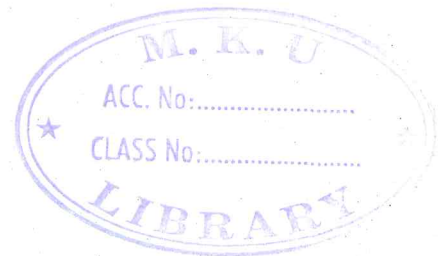


**AN EVALUATION OF FACTORS INFLUENCING EMPLOYEE DISCIPLINE IN
THE COUNTY GOVERNMENT: A CASE STUDY OF NAIROBI COUNTY,
KENYA**



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ABSTRACT

The Kenya County Government of Nairobi plays an important role in the economic development of the country through its facilitative, supportive and advisory role both to the public and private sector. It is therefore important that the government maintains a disciplined manpower to deliver the same. The County Government of Nairobi is the executive arm of the government. It implements the policies of the political heads of the administration. The main objective of this study was to establish the major factors that influence employee discipline within staff in the Nairobi County office and the specific objectives were; to establish effects of monetary reward on discipline and to determine other factors that affect discipline. The study adopted a survey design. Census sampling methods were used to obtain study sample. Population of the study was 450 employees. A study sample of 10% was selected for the study giving 45 respondents. Data collection instruments were questionnaires. Descriptive analysis has been used to analyze the data. A five point Likert scale was used to convert qualitative data to quantitative data. The factors were then ranked and analyzed in order of their significance. The study established that; although monetary rewards are important in improving discipline in place of work, there are other important and significant factors that influence discipline, these non-monetary rewards influence the day to day work behaviour running of the organization's workers and this contributes a lot to the discipline of workers. Based on the findings, the researcher made the following recommendations; the government should harmonize monetary rewards with the general working environment of employees in order to improve discipline, the government should recognize and prioritize the non-monetary rewards. The researcher suggested that, a comparative study on the factors affecting discipline in the private sector as compared to those in the public sector should be carried out.