ORGANIZATION DEVELOPMENT INTERVENTIONS AND ACADEMIC STAFF PRODUCTIVITY IN CHARTERED STATE UNIVERSITIES IN KENYA

BY

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DECLARATION

This research proposal is my original work and has not been presented for a degree or any other award in any university.

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We confirm that the work reported in this proposal was carried out by the candidate under our supervision.

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ABSTRACT

Organization development interventions (ODIs) are necessary ingredients to any employees' productivity process especially in the knowledge sector. Chartered state universities are faced with a growing number of complaints today in the area of academic staff productivity. This study thus seeks to establish the ODIs that influence productivity of the academic staff in chartered state universities in Kenya in an effort to address these challenges. In particular this study seeks to establish the influence of team building, organizational learning and MBO on the productivity of academic staff in chartered state universities in Kenya. The study will be based on five theories: Resource Based Theory, Change Process and Equilibrium Theory, Rational Theory, Institutional Theory and Marginal Productivity Theory. The study will be anchored on the positivism philosophy which holds that true knowledge is and must be scientific and ultimately measurable. A mixed research design that incorporates descriptive and explanatory research design will be used to conduct this study. The unit of analysis will be the 22 chartered state universities in Kenya and the unit of observation will be the 192 deans of schools/faculties. A semi structured questionnaire will be used to gather the required information from the 192 deans of schools/faculties. Validity and reliability of the research instruments will be tested. The data collected will be analyzed using descriptive statistics and inferential statistics where multiple regression analysis will be used to show the relationship between the dependent variable (productivity of chartered state universities' academic staff) and the independent variables (teamwork, organizational learning and management by objectives). The descriptive statistics will be presented in form of frequency distribution tables, bar and pie charts, graphs, use of tables and percentages. Diagnostic tests of normality, multicollinearity, heteroscedasticity and homoscedasticity will be carried out on the data to assess the model's underlying statistical assumptions. The study will be of use to management of the chartered state universities, policy makers in other organizations and researchers to help them unravel the Organization Development Interventions and their effects on productivity of chartered state universities' academic staff in particular and employees in general. In addition ethical considerations of proper identification, introduction and treatment of the research will be meted on the study.