

**AN EXPLORATION OF STAKEHOLDERS' COLLABORATION IN THE  
MANAGEMENT OF CONFLICT IN SECONDARY SCHOOLS IN  
NAROK COUNTY, KENYA**

**GEORGE OGOCHI**

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## ABSTRACT

Collaboration by all stakeholders in education could drastically reduce conflicts being continuously witnessed in the education sector in Kenya. These conflicts have led to undesirable results like teachers' strikes, sit-ins, go-slows, students' unrests among others. Thus the main purpose of this study was to explore stakeholders' collaboration in conflict management in secondary schools in Narok County, Kenya. The objectives of the study were to establish the frequency of peace building meetings and their effect in conflict management in secondary schools in Narok County, explore the role of litigation in conflict management in secondary schools, determine how mediation contributes to conflict management in secondary schools, establish the contribution of negotiation on conflict management in secondary schools in Narok County and determine the role of arbitration on conflict management in secondary schools in Narok County. The study was guided by the Stakeholders' theory and Interest-based Relational Approach. The study adopted the mixed methodology and an exploratory design. A sample of 467 respondents were selected from the population who included: secondary school principals, teachers, students, BOM members, PA officials, sponsors, ministry of Education officials, teachers unions' representatives and TSC officials in Narok County. Stratified random sampling was used to select the respondents in the study. Purposeful sampling was used to select principals, BOM, PA and sponsors from the schools sampled. Validity was established by requesting two supervisors and other experts to indicate whether each item in the research tools was relevant or not. The calculated validity index was 0.76 making the instruments valid since it is more than 0.7 threshold. Reliability was established by use of Test-Retest method and trustworthiness through dependability and reliability. The research tools were piloted in two schools not included in the study but with similar characteristics with the target population. Data collection method involved use of questionnaires, interviews and focus group discussions. Data analysis was facilitated by use of Statistical Package for Social Sciences (SPSS) version 21. Descriptive statistics in form of frequency distribution, percentages, means and standard deviations were used and data presented in form of graphs and tables. Inferential statistics was in form of Pearson's product moment correlation coefficient, ANOVA, Regression Analysis and Chi-square test. Thematic content analysis was used for qualitative data. The results were analysed, discussed and recommendations made. This study revealed that negotiation and mediation had the highest approval by stakeholders. Litigation was not preferred as method of conflict management. This study, therefore, concludes that stakeholders' involvement in conflict management brings about better results that are able to create stability and cohesion among stakeholders in schools. It is therefore recommended that peace building, negotiation and mediation be utilized first in conflict management.