

**ASSESSMENT OF STRATEGIC CHANGE ON THE PERFORMANCE OF CHARITABLE
CHILDREN INSTITUTIONS IN KENYA: A CASE OF NAKURU SUB-COUNTY**

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ABSTRACT

The study assessed the role of strategic change on the performance of charitable children's institutions in Nakuru sub-county, Nakuru County. Studies have been done on the management of charitable children institutions. However, little has addressed the role of strategic change on the performance of these important institutions. The specific objectives of the study were; to analyse the relationship between organizational structure change and the performance of charitable children institutions, to assess the extent of the effects of technological change on the performance of charitable children institutions, and to establish the relationship between organizational culture change and the performance of charitable children institutions. A descriptive research design was used. The target population included all the 116 respondents from CCIs in Nakuru sub-county. The entire population was studied hence it was a census study. The major tool for data collection was questionnaire. The questionnaire was tested and pre tested to ensure that it gave quality data. Respondents in the pre-test were drawn from two CCIs which were similar to those in the actual survey in terms of background characteristics. Both primary and secondary data were used in this study. Primary data was collected through the use of key informant method using a self-administered questionnaire while Secondary data was derived from the children department and CCI records. Data was analyzed using descriptive and inferential statistics techniques. Descriptive statistics was used to deduce any patterns, averages and dispersions in the variables through the measure of locations (mean) and measure of dispersions (standard error mean). Inferential statistics was used to determine the relationship between the study variables and included analysis of variance regression. The study results of the first objective showed that 42.8 percent of the performance of charitable children institutions can be explained by organizational structure ($R^2 = 0.428$). The study results of the second objective revealed that technological changes effect on performance was statistically significant (overall p-value = 0.016). Performance largely depended on the technological changes with 46.9 percent of performance being explained by technological changes ($R^2 = 0.469$). The study results of the third objective showed that 46.4 percent of the performance can be explained by organizational culture change ($R^2 = 0.464$). The study recommends that the management of the charitable children institutions in Nakuru Sub-County should work hard to improve on their organizational structure. Another recommendation was that charitable children institutions in Nakuru Sub- County should make efforts towards enhancing technological changes in their institutions. Finally, the study recommends that organizational culture change need to be encouraged because it had a positive and significant effect on the performance of charitable children institutions in Nakuru sub-County.