively



predict the dependent-independent connection, Osborne and Waters (2019) state that the relationship must be linear.

The study concluded that there is a significant linear relationship between the dependent and independent variables based on the results presented in Table 2, which indicate that the F statistic is significant at the  $\alpha = 0.05$  level of significance. Consequently, the variables' data were related for regression analysis in this study. Table 2 displays the test results.

**Table 2 : ANOVA Table**

<b>Model</b>		<b>Sum of Squares</b>	<b>Df</b>	<b>Mean Square</b>	<b>F</b>	<b>Sig.</b>
1	Regression	6.151	4	2.044	28.829	.000 <sup>b</sup>
	Residual	4.534	132	.071		
	Total	10.685	130			

a. Dependent Variable: conflict resolution

b. Predictors: (Constant), warning indicators, knowledge and skills, strategic leadership methods and level of acceptance.

#### **4.3.2 Autocorrelation Tests**

The autocorrelation test (also known as the serial correlation test) was used to find out if autocorrelation existed. Values of test statistics in the range of 1.5 to 2.5 are generally considered to be considered normal. Values outside of this range should be taken seriously, according to Field (2019). After examining the data in Table 3, it was determined that there is no autocorrelation because the value of 1.705 falls between 1.5 and 2.5. In Table 3, the test results are shown.

**Table 4: Tolerance and VIF Test**

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Early warning indicators	.404	2.357
	Knowledge and skills	.653	1.465
	strategic leadership methods	.513	1.342
	Level of acceptance	.461	2.116

a. Dependent Variable: conflict resolution

**Table 5: Autocorrelation Model Summary**

Model	R	R <sup>2</sup>	Adjusted R <sup>2</sup>	Std. Error of the Estimate	Durbin-Watson
1	.759 <sup>a</sup>	.575	.554	.26337	1.705

a. Predictors: (Constant), warning indicators, knowledge and skills, strategic leadership methods and level of acceptance.

b. Dependent Variable: conflict resolution

### 4.3.3 Multicollinearity Tests

To make sure that there was no co-linearity between the independent variables, a multicollinearity test was performed. Multicollinearity is the term used to describe the situation where there is a significant degree of connection between independent variables, leading to substantial standard errors of the affected coefficients. To evaluate multicollinearity, the variance inflation factors (VIF) and tolerance were employed. VIF values more than 10 are thought to be a sign of multicollinearity, according to Field (2019). Multicollinearity is present when the tolerance values are less than 0.1. The tolerance values and VIF as displayed in Table 4. Field (2019) stated that these showed no evidence of multicollinearity.

### 4.4 Background Information

The researcher calculated the background information of the respondents in Samburu county. Information on respondents' gender, age group, educational level,

place of birth, educational issues, type of community leader and marital status were clarified. The findings on the gender of the respondents were as per Table 6.

**Table 6: Gender of the Respondents**

	<b>Frequency</b>	<b>Percent</b>
Male	98	74.24
Female	34	25.76
<b>Total</b>	<b>132</b>	<b>100.00</b>

( Source, field data 2024)

Findings from Table 5 indicated that 74.24% of the respondents were male while 25.76% of them were females. This indicated that the highest percentage of those who were community leaders in Samburu county was males, although both gender participated in the research study.

Findings regarding age of the respondents were as shown in Table 7.

**Table 7: Respondents Age**

<b>Age</b>	<b>Frequency</b>	<b>Percent</b>
20-29 years	11	8
30-39years	27	20
40-49years	40	30
50-59 years	42	32
Above 60 years	12	10
<b>Totals</b>	<b>132</b>	<b>100</b>

( Source, field data 2024)

The table revealed that 8% of the participants were aged 20-29 years. In addition, 20% of respondents were aged 30-39 and 32% were aged 40-49. 32% of the respondents were 50-59 years old and finally 10% of the respondents were over 60 years old. The results of the educational level were according to the table below.

**Table 8: Respondents' Level of Education**

	<b>Frequency</b>	<b>Percent</b>
Basic	28	21
Certificate	21	17
Diploma	33	25
Bachelor's Degree	27	20
Master's Degree	19	15
Phd	3	2
Phd	0	0
<b>Total</b>	<b>132</b>	<b>100.0</b>

( Source, field data 2024)

**Table 9: Experience of the Respondents**

	<b>Frequency</b>	<b>Percent</b>
0-5 years	33	25
6-10 years	39	30
Above 5 years	60	45
<b>Total</b>	<b>132</b>	<b>100.0</b>

( Source, field data 2024)

From the table, 25 % of the respondents had an experience of between 0 to 5 years, 30 % of them had an experience of between 6-10 years while 45 % of the respondents had an experience of above 5 years. This indicates that majority of the respondents had long experience as community leaders in Samburu county, Kenya. Research findings regarding respondents born in Samburu county were as shown in Table 10.

**Table 10: Born in Samburu County**

	<b>Frequency</b>	<b>Percent</b>
Yes	108	81.81
No	24	18.19
<b>Total</b>	<b>132</b>	<b>100.00</b>

( Source, field data 2024)

Findings from Table 10 indicated that 81.81% of the respondents were born in Samburu while 18.19% were not born in Samburu County . This indicated that the highest percentage of the community leaders were born in Samburu county therefore had a lot of knowledge on conflict management.

The research findings on training on conflict issues were as shown in Table 11.

**Table 11: Training on Conflict Issues**

	<b>Frequency</b>	<b>Percent</b>
Yes	97	73.48
No	35	26.52
<b>Total</b>	<b>132</b>	<b>100.00</b>

( Source, field data 2024)

Findings from Table 11 indicated that 73.48% of the respondents were trained on conflicts while 26.52% were not trained on Samburu County . This indicated that the highest percentage of the community leaders were trained on conflict issues in Samburu county therefore had a lot of knowledge on conflict management.

Majority of the training were done through seminars and workshops organized by the national government and local government.

The research findings on category of community leaders is as shown in Table 12.

**Table 12: Category of Community Leaders**

<b>Population category</b>	<b>Frequency</b>	<b>%</b>
Manyaraba and clan leaders	22	17
Area chiefs and assistant chief	16	12
Peace committee chairpersons	19	14
Local political leaders	13	10
Senior police officers in charge	20	15
Religious leaders	19	14
Council of elders	13	10
Community policing leaders	10	8
	<b>132</b>	<b>100</b>

( Source, field data 2024)

Findings from Table 12 indicated that 17 % of the respondents were Manyaraba and clan leaders. Area chiefs and assistant chief comprised of 12%, 14 % were peace committee chairpersons. Local political leaders were 10% , 15 % were senior police officers. Religious leaders comprised were 14% , Council of elders were 10% while 8% were Community policing leaders in Samburu County . This implied that all categories of community leaders were well presented in implementation of conflict management among pastoralist communities in Samburu County, Kenya.

The research findings on marital status of the respondents is as shown in Table 13.

**Table 13: Respondents Marital Status**

	<b>Frequency</b>	<b>Percent</b>
Married	89	67
Single	8	6
Separated	9	7
widow	17	13
Widower	9	7
<b>Total</b>	<b>132</b>	<b>100.0</b>

( Source, field data 2024)

Research findings from Table 13 showed that 67 % of the respondents were married Singles comprised of 6%, 7 % were separated. Widows comprised of 13% while 7 % were widowers. This implied that most of the respondents who were community leaders were married implying that they have the experience in conflict management among pastoralist communities in Samburu County, Kenya.

#### **4.4 Descriptive Statistics Results**

Descriptive statistics describes respondents' perception in regard to the various variables under the study. The findings were are as follows;

##### **4.4.1 Early Warning Indicators on Conflict Resolution**

The research findings on community leaders smelling a brewing conflict long before it occurs in Samburu County, Kenya were presented in form of percentages, means and standard deviation as shown in Table 14.

**Table 14: Early warning signs among pastoralist in Samburu County**

	Mean	Std. Dev
Ethnicity groupings	2.33	1.113
Police attacks	2.15	1.241
Drought	2.69	1.218
Bandits	3.50	1.138
Political Incentives	3.64	1.214
Valid N (listwise)	132	

( Source, field data 2024)

Results on ethnicity groupings indicated that is an early indicator brewing conflict long before it occurs in Samburu county with a mean of 2.33 and a standard deviation of 1.113. The research findings showed that police attacks is an early indicator brewing conflict long before it occurs in Samburu county with a mean of 2.15 and a standard deviation of 1.241 . The research findings on drought is an early indicator brewing conflict long before it occurs in Samburu county with a mean of 2.69 and a standard deviation 1.218. In addition bandits attack is an early indicator brewing conflict long before it occurs in Samburu county with a mean of 3.509 and a standard deviation 1.138 . The study revealed that police incentives is an early indicator brewing conflict long before it occurs in Samburu county with a mean of 3.64 and a standard deviation 1.214 . This results showed that all these variables showed that there are early indicators brewing conflict long before it occurs in Samburu county, Kenya.

#### **4.4.2 Knowledge and skills of Community Leaders on Conflict Resolution**

The study also established the views of the respondents regarding causes of conflict among pastoralist in Samburu county, Kenya by computing the percentages means



and standard deviations of their responses. The findings from the analysis were as presented in Table 15.

**Table 15: Cause of conflict among pastoralist in Samburu County**

<b>Causes of conflict.</b>	SA	A (%)	NS	D (%)	SD	Mean	Std. Dev
Poor governance	40.3	51.4	2.8	2.8	2.8	4.21	.854
Economic decline	26.4	58.3	0	2.8	12.5	3.99	.896
Material in security.	8.3	18.1	2.8	54.2	16.7	2.47	1.21
Scarcity of resources	55.6	23.6	0	5.6	15.3	2.49	1.17
Poor communication	20.8	55.3	14.2	6.9	2.8	3.94	.886
Different feelings and attitudes	23.6	53.9	16.9	4.2	1.4	4.04	.777
Historical legacies.	29.2	59.7	5.6	4.2	1.4	4.11	.797
Unclear ownership of property	1.1	16.7	11.1	48.6	12.5	2.65	1.22
Ethnicity.	5.6	19.4	5.6	11.7	27.8	2.33	1.23
Lack exposure.	6.9	18.1	9.7	36.1	29.2	2.37	1.27
Gender imbalance	4.2	18.1	4.2	31.9	41.7	2.11	1.25
Level of education	5.6	18.1	2.8	41.9	31.7	2.14	1.29
Un equitable distribution of resources.	4.2	8.3	16.7	11.4	19.4	2.26	1.00
The local community's and the armaments trade's militarization	54.2	4.2	16.7	4.2	20.8	2.17	.949
General feelings of marginalized	13.9	61.1	15.3	8.3	1.4	3.78	.843
Geopolitics	38.9	48.6	1.4	6.9	4.2	4.11	1.02
Fear of unknown	4.7	34.2	4.2	54.2	2.8	4.14	.893

( Source, field data 2024)

Based on a mean score of 4.21 and a standard deviation of 0.854, the survey findings indicated that the majority of respondents, or 91.7%, agreed that weak governance leads to disputes among pastoralists. Furthermore, with a mean score of 3.99 and a standard deviation of 0.896, 84.7% of respondents agreed that a recession leads to conflict. With a mean of 2.47 and a standard deviation of 0.121,

the survey findings on the security materials they produced were 54.2% against the majority.

The majority of respondents—79.2 percent with a mean of 2.49 and a standard deviation of 1.17—agreed that conflicts were caused by a lack of resources (pasture, land, and water). 76.1% of respondents, with a mean score of 3.94 and a standard deviation of 0.886, said that poor communication was the root cause of problems. 77.5% of respondents, with a mean score of 4.04 and a standard deviation of 0.777, agreed that disputes were a result of divergent emotions and attitudes. The majority of respondents (88.9%, mean 4.11, standard deviation 0.797) believed that historical legacies were the root cause of disputes. 48.6% of respondents, with a mean of 2.65 and a standard deviation of 1.22, were neutral when asked if unclear ownership led to conflicts. The majority of respondents (65%, mean 2.33, standard deviation 1.23) believed that national origin was the root cause of conflicts. With a mean score of 2.77 and a standard deviation of 1.37, 36.1% of respondents expressed no opinion about the idea that a lack of exposure led to conflicts. With a mean score of 2.77 and a standard deviation of 1.37, 36.1% of respondents expressed no opinion about the idea that a lack of exposure led to conflicts. 41.7 percent of respondents, with a mean score of 2.11 and a standard deviation of 1.25, disagreed that disputes were driven by gender imbalance.

#### **4.4.3 Strategic Leadership Methods on Conflict Resolution**

The study also investigated respondents' views on grazing in Samburu District, Kenya by calculating the percentage values and standard deviations of their responses. The results of the analysis are presented in Table 16.

**Table 16 : Strategic Leadership Conflict Resolution Methods**

<b>Strategic leadership conflict resolution methods</b>	<b>SA (%)</b>	<b>A (%)</b>	<b>NS (%)</b>	<b>D (%)</b>	<b>SD (%)</b>	<b>Mean</b>	<b>Std. Dev</b>
I am committed to the company's goals and objectives	40.3	55.6	0	4.2	0	4.32	.688
I will remain in the organization to save organization's cost incurred recruitment and training	37.5	48.6	6.9	5.6	1.4	4.15	.883
I feel have invested a lot of my effort, time and expertise in the county that I would not just leave	43.1	51.4	1.4	2.8	1.4	4.32	.766
The county deserves my loyalty and therefore I feel I should stay	41.7	41.7	9.7	6.9	0	4.18	.877
I feel that my rights as an employee are protected in the organization	44.4	43.1	6.9	4.2	1.4	4.25	.868
I feel a moral obligation to remain in the organization	45.8	43.1	6.9	2.8	1.4	4.29	.830
I have a deep sense of community inside my organization.	54.2	36.1	6.9	2.8	0	4.42	.746
Traditional Voluntary Arbitration Are disputes between the parties resolved	43.1	51.4	1.4	2.8	1.4	4.32	.766
Using Conventional Diplomatic Techniques to Resolve Conflicts Between Warring Communities in Samburu county Leads to Lasting Peace	41.7	31.7	19.7	6.9	0	4.18	.877
A lasting peace can be achieved in Samburu County by using conventional diplomatic methods to resolve conflicts between the warring communities.	34.4	43.1	6.9	14.2	1.4	4.25	.868
Has the implementation of conflict resolution been successful in the region	45.8	33.1	16.9	2.8	1.4	4.29	.830
The best means of resolving disputes is through nonviolent means in order to preserve lasting peace.	34.2	36.1	26.9	2.8	0	4.42	.746

N=132

*(Source, field data 2024)*

The following findings were obtained from a study on dispute resolution techniques in strategic management. With a mean of 4.32 and a standard deviation of 0.688,

the majority of respondents gave dedication to corporate goals a rating of 95.6%. With an average response rate of 4.15 and a standard deviation of 0.883, the majority of respondents (86.1%) agreed to remain with the company in order to save money on hiring and training expenses. With a mean of 4.32 and a standard deviation of 0.766, most respondents believed that they had spent a great deal of time, energy, and expertise in the province to prevent leaving 94.5 percent of them.

With an 83.4% mean of 4.18 and a standard deviation of 0.877, the majority of respondents felt that the county deserved their allegiance and that they should remain. At a mean of 4.25 and a standard deviation of 0.868, the majority of respondents, or 87.5%, believed that their rights as employees are secured by the company. With a mean score of 4.29 and a standard deviation of 0.830, 88.9% of the respondents said they felt morally obligated to continue working for the organization. Ninety-three percent of respondents (mean of 4.42, standard deviation of 0.736) concurred that they strongly feel a sense of belonging to their company. 94.5 percent of respondents, with a mean of 4.32 and a standard deviation of 0.766, agreed that traditional arbitration settles disagreements voluntarily. With a mean of 4.18 and a standard deviation of 0.877, the majority of respondents—73.4%—agreed that using traditional diplomatic methods to settle disputes between warring communities in Samburu County results in long-lasting peace.

At 4.29 and 0.830, respectively, the mean and standard deviation of the respondents' success rates in the dispute resolution procedure were 78.9%. As for the best way to resolve conflicts, the majority of respondents (70.3%, mean 4.42, standard deviation 0.746) felt that nonviolent routes were the greatest way to sustain permanent peace. All of the variables of community leaders' strategic management conflict resolution

techniques had an impact on conflict resolution in pastoral communities in Samburu County, Kenya, according to the overall research results.

#### **4.4.4 The extent to which community leaders are accepted in resolving disputes.**

Table 16 displays the results of the survey about the degree of agreement with the dispute resolution skills of local leaders.

**Table 16: Level of acceptance by the community**

	Frequency	Percent
Yes	102	77.27
No	30	22.73
Total	132	100.00

( Source, field data 2024)

The results showed that the quality of community leaders influenced community adoption of conflict resolution in nomadic communities in Samburu county, Kenya.

#### **4.4.5 Quality of community leaders in conflict resolution**

The result findings on quality of the community leaders on conflict resolution are shown in Table 17.

**Table 17: Quality of Community Leaders in Conflict Resolution**

Responsibility	N	SA	A	N	D	SD	Mean	Std
		%	%	%	%	%		
Establish municipal rules	132	45	40	13	2	0	4.27	.775
Strengthen clan identity	132	40	46	13	6	0	4.08	.927
Ensure property rights for all people	132	35	48	14	3	0	4.15	.772
Transmit a word of harmony and serenity	132	43	39	14	4	0	4.16	.908
Pay attention to the local community's complaints	132	47	44	6	3	0	3.90	1.212
Denounce Human Rights Violations	132	38	34	10	8	0	4.04	1.136
Conciliators of Regional Peace.	132	45	40	13	2	0	4.25	.766
Make a decision about conflict resolution	132	40	46	6	13	0	4.80	.928
Neutral conflict observer	132	45	38	13	4	0	4.20	.763
Conflict intervener	132	53	49	8	10	0	4.13	.918
Openly communicates for peace.	132	47	44	6	3	0	3.90	1.202
Monitor security situation in the region	132	48	34	11	7	0	4.02	1.125
Track stolen/lost property within the region	132	58	24	10	8	0	4.24	1.119
Hold dialogue for peace	132	45	40	13	2	0	4.17	.756
Report the incidents to the higher authority in the area	132	40	46	12	7	0	4.80	.901
To promote peaceful coexistence between communities	132	35	48	14	3	0	4.12	.753
Identify early warning signs of conflict	132	43	39	14	4	0	4.16	.808
To inform people about the importance of maintaining law and order	132	47	44	6	3	0	3.90	0.720
Encourage interaction through the common places	132	43	39	10	8	0	4.16	.717
Oversee the signing of peace treaties in the region.	132	47	44	6	3	0	3.09	.202

N=132

( Source, field data 2024)

The following results were obtained from research on the duties of community leaders in terms of effective conflict resolution. With an average response rate of

4.27 and a standard deviation of 0.775, most respondents—85% of managers—agreed that setting guidelines for self-management was helpful. A mean of 4.08 and a standard deviation of 0.927 indicated that 86% of respondents believed that the confirmation of clan identity was accurate. A mean of 4.13 and a standard deviation of 0.908 indicate that 83% of respondents believed that securing the right property for everyone was important. With a mean score of 4.13 and a standard deviation of 0.908, the majority of respondents said that 83% had delivered a message of peace and healing. With a mean score of 4.16 and a standard deviation of 0.908, the majority of respondents believed that 82% had delivered a message of peace and healing. With a mean score of 3.90 and a standard deviation of 1.21, the majority of respondents believed that listening to the community's complaints in the region was important. At 72%, with a mean of 4.04 and a standard deviation of 1.136, the majority of respondents agreed with the condemnation of infringement of human rights.

86% of respondents, with a mean of 4.80 and a standard deviation of 0.766, agreed to negotiate peace in the area. With a mean of 4.80 and a standard deviation of 0.928, the majority of respondents agreed with the conflict resolution option 95% of the time. 81% of respondents, with a mean of 4.20 and a standard deviation of 0.763, agreed with the impartial conflict observer. On conflict intervention, 92% of respondents agreed; the mean was 4.13, and the standard deviation was 0.918. Open, peaceful communication was supported by the majority of respondents (91%), with a mean score of 3.90 and a standard deviation of 1.202. 81% of respondents, with a mean score of 4.02 and a standard deviation of 1.125, felt that it was important to keep an eye on the security situation in the area. 82% of respondents, with a mean

score of 4.24 and a standard deviation of 1.119, agreed that the tracking of lost or stolen property in the neighborhood is a good idea. 85% of respondents, with a mean score of 4.17 and a standard deviation of 0.756, agreed that conversation is necessary for achieving peace. 86% of the respondents, with a mean of 4.80 and a standard deviation of 0.901, agreed that cases should be reported to the local higher level authorities. With an 83% agreement rate, a mean score of 4.12, and a standard deviation of 0.753, the majority of respondents supported the promotion of harmonious community cohabitation.

A mean of 4.16 and a standard deviation of 0.808 indicate that 82% of respondents agreed to recognize warning indicators of early conflict. 81% of respondents, with a mean score of 3.90 and a standard deviation of 0.720, agreed that the majority of people are attentive to the significance of preserving peace and order. 82% of respondents, with a mean score of 4.16 and a standard deviation of 0.717, agreed that common locations should be used to promote communication. With a mean score of 3.09 and a standard deviation of 0.202, 91% of respondents said they agreed to follow peace agreements in the area. Overall findings supporting the theory that nomadic groups in Kenya's Samburu County adopted communal dispute resolution because of the caliber of its leaders

#### **4.5 Correlation Analysis**

Determining the correlations between the independent and dependent variables in the study was the aim of the research. Relationships were demonstrated using Pearson's product moment correlation coefficient. The analysis's findings are shown in the section below.



#### 4.5.1 Relationship between conflict resolution early warning indicators

Early warning composite scores of community leaders were calculated and correlated with conflict resolution composite scores. The results of the analysis were according to Table 18.

**Table 18: Correlations between conflict resolution early warning indicators.**

		Early warning signs
	Pearson Correlation	.217
Conflict resolution	Sig. (2-tailed)	.002
	N	132

Findings established that there was a positive significant ( $r=.217$ ,  $p=.002$ ) relationship between early warning signs and conflict . Thus, early warning signs had a direct relationship with conflict resolution among pastoralist in Samburu County. Thus early warning signs have a significant role in determining conflict resolution among pastoralist in Samburu County. These findings were in line with findings by Mudida (2019). Realizes that triggers are immediate causes that lead to violence; these include factors such as rigged elections, drought and political motivation, differences in resource distribution, political violence and cattle rustling. Mitchel (1998) points out that in most migrant regions, the most triggering factors are incompatibility of values, unfair distribution of resources, scarcity of natural resources.

#### 4.5.2 Relationship between knowledge and skills of conflict resolution of community leaders.

A correlation was found between the conflict resolution composite score and the composite scores of community leaders. The results of the analysis are displayed in Table 19.

**Table 19: Correlations between knowledge and skills of community leaders and conflict resolution**

		Conflict resolution
	Pearson Correlation	.348
Knowledge and skills	Sig. (2-tailed)	.000
	N	132

The results of the research showed that the association between knowledge and skills and conflict resolution was substantial but favorable ( $r=.348$ ,  $p=.000$ ). As a result, the researcher found that in Kenya's Samburu County, pastoralist communities, knowledge and skills are crucial in resolving commitment conflicts. This supports Bernard's (2022) assertion that in order to successfully guide their community through a conflict resolution system, community leaders must possess exceptional conflict management skills. Managers face tremendous pressure due to a number of causes, including increased competition for limited resources. When stakeholders make a stand, conflicts result. Being realistic, optimistic, and at the level of their community are qualities that leaders find beneficial. A leader should possess a variety of abilities that aid in defusing situations and finding solutions, such as the ability to actively listen in order to comprehend the source of a complaint and how to address it.

#### **4.5.3 The Relationship between strategic leadership methods on conflict resolution**

The composite score for strategic leadership by community leaders were computed and correlated with composite score for conflict resolution. The findings from the analysis were as shown in Table 20.

**Table 20: Correlations between strategic leadership methods community leaders on conflict resolution**

		Conflict resolution
Strategic leadership	Pearson Correlation	.352
	Sig. (2-tailed)	.000
	N	132

The analysis established that there was positive t significant ( $r=.352$ ,  $p=.000$ ) relationship between strategic leadership and conflict resolution. The researcher therefore agreed that strategic leadership have an influence on resolving conflict resolution among pastoralist communities in Samburu County, Kenya. This supports the argument made by Holland (2018), who stated that while thinking about conflict resolution models and techniques, it's critical to take one's own personal conflict experiences into account. Considering instances in which you have avoided or handled confrontation might boost your confidence. It is important to acknowledge that every society has established dispute resolution techniques that are always available for fostering peace.

#### **4.5.4 The Relationship between level of acceptance on conflict resolution**

The composite score for level of acceptance by community leaders were computed and correlated with composite score for conflict resolution. The findings from the analysis were as shown in Table 21.

**Table 21: Correlations between Level of Acceptance on Conflict Resolution**

		Level of acceptance
Conflict resolution	Pearson Correlation	.407
	Sig. (2-tailed)	.001
	N	72

The association between conflict resolution and community leaders' acceptance in Samburu District, Kenya, was found to be positively significant ( $r=.407$ ,  $p=.001$ ), according to Table 21. Resolution of conflicts is thus directly impacted by the degree of acceptance of community leaders. Results were in agreement with results (Bottles, 2021). The character of a good leader is impeccable. To lead people, a person must be trusted, and this is very crucial. It is essential for a leader to have integrity and honesty in their daily lives. As a result, they are able to hold people accountable since they "walk the talk." A person who gains respect in the community is considered to be trustworthy and of high moral character, and this is the source of true authority.

#### 4.6 Regression Analysis

Finding out how the independent variables combined to affect the dependent variable was the aim of the study. The purpose of the regression analysis was to ascertain whether the combined independent variables in Samburu County, Kenya, had a substantial impact on pastoralists' ability to resolve conflicts. The significance of the link was investigated at the p-significance level using analysis of variance.

**Table 1: Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.735 <sup>a</sup>	.535	.512	.02247

Predictors: (Constant), early warning signs, community leaders knowledge and skills, methods of strategic leadership and acceptance level.

The independent variables collectively accounted for up to 53.5% of the variance in conflict resolution, according to the model summary, which produced an R-squared value of 0.535. Therefore, more than half of the variance in conflict resolution in Samburu County, Kenya, can be explained by the combined effects of all

independent variables (acceptance level, knowledge and abilities of community leaders, early warning indicators, and strategic management techniques). According to the findings, early warning signs, community leaders' expertise and knowledge, strategic management methods and level of acceptance influence conflict. The remaining percentages (46.5%) in the variance in conflict resolution can be explained by factors not included in this model. Analysis of variance yielded the following results in Table 23.

**Table 2: ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.062	4	1.755	6.354	.000 <sup>b</sup>
	Residual	18.584	127	.257		
	Total	25.646	131			

a. Dependent Variable: Conflict Resolution

b. Predictors: (Constant), early warning signs, community leaders knowledge and skills, methods of strategic leadership and acceptance level

The model coefficient results were as presented in Table 24.

A significant F-value ( $F(4, 127) = 6.354, p = .000$ ) was obtained from the analysis of variance, with a significance level of  $p < .05$ . The aforementioned findings validated the notion that the collective influence of early warning indicators, community leaders' knowledge and abilities, strategic leadership techniques, and acceptance level on conflict resolution was substantial.

**Table 3: Coefficients**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	0.858	.543		5.248	.000
Early warning signs	.228	.108	.012	.070	.934
Community leaders Knowledge and skills	.196	.121	.162	1.449	.002
strategic leadership methods	.221	.089	.317	2.502	.016
level of acceptance	.252	.119	.330	3.040	.002

a. Dependent Variable: Conflict resolution

The following regression model was constructed using data from Table 24.

$$Y = 0.858 + 0.228X_1 + 0.196X_2 - 0.221X_3 + 0.252X_4$$

Where,

Y = Conflict resolution

X<sub>1</sub> = Early warning indicators

X<sub>2</sub> = Knowledge and skills of community leaders

X<sub>3</sub> = strategic leadership methods

X<sub>4</sub> = level of acceptance

At the  $p < 0.05$  level of significance, the model constant, which had a t-value of 5.248 and was 0.858 units, was not significant. This indicates that, when all other variables are maintained constant, the rate of conflict resolution among pastoralists in Samburu County stays constant at 0.858 units. . On the other hand, an increase in early warning indicators a unit results to a change in conflict resolution by a multiple of 0.228 units. Additionally, a change in Knowledge and skills of community leaders the by one unit results to an increase in conflict resolution by a multiple of 0.196 units. Conversely, a unit change in strategic leadership methods

results to a change in conflict resolution by a multiple of 0.221 units. Further units change in level of acceptance to a change in conflict resolution by a factor of 0.252 multiple units.



## CHAPTER FIVE

### SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

#### 5.1 Introduction

An overview of the research results from the data analysis is provided in this chapter. The study's recommendations and conclusions are further presented in this chapter.

##### 5.1.1 Early warning indicators of conflict among pastoralist in Samburu County, Kenya

The results of the study on early warning indicators showed that police attacks had a mean of 2.15 and a standard deviation of 1.241, whereas ethnicity groupings had a mean of 2.33 and a standard deviation of 1.113. The standard deviation was 1.218 and the mean was 2.69 during the drought. Political incentives had a mean of 3.64 and a standard deviation of 1.214, whereas bandits had a mean of 3.509 and a standard deviation of 1.138.. This results showed that all these variables were early indicators brewing conflicts among pastoralist in Samburu county, Kenya.

##### 5.1.2 Knowledge and skills on conflict resolution among pastoralist in Samburu County, Kenya

The knowledge and skill research findings showed that, with a mean of 4.21 and a standard deviation of 0.854, pastoralists experienced conflict as a result of ineffective governance. A mean of 3.99 and a standard deviation of .896 indicate conflict caused by economic deterioration. Scarcity of resources (pasture, land, and water) generated conflict with a mean of 2.49 and a standard deviation of 1.17. Material in security caused conflict with a mean of 2.47 and a standard deviation of .121. Conflict was induced by inadequate communication, with a mean score of



3.94 and a standard deviation of 0.886. Conflict was generated by disparate emotions and attitudes (mean = 4.04, standard deviation = 0.777); historical legacies (mean = 4.11, standard deviation = 0.797); and conflict was created by different feelings and attitudes. Conflict was triggered by unclear property ownership, with a mean score of 2.65 and a standard deviation of 1.22. With a mean of 2.33 and a standard deviation of 1.23, ethnicity was the source of conflict. Conflict was induced by lack of exposure in 36.1% of cases, with a mean of 2.77 and a standard deviation of 1.37. Conflict was induced by gender imbalance, with a mean score of 2.11 and a standard deviation of 1.25.

The study also showed that conflict was influenced by educational attainment, with a mean of 2.14 and a standard deviation of 1.29. Conflict was induced by an unequal allocation of resources, with a standard deviation of 1.00 and a mean of 2.26. Conflict was generated by the military aspect of the local community and the arms trade, with a mean of 2.17 and a standard deviation of 0.949. It was caused by a general sense of marginalization, with a mean of 3.78 and a standard deviation of 0.843. Conflict was triggered by geopolitics, with a mean score of 4.11 and a standard deviation of 1.02. The mean of 4.14 and the standard deviation of 0.893 indicate that conflict was induced by fear of the unknown. Findings from the study indicated that pastoralists in Kenya's Samburu County were influenced by the knowledge and expertise of community leaders in conflict resolution.

### **5.1.3 Strategic leadership conflict resolution methods among pastoralist in Samburu County, Kenya**

With a mean of 4.32 and a standard deviation of 0.688, research on strategic management conflict resolution techniques revealed a dedication to business goals.

The standard deviation was 0.883 and the mean was 4.15 for staying in the organization to save money on hiring and training new employees. In order to attain a county mean of 4.32 and a standard deviation of 0.766, managers said they had to devote a great deal of time, energy, and expertise. With a mean of 4.18 and a standard deviation of 0.877, the district was able to win over administrators' allegiance and their perception that they should remain. A mean of 4.25 and a standard deviation of 0.868 indicate that managers believed their rights as employees are upheld in the company. Its mean was 4.29, standard deviation was 0.830, and 88.9% of respondents believed they had a moral duty to continue with the company.

With a mean of 4.42 and a standard deviation of 0.736, managers had a high sense of belonging to their company. The standard deviation was 0.766 and the mean was 4.32 in conventional arbitration, when disagreements were settled amicably by the parties involved. With a mean of 4.18 and a standard deviation of 0.877, the application of conventional diplomatic methods to settle disputes between warring communities in Samburu County leads to enduring peace. With a standard deviation of 0.830 and an average of 4.29, the region's adoption of dispute resolution was successful.

The best approach for resolving conflicts and maintaining enduring peace through nonviolent channels has a mean of 4.42 and a standard deviation of 0.746. These findings suggested that conflict resolution techniques used in strategic management had an impact on pastoralists' ability to resolve disputes in Kenya's Samburu County.

#### **5.1.4 Level of acceptance by community leaders on conflict among pastoralist in Samburu County, Kenya**

Research results on community leaders taking responsibility for conflict quality resolution showed that the rule making of municipal leaders with a mean of 4.27 and a standard deviation of 0.775. Clan identity support had a mean of 4.08 and a standard deviation of 0.927. The mean for securing legal assets for all people was 4.13 and the standard deviation was 0.908. Sending a message of peace and reconciliation had a mean of 4.13 and a standard deviation of 0.908. The mean for community grievance hearings in the district was 3.90 with a standard deviation of 1.21. Conviction of human rights violations had a mean of 4.04, a standard deviation of 1.136. The average of peace distribution in the region was 4.80, and the standard deviation was 0.766. The mean of conflict resolution decision was 4.80 and the standard deviation was 0.928. The mean of the conflict neutral observer was 4.20 and the standard deviation was 0.763. Conflict interference had a mean of 4.13 and a standard deviation of 0.918. Open communication for peace had a mean of 3.90 and a standard deviation of 1.202. The mean for monitoring the security situation in the area was 4.02 and the standard deviation was 1.125. The mean for monitoring the stolen/lost goods in the area was 4.24 and the standard deviation was 1.119. Peaceful dialogue had a mean of 4.17 and a standard deviation of 0.756. The mean for the higher authority in the reporting area was 4.80 and the standard deviation was 0.901.

The mean of promoting peaceful coexistence of communities was 4.12 and the standard deviation was 0.753. The mean for identifying early warning signs of conflict was 4.16 with a standard deviation of 0.808. Sensitizing people about the

importance of law and order peace received a mean of 3.90 and a standard deviation of 0.720. The mean for facilitating communication through common areas was 4.16 and the standard deviation was 0.717. In monitoring the signing of peace agreements, the mean was 3.09 and the standard deviation was 0.202. The general results of the community leaders' accountability statement on the level of community acceptance influenced conflict resolution in nomadic communities in Samburu District, Kenya.

### **5.3 Conclusions of the Study**

This study concluded that there was a positive significant ( $r = 0.217$ ,  $p = 0.002$ ) relationship between early warning signs and conflict resolution. Thus, the early warning signs were directly related to the resolution of herdsman conflicts in Samburu District and should therefore be taken into account in their mitigation. The analysis showed that there was a positive but significant ( $r=0.348$ ,  $p=0.000$ ) relationship between knowledge and skills and conflict resolution. Therefore, the researcher found that knowledge and skills play an important role in resolving the commitment conflict of nomadic communities in Samburu District, Kenya. The analysis showed that there is a positive significant ( $r=0.352$ ,  $p=0.000$ ) relationship between strategic management and conflict resolution. Therefore, strategic management has implications for conflict resolution in nomadic communities in Samburu District, Kenya. Positive significant ( $r=0.407$ ,  $p=0.001$ ) relationship between acceptance of community leaders and conflict resolution in migrant communities. Therefore, the level of acceptance of community leaders has a direct impact on conflict resolution in nomadic communities in Samburu District, Kenya. These results conclude that early warning signs, knowledge and skills, strategic leadership

and acceptance levels had a direct positive impact on conflict resolution in nomadic communities in Samburu District, Kenya. 5.4 Recommendations of the study. The study recommends that community leaders ensure that the residents of a given area benefit from peace through conflict resolution. This can be achieved by focusing on long-term programs for fostering peace as well as the structural adjustments required to guarantee long-term peace and expedite the dispute settlement process. In order to reduce conflict amongst nomadic communities in Samburu County, Kenya, community leaders should have alternative dispute resolution through participatory, supportive, and consultative conflict resolution that decides the management and allocation of scarce resources without affecting its direction. Sensitive community leaders should be invited by the government to attend seminars, barazas, and workshops to increase their expertise in resolving conflicts in nomadic communities.

#### **5.4.1 Recommendations for further research.**

The study looked at early warning signs, knowledge and skills, strategic leadership and the level of acceptance of community leaders in conflict resolution in pastoralist communities in Samburu District. This study recommends more research on sustainable conflict resolution in Samburu District, Kenya and other conflict-affected areas in Kenya..

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**APPENDICES**

**Appendix I: Informed Consent Form**

Dear sir/madam,

RE: REQUEST FOR YOUR CONSENT TO PARTICIPATE IN A RESEARCH

I kindly write to request for you to participation in a research project. The study title is: **EFFECTIVENESS OF COMMUNITY LEADERS ON CONFLICT RESOLUTION AMONG PASTORALIST COMMUNITIES IN SAMBURU COUNTY, KENYA,**

The potential risks and discomforts of the study are minimal. This is because you will only be expected to participate in the questionnaire. Before filling the questionnaire, all respondents will be reminded and requested to keep what is discussed to be confidential. There are no potential benefits for you as a person for participating in this study. I am requesting you to volunteer and share your opinions. No payments will be made for the information that you give or for the time that you will spend with us. Confidentiality of any information that you provide will be maintained. Data collected will only be used for the purpose of this study and will be destroyed when the findings are published.

PARTICIPATION IN THIS STUDY IS ENTIRELY VOLUNTARY. YOU MAY REFUSE TO FILL THE QUESTIONNAIRE AND YOU MAY WITHDRAW AT ANY STAGE IF YOU SO WISH.

If you accept to participate in this study, please append your signature below:

Signature of participant..... Date: .....

If you have any query, please contact the following:

Mobile phone: +254700543919 or by email @gmail.com Sincerely,

COUNTY LAWRENCE LORUNYEI EKIRU  
RESEARCHER



**CONSENT**

I have carefully reviewed the provided details, comprehended the information, and had the chance to seek clarification. I acknowledge that my involvement in this study is entirely voluntary, and I retain the freedom to withdraw at any point, without the need to provide a justification and without incurring any expenses. I am aware that I will receive a copy of this consent form. With full understanding, I willingly consent to participate in this study.

Participant's signature

Date .....

Investigator's signature

Date .....



## Appendix II: Questionnaire

Kindly take some moment to fill out this questionnaire on “**Effectiveness of community leaders on conflict resolution among pastoralist communities in Samburu county , Kenya**, all the information you will provide will only be used for the purpose of this study. Do not write your name or sign anywhere on this Questionnaire.

### Section A: Background Information

Place (√) in square brackets to indicate the answer you chose, and use the space below the item if you need clarification. Answer all questions in the order in which they appear.

1. Age group

20-29 [ ]

30-39 [ ]

40-49 [ ]

50-59 [ ]

Older than 59 [ ]

2. Select your gender

Male ( )

Female ( )

3. Academic qualification

Primary [ ]

O'level [ ]

Certificate [ ]

Diploma [ ]

Degree [ ]

Masters [ ]

Phd [ ]

4. Samburu County employment history?

0-5 years [ ]

6-10 [ ]

Above 10 years [ ]

5. Were you born in Samburu County?

Yes ( )

No ( )

6. Have you ever received conflict resolution training?

Yes [ ]

No [ ]

7. If yes briefly where \_\_\_\_\_

Tick the category you belong from the following choices .

- i. Religious leader ( )
- ii. Leaders of community ( )
- iii. Police officer( )
- iv. Area chiefs ( )
- v. Peace keeper
- vi. Ward administrator( )
- vii. Member of Parliament ( )
- viii. chief ( )
- ix. Assistant chief( )
- x. Clan leader. ( )
- xi. Head of community policing. ( )
- xii. Council of elders. ( )
- xiii. Manyaraba (leader of herders)

8. Marital status.

i. Married( )

ii. Single ( )

iii. Separated( )

iv. Widow( )

v. Widower ( )

**Section B: Early warning signs.**

As a community leader, you have the ability to detect tensions before they materialize. Please check the early warning indicators based on what Samburu County has seen.

- i. Ethnicity groupings( )
- ii. Police attacks( )
- iii. Drought ( )
- iv. Bandits( )
- v. Political incentives ( )

**Section C:Reasons why conflicts arise.**

Potential sources of conflict in Samburu County are listed below. Indicate the level of agreement with a tick (V ) SA- Strongly agree SD- Strongly disagree. Which of these reasons do you think apply to your area

<b>Causes of conflict.</b>	<b>SD</b>	<b>D</b>	<b>N</b>	<b>A</b>	<b>SA</b>
Poor governance.					
Economic decline.					
Material safety					
Lack of resources (pasture, land and water.					
Bad connection in communication.					
different emotions and attitudes					
Historical legacy					
The ownership of the property is unclear					
Lack of Nationalism					
Insufficient exposure					
Imbalance in Gender					
Education Level					
imbalanced resource allocation					
The arms trade and the militarization of the local population					
General feeling of exclusion					
Geopolitics					
Fear of unknown.					

**Section D : The community leaders' use of strategic leadership dispute resolution techniques.**

The procedures for resolving conflicts are listed below.) Which of the following claims most closely aligns with your opinion? Put a checkmark (✓) in the box that corresponds to the right response. SA: Very Much Agree SD: Very you disagree about how applicable you believe these methods are in your area.

<b>Conflict resolution methods</b>	SA	A	NS	D	SD
I am committed to the company's goals and objectives					
I will remain in the organization to save organization's cost incurred recruitment and training					
I feel have invested a lot of my effort, time and expertise in the county that I would not just leave					
The county deserves my loyalty and therefore I feel I should stay					
I feel that my rights as an employee are protected in the organization					
I feel a moral obligation to remain in the organization					
I feel a strong sense of belonging to my organization					
Traditional Voluntary Arbitration Do you resolve disputes between conflicting parties					
Using Conventional Diplomatic Techniques to Resolve Conflicts Between Warring Communities in Samburu District Leads to Lasting Peace					
Has the area seen success with the application of conflict resolution?					
The ideal method of resolving disputes is to maintain a lasting peace through peaceful means.					
Traditional Arbitration Are disputes resolved voluntarily					


**Section E: Level of Acceptance of Conflict Resolution by Community Leaders.**

How much do you agree with the following roles of community managers in high-quality dispute resolution? To what degree you fulfill the following roles, please

mark (V). On a scale of SA to SD, strong agreement is indicated. On a scale from SD (strongly disagree) to SA (strongly agree).

<b>Roles/responsibility</b>	<b>SD</b>	<b>D</b>	<b>N</b>	<b>A</b>	<b>SA</b>
Create self-management rules.					
Confirm clan identity					
Protect property rights for all people					
conveying messages of harmony and peace					
Listen to complaints from the community in the area					
condemn human rights violations					
peace mediators in the area					
Decide how you want to handle conflicts.					
An impartial third party witnessing a quarrel					
Interventionists in conflicts					
Communicate openly for peace					
Keep an eye on the local security situation.					
Keep track of lost or stolen items nearby.					
Continue your conversation for peace.					
Notify the higher authorities in the area about the happenings.					
To promote peaceful coexistence between communities					
Recognize the early indicators of conflict					
Make individuals aware of the value of upholding law and order					
Encourages communication through shared spaces					
Check the signing of peace agreements in the region					

## Appendix III: ERC Clearance



# Mount Kenya University

REF: MKU/ISERC/3569 Date: 28 March 2024  
TO: LAWRENCE LORUNYEI EKIRU  
REG: MPAM/43516/2023

Dear Sir/Madam,

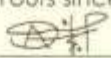
**RE: EFFECTIVENESS OF COMMUNITY LEADERS ON CONFLICT RESOLUTION AMONG PASTORALIST COMMUNITIES IN SAMBURU COUNTY, KENYA**

This is to inform you that **Mount Kenya University** has reviewed and approved your above research proposal. Your application approval number is **2613**. The approval period is **28/03/2024 - 27/03/2025**.

This approval is subject to compliance with the following requirements:

- i. Only approved documents including informed consents, study instruments, MTA will be used
- ii. All changes including amendments, deviations and violations are submitted for review and approval by **Mount Kenya University**
- iii. Death and life-threatening problems and serious adverse events or unexpected adverse events whether related or unrelated to the study must be reported to **Mount Kenya University** within 72 hours of notification
- iv. Any changes, anticipated or otherwise that may increase the risks or affect the safety or welfare of study participants and others or affect the integrity of the research must be reported to **Mount Kenya University** within 72 hours
- v. Clearance for export of biological specimens must be obtained from relevant institutions
- vi. Submission of a request for renewal of approval at least 60 days prior to expiry of the approval period. Attach a comprehensive progress report to support the renewal
- vii. Submission of an executive summary report within 90 days upon completion of the study to **Mount Kenya University**

Prior to commencing your study, you will be expected to obtain a research license from National Commission for Science, Technology and Innovation (NACOSTI) <https://research-portal.nacosti.go.ke> and also obtain other clearances needed.






Yours sincerely,  **The Chairman**  
**Mount Kenya University**  
Ethics Review Committee  
P.O. Box 342 - 0100, Thika

**Dr. Alfred Owino, PhD**  
**Chairman, Mount Kenya University ISERC**

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# Appendix 1V: NACOSTI Research Permit

 REPUBLIC OF KENYA	 NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY & INNOVATION
Ref No: <b>135621</b>	Date of Issue: <b>08/April/2024</b>
<b>RESEARCH LICENSE</b>	
	
<p><b>This is to Certify that Mr. LAWRENCE EKIRU of Mount Kenya University, has been licensed to conduct research in Samburu on the topic: EFFECTIVENESS OF COMMUNITY LEADERS ON CONFLICT RESOLUTION AMONG PASTORALIST COMMUNITIES IN SAMBURU COUNTY, KENYA for the period ending : 08/April/2025.</b></p>	
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The National Commission for Science, Technology and Innovation, hereafter referred to as the Commission, was established under the Science, Technology and Innovation Act 2013 (Revised 2014) herein after referred to as the Act. The objective of the Commission shall be to regulate and assure quality in the science, technology and innovation sector and advise the Government in matters related thereto.

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Appendix V: Turnitin In Report

EFFECTIVENESS OF  
COMMUNITY LEADERS ON  
CONFLICT RESOLUTION  
AMONG PASTORALIST  
COMMUNITIES IN  
SAMBURU COUNTY, KENYA  
*by Lawrence Nisito*

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RESOLUTION AMONG PASTORALIST COMMUNITIES IN  
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## Appendix VI: Administrative Units of Samburu County

