

MOUNT KENYA UNIVERSITY
IMPACTS OF CHANGE MANAGEMENT ON
PERFORMANCE OF KENYA POWER

A CASE STUDY OF KENYA POWER
COUNTY-KERICHO

BY

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ABSTRACT

There is need for rapid and broad growth of the economy in order to address the triple challenge of poverty, inequality and unemployment. This cannot happen without the contribution of a robust and efficient energy sector that includes players like Kenya power. The inevitable reforms in the sector will of necessity be accompanied by change in management that embraces strategic management techniques.

Management change is probably the most important contemporary issue for all those who have undertaken the difficult task of managing organizations. Technological changes, increased global competition caused by liberalization and deregulation have placed greater demands on organization, big, small, face the inevitable prospect to change (Nalicant and Ramnaroyan 2003). Change management therefore becomes imperative in managing organizational change.

The performance of Kenyan energy sector, however, lags behind that of middle-income country averages and is at par with low-income and Sub Saharan Africa (SSA) averages. This calls for fundamental reforms to ensure that the economy is on the path to the realization of rapid and sustainable growth and development envisaged in Kenya vision 2030 economic blue print. Such reforms can only be nurtured by change management style that also embraces strategic thinking.

The objective of the study is to investigate and determine the management style that has been adopted by Kenya power in managing the effectiveness of the organization, in a dynamic socio-economic environment, towards achieving efficiency and the country's national strategy aimed at the provision of reliable, adequate, sustainable, and cheap electricity. The description survey of the explanatory nature research design was adopted in this research study.

The target population in the study is the senior and junior staff at Kenya power offices in Kericho. The research design methodology used is purposive sampling design using questionnaires as an instrument to collect data. Random sampling is also adopted in the population to ensure fair representation. The findings and recommendations are later obtained, analyzed and presented.