FACTORS AFFECTING THE PERFORMANCE OF TRADE UNIONS IN POST PRIMARY LEVEL OF THE EDUCATION SECTOR IN KENYA. A CASE OF KITUI COUNTY

MUISYO PAUL KIVINDA

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MAY 2013.
DECLARATION

I declare that this Research Project is my original work and has not been presented for
degree or any other award in any University.

Signed: MUISYO PAUL KIVINDA
REG. NO. D53 / CE / 14457 / 2009

Date 04.06.13

This Research Project has been submitted for examination with my approval as the
Kenyatta University Supervisor.

Signed: J.M. KILIKA, PhD
Department of Business Administration,
School of Business, Kenyatta University

Date 08/06/2013

For and on behalf of Kenyatta University.

Signed: MUATHE, S.M.A, PhD
Chairman, Department of Business Administration,
School of Business, Kenyatta University

Date 07.06.13
ABSTRACT

Workers are organized into trade unions in order to attain a higher bargaining power in the face of their employers. It is a fundamental human right for workers to be organized into trade unions. The operations and performance of trade unions though is influenced by several factors. This research explored the factors affecting the performance of trade unions in post primary level of the educational sector. The general objective was to analyze the factors that affect the performance of post primary trade unions in the education sector. A case study of Kitui County. The specific objectives were to determine how union leadership affected the performance of trade unions in post primary education institutions, to find out how financial factors affected the performance of trade unions in post primary level of educational sector, to determine how multi-unionism influenced the performance of trade unions in post primary level of educational sector and lastly, to determine how constitutional changes affected the performance of this trade unions. The research questions were obtained from the specific objectives and they sought to answers on how union leadership, union revenue, multi-unionism and constitutional changes influenced the performance of trade unions in post primary level of education in Kitui county. The research design used was descriptive which involved the use of the design as a strategy for collecting and analyzing data that answered the research questions. The target population was 525 individuals; out of this 500 were union members and 25 were union leaders. The members were drawn from primary, secondary and tertiary institution in Kitui County. Stratified sampling design was used to select the sample and random sampling was used to get specific members and leaders. A questionnaire was administered to each of the two groups. This questionnaire consisted of both structured and open ended questions to give qualitative and quantitative data. Data collected from field was analyzed using descriptive statistics in which frequencies and percentages were used. SPSS was used to analyze the data and to determine whether the independent variables are related to the dependent variable. Data was presented in tables, pie charts and graphs. Qualitative data was coded and themes that related to research questions in the study were identified. Qualitative data was interpreted by attaching significance to themes and patterns observed. The study provided recommendation performance and growth of trade unions.