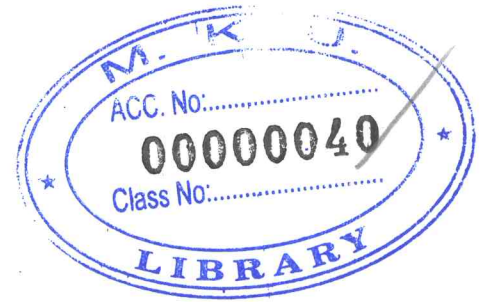


**AN EVALUATION OF STRATEGY IMPLEMENTATION ON ORGANIZATIONAL
PERFORMANCE: CASE OF PUBLIC TECHNICAL, VOCATIONAL, EDUCATION
TRAINING (TVET) INSTITUTIONS IN KIAMBU COUNTY, KENYA.**



GRACE KARAMUTA KAREMU

REG NO: MBA/112/02614



HD30.28 .K37 2013

**A RESEARCH PROJECT SUBMITTED IN PARTIAL FULFILMENT OF THE
REQUIREMENTS FOR THE AWARD OF THE DEGREE IN MASTER IN
BUSINESS ADMINISTRATION.**

MOUNT KENYA UNIVERSITY

Mount Kenya University
LIBRARY

OCTOBER,2013

ABSTRACT

Since the early years of Kenya's independence, TVET system of education has been recognised by the Government as the major sector that produces skilled workforce which are absorbed in the industries and life support skills for self employment. However, for the effective performance of this education system, Government strategies must have a viable roadmap for implementation as strategy implementation remains a dominant means of success in all organizations. The Purpose of this study was to evaluate the effects of strategy implementation on the performance of public Technical Vocational Educational Training (TVET) institutions in Kiambu County, Kenya. The aim was to identify factors that impact on strategy implementation and hence affect the performance of these institutions. The research objectives elaborated the networks of association among independent variables (which are human resources, institutional management, financial allocations, curriculum, materials and facilities among others), that were assumed to have sufficient relationships with the dependent variable which is organizational performance. Theoretical framework focuses on the Total Quality Management (TQM) theory. The total population of the study comprised of 200 employees from public TVET institutions in Kiambu County: 30 managers, 30 assistant managers, 60 supervisors and 80 teachers or instructors. The study derived a sample size of sixty (60), arrived at by calculating 30% of the study population. The study's sampling technique that was used was purposive sampling. The survey used both qualitative and quantitative methods of data collection methods and the Likert scale of self administered closed and open ended questionnaire was used. The questionnaire was tested before a refined one was administered to the respondents. The data was edited, coded, classified and then tabulated. The tabulated data was analysed quantitatively by calculating percentages and then was presented in the form of pie charts and bar graphs. Mean and standard deviation were also used in this analysis. Descriptive data was analysed qualitatively and the results were provided in the form of explanatory notes. Regression analysis was also done to determine the relationship between the relationship between the dependent and the independent variables. This was done using the statistical package for social studies software (SPSS). The study concluded that Technical and Vocational Education and Training in Kiambu County is an education sector ridden with challenges which include inadequate funding, lack of modern training equipments, lack of training materials, use of outdated technology, lack of exposure to new methods of training and poor image. The researcher therefore recommended that the government should adequately finance public technical and vocational training institutions to improve their performance, introduce the newest methods and technology for teaching and learning for both students and teachers, introduce performance standards and regularly evaluate the accomplishment of these standards. It is also recommended that the government should come up with way of supervising the implementation process of all its strategies for TVET to ensure effectiveness.

Mount Kenya University
LIBRARY