

**THE ROLE OF PSYCHO-EDUCATION ON THE MANAGEMENT OF ALCOHOL
ABUSE AMONG EMPLOYEES OF THE MINISTRY OF DEVOLUTION AND
PLANNING IN NAIROBI, KENYA**

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ABSTRACT

Alcohol plays a significant role in the way of life for many civil servants in Kenya, with people drinking for enjoyment, to socialize and celebrate. Unfortunately, as a nation with a high per capita consumption of alcohol, it is perhaps also unsurprising that alcoholism has created major problems in Kenya. This study sought to determine the roles of psycho-education on the management of alcohol among employees in the Ministry of Devolution and Planning. The study was guided by the following objectives; awareness creation; managing cases arising from alcoholism; the corporate culture and monitoring and evaluation of alcohol programs. To reinforce the study, Self-Determination Theory and Social Learning Theory were used in this study. The researcher used descriptive design and the sampling procedure was simple random sampling to ensure each unit had an equal chance of being selected. The study target population was the employees of the Ministry of Devolution and Planning which has 2,042 employees. A sample size of 204 participants was ideal since in qualitative research one does not require large numbers of participants provided one gets enough information which can be relied on. Questionnaires were the tool for data collection. The questionnaire was tested and retested and Cronbach's alpha determined to test its validity and reliability. The data was both qualitative and quantitative. Through descriptive statistical techniques, data from the participants was summarized to manageable form to facilitate presentation and interpretation. The data analysis tool used included Statistical Package for Social Studies (SPSS). Data was presented by means of tables, histograms and percentages. The study established that alcohol consumption had a huge detrimental effect on the employee's performance. It also established that the ministry was giving psychosocial education to its staff on alcohol abuse which had yielded some material benefits though monitoring and evaluation was not being undertaken. This study therefore concluded that it's only through psycho education that employees can understand that addiction is a medical illness and not a moral failing. It's through adequate psycho education and awareness that an alcoholic can make a decision of never going back to drinking. The danger that alcohol abuse on the job creates makes it essential that businesses deal with this problem and develop programs to assist employees through psychosocial education since it is clear that most organizations have the accessibility and professional expertise to deal with this problem. Psychosocial education has been identified as a very significant component in alcohol abuse management.