

**BENCHMARKING PRACTICES AND ITS EFFECT ON KENYA CERTIFICATE OF  
SECONDARY EDUCATION PERFORMANCE  
IN KENYA; A CASE OF TINDERET SUB COUNTY,  
NANDI COUNTY KENYA**

**KORIR K JOHN**

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## **ABSTRACT**

The purpose of this study was to examine benchmarking practices and its effect on students' performance in KCSE in Tinderet Sub County, Nandi County. The study was guided by the following objectives; to establish benchmarking methods used by schools in the Sub County, to investigate relationship between benchmarking and students' performance and to determine challenges faced by the schools during benchmarking. This research was guided by the open system theory. Descriptive research design was adopted in this study since it is best for education research. The target population comprised of 20 principals, 126 teachers and 2358 students from which a sample size of 284 respondents was selected and they included 10 principals, 38 teachers and 236 students determined using sampling table. The teachers and students from each of the selected schools were selected using simple random sampling technique while principal through purposive sampling. Research instruments used were; questionnaires, interview guide and document checklist. The instruments were pilot tested among schools that were not sampled to determine their validity and reliability. Cronbach's alpha coefficient was used to establish reliability for this intended study. Data analysis involved descriptive statistics (frequencies, percentages and tables) for quantitative data while qualitative data was analysed using thematic content analysis. From the study findings external benchmarking method was the most practiced by most schools followed by collaborative benchmarking. The findings also showed that lack of support from school administration was the main challenge facing benchmarking in secondary schools in Tinderet Sub County of Nandi County. It was concluded from the study findings that external benchmarking was the most practised. Lack of support from the administration was the main challenge facing benchmarking and there is significant relationship between benchmarking and KCSE performance in Tinderet Sub County of Nandi County. Based on study conclusions the following recommendations were made: School administration should encourage students and teachers to embrace both external and collaborative benchmarking in order to realize improved mean scores and quality grades in the KCSE examination, teachers and students should focus on effective benchmarking methods at multiple levels in order to exploit the benefits of the practices. Collaboration in benchmarking should be fostered for schools to reinforce each other and build a strong academic rapport.