

**ANALYSIS OF THE INFLUENCE OF STAFF WELFARE ON JOB
SATISFACTION IN PUBLIC SECTOR: A CASE OF KENYA WILDLIFE
SERVICE KISUMU**

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ABSTRACT

The purpose of the study was to analyze the influence of staff welfare on job satisfaction. The objective of the study was to assess the effects of collective bargaining, health and safety, and social security on job satisfaction. A descriptive research design was used because it would provide an accurate portrayal or account of the characteristics, behavior, opinions, abilities, beliefs, and knowledge of a particular individual, situation or group and met the objectives of the study. The target population consisted of 100 management and support staff of the Kenya Wildlife Services in Kisumu. A stratified random sampling technique was employed in the study. The rationale for choosing this technique was that subgroups in the population had distinct characteristics and differed substantially in their responses or behavior. A sample size of 50% was selected because the population was large. The results show that 72% of the participants were in agreement that collective bargaining was important for conflict and dispute resolution and hence influenced their ability to appreciate their job; 77% of the respondents indicated that they needed to be assured of their health and safety needs in terms of comprehensive medical cover; 85% of the respondents also indicated that they would be satisfied with their job if social security was provided. The study recommended that; the government should ensure that KWS staff have a sustainable welfare system that captivates their aspirations; the staff in KWS should be encouraged to join the union of their choice so that any industrial dispute can be addressed amicably; the government should ensure strict adherence to health and safety ACT to so that the working environment be safe; and also ensure that staff social security contributions, retirement benefits and the pension schemes are effected regularly. The provision of medi-care could go a long way into improving the work life of the employees.