

**INVESTIGATION OF THE EFFECTS OF ORGANISATIONAL DEVELOPMENT
STRATEGIES OF CHANGE MANAGEMENT IN PARASTATALS:
A CASE OF KENYA RAILWAYS.**

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ABSTRACT

The critical role of the state in the global economy in ever increasing challenging environment requires internal managerial capability to execute change. Over the past years, a good number of change agents have focused on culture, motivation and leadership which fall short of quantifiable measures, whilst being silent on structure, systems and strategy. The main objective of this study was to investigate the effects of organizational development strategies of change management in Parastatals; a case of Kenya Railways. It involved a representative sample of 63 employees and utilized the following instruments; a semi- structured interview, questionnaire, archival records and journals on change. The method of data collection begun after research problem had been designed. Primary data was collected through interviews whilst the secondary data was used to predict the present situation of Kenya Railways. The data collected was analyzed by computer software to ensure reliability and validity of the methodology and data. On the involvement and experience of staff members on the organizational development change process, it is concluded that senior and middle level management staff are fully involved in the process and contributed toward the formulation of the plan. However, it became evident that lower cadre staff had less exposure on change management and could therefore not fully ascertain the level of commitment to the process at some of its entities. Communication should be embraced and maintained at all levels with the introduction of any new change of management strategies. In addition, Kenya Railways should offer effective leadership and motivate staff to align performance to the strategic goals coupled by recognition and reward on innovation for the realization of future growth and development.

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