

**IMPLICATIONS OF REGIONAL POLITICS ON YOUTH EMPLOYMENT IN THE
POLICE SERVICE: A CASE OF LAIKIPIA COUNTY, KENYA**

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**A RESEARCH PROJECT SUBMITTED TO THE SCHOOL OF SECURITY,
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SCIENCE, KENTATTA UNIVERSITY**

MARCH, 2019

DECLARATION

This research project is my original work and has not been presented to any other university or institution for an award of a Masters Degree.

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Declaration by the Supervisor

This proposal has been submitted for examination with my approval as the university supervisor

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DEDICATION

This research project is dedicated to almighty God, the source of all goodness and virtues who has seen me this far. To my family, relatives and my friends together with all my supervisors and benefactors who supported in one way or another to ensure my successful completion of this project.

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TABLE OF CONTENTS

DECLARATION	ii
DEDICATION	iii
ACKNOWLEDGEMENT	iv
TABLE OF CONTENTS	v
LIST OF FIGURES	viii
LIST OF TABLES	ix
LIST OF ACRONYMS	x
DEFINITION OF TERMS	xi
BSTRACT	xii
CHAPTER ONE: INTRODUCTION	1
1.1 Background of the Study	1
1.2 Statement of the Problem.....	6
1.3 Purpose of the study	6
1.4. Specific Objectives	7
1.5 Research Questions	7
1.6 Assumptions of the Study	7
1.7 Justification of the study	8
1.8 Significance of the Study.....	8
1.9 Scope and limitations of the Study.....	8
CHAPTER TWO: LITERATURE REVIEW	10
2.1 Introduction.....	10
2.1.1 The criteria of youth selection and recruitment in the police service.....	10
2.2.2 How the numbers are distributed throughout the county.....	11
2.2.3 The challenges faced in getting qualified recruits	12
2.2.4 Summary of the Literature and Gaps.....	13
2.4.1 The New Public Management Theory	14
2.5s Conceptual Framework	16
CHAPTER THREE: RESEARCH METHODOLOGY	18
3.1 Introduction.....	18
3.2 The Research Design.....	18
3.3 Site of the Study	18

3.4 Target Population	19
3.5 Sample technique and sample size	19
3.6 Research Instruments.....	21
3.6.1 Questionnaires	21
3.6.2 Interview Guide	21
3.7 Validity and Reliability of the Research Instruments.....	21
3.7.1 Validity.....	21
3.7.2 Reliability.....	22
3.7.3 Pilot Study	22
3.8 Data Collection Procedure	22
3.8.1 Data Analysis and Presentation.....	22
3.9 Ethical Consideration	23
CHAPTER FOUR: FINDINGS AND DISCUSSIONS	25
4.0 Introduction	25
4.1 Response Rate.....	25
4.2 Demographic Information	26
4.2.1 Gender of respondents	26
4.2.2 Age of Respondents	27
4.2.3 Level of education	28
4.2.4 Length of Service as a Police Officer	30
4.3 The Criteria of Youth Selection and Recruitment in the Police Service.....	31
4.4 The Distribution of Slots Available among Youths	34
4.4.1 Youth Preferences in the Police Service Units and the Distributions in the Service ...	37
4.5 The Recruitment Strategies and Challenges.....	40
4.6 Recruitment and Selection Criteria	43
CHAPTER FIVE: DISCUSSION, SUMMARY, CONCLUSIONS AND RECOMMENDATIONS	45
5.1 Introduction	45
5.2 Summary of the Findings	45
5.2.1 General Information.....	45
5.2.2 The Criteria of Youth Selection and Recruitment in the Police Service	47
5.2.3 Number of Youths and Distribution in the Police Service.....	48
5.2.4 The Recruitment Strategies and Challenges	49

5.2.5 Recruitment and Selection Criteria.....	50
5.3 Conclusion.....	51
5.4 Recommendations of the Study.....	52
5.5 Suggestion for further Studies	53
REFERENCES.....	54
APPENDICES.....	62
Appendix I: Introduction Letter	62
Appendix II: Research Authorization Kenyatta University Graduate School.....	63
Appendix III: Research Permit- Nacosti	64
Appendix IV: Research Authorization –Nacosti	65
Appendix V: Interview Schedule For Respondents	66
Appendix VI: Questionnaire.....	67

LIST OF FIGURES

Figure 1.1 Conceptual framework	17
Figure 4.1 Gender of respondents	27
Figure 4.2 Education level	29

LIST OF TABLES

Table 3.1 Target Population	19
Table 3.2. Sample Size of the study Participants.....	20
Table 4.1 Return rate of data instruments	26
Table 4.2 Age Bracket.....	27
Table 4.3 Length of service	30
Table 4.4 Selection and recruitment in police service	31
Table 4.5 Numbers and distribution in the police service	38
Table 4.6 Recruitment strategies adopted during recruitment.....	40
Table 4.7 Challenges faced in recruiting qualified Candidates	42
Table 4.8 Recruitment and selection criteria	43

LIST OF ACRONYMS

AP	Administration Police
CSO	Central Statistics Office
EMDR	Eye Movement Desensitization and Reprocessing
GSU	General Service Unit
IG	Inspector General
KFS	Kenya Forest Service
KNHR	Kenya National of Human Rights
KPR	Kenya Police Reservist
KWS	Kenya Wildlife Service
MAYAC	Maribyrnong African Youth Advancement Committee
MP	Member of Parliament
NACOSTI	National Commission for Science, Technology and Innovation
NPS	National Police Service
NPSC	National Police Service Commission
NYS	National Youths Service
PTSD	Post-Traumatic Stress Disorder
SAPS	South African Police Service
WPC	World Police Commission
WPPA	Wisconsin Professional Police Association

DEFINITION OF TERMS

Regional politics- Means local politics within a specific area of jurisdiction. Laikipia County is a cosmopolitan. Communities living together (Maasai, Pokot, Samburu, Turkana, Kikuyu and Meru) If an elected leader is from one of the above named communities, then he or she intends to interfere with the recruitment procedure such that the community where he comes from is the one that gets recruited. If not given a chance to manipulate the procedure, makes unsubstantiated allegation against the recruiting team.

Corruption- Means untrustworthy or fake demand by people with great influence, ordinarily including pay off. In philosophical, religious, or good dialogs, corruption is mishandling of bestowed power or position to obtain an individual advantage. Corruption may incorporate numerous exercises including bribery and embezzlement.

BSTRACT

The problem of employment among the youth is a challenge that affects their livelihoods. After one has attained the age of majority (over 18 years) and has basic education, what one carries is a hope of getting gainful employment. Employment gives young people hope, stability, identity, a sense of belonging and an opportunity to settle down in life. The reason for this study was to investigate the ramifications of regional politics on youth employment in the police service: An instance of Laikipia County. The research was guided by the following particular objectives: identify the criteria of youth choice and recruitment in the police service; establish how the numbers are distributed throughout the county; identify challenges faced in getting qualified recruits and to find out a better strategy for recruiting and hiring of the youth into the police service. The study was guided by descriptive design which was complimented by exploratory research design. The target populations were 384 people, sample sizes were 183 people and the sampling technique were both purposive and simple random sampling. Questionnaires and interview schedules were used as research instruments in this study. Quantitative data was analyzed using descriptive statistics e.g. averages, mean, standard deviation etc. while qualitative data was analyzed according to themes and patterns formed. The expected results will help in the non-biased recruitment, avoid nepotism and help get a better strategy of youth recruitment in police service in Laikipia County. This study was based on new public management theory conceptualized by Hood (1991). It was conducted through a descriptive research design to answer questions that have been raised, to solve problem that have been posed or observed. The target population consisted of senior police commanders, support staff, High School Heads, Youths, parents and Area Chiefs and sub-chiefs (informants) in Laikipia County. Questionnaires and interview schedules were used as the main tools of data collection. Quantitative data was analyzed using descriptive statistics such as percentage, median, standard deviation and range and qualitative data was analyzed using the formed themes and pattern. The expected results were to enhance strategies that would ensure effectiveness during selection and recruitment of youth into the police service. The study found out that regional politics has a significant influence on the recruitment of youth into the police service. Corruption has also been highlighted as another factor that influences the recruitment and selection of youth into the police service. The study recommends that corruption and political interference should be reduced to allow the recruitment process to maintain free and fair grounds so as to select and hire the most qualified youth into the police service who can be more competent in service delivery.

CHAPTER ONE

INTRODUCTION

1.1 Background of the Study

Globally, employment of the youth to the policing service focuses on the transparent and accountable criteria where the recruits are selected through a number of procedures determined by more than one police personnel (Hawkins et al, 2005). This ensures that the law enforcing organization selects a competent and qualified recruit. Carter and Carter (2009) ascertained that with the expanded complexity of the police role and the development towards neighbourhood policing, the nature of police work and police association in China has turned out to be more perplexing and requires the significance of employing and holding fantastic faculty, hence the need to employ adequate and qualified personnels who are equal to the task. Developed nations, for example, Germany have put resources into policing administrations through present day offices and gear that guide better administration conveyance and better compensation to cops and recompense benefits. Densten (2013) noted that out of every single administrative task, the police work is the coziest – the day by day, fluctuated experiences between cops and people, going from routine to awful encounters, speak to the most obvious and intense communication between the government and the public (Densten, 2013).

In Africa youth employment into the police service is dependent on the states and the ruling government. Youth form over 65% of the population in most of the African countries (Handem, 2008) This large unemployed population can be reduced by absorbing some youth into the police service. According to figures from central statistical office (CSO), Zambia faces a huge challenge of youth unemployment with the country only having about 500,000 people in formal

employment out of total labor force of 3 million. Youth form 68 percent of the country's population (Handem, 2008)

International bodies like World Police Commission (WPC) has stepped in, in helping African youth get information on employment on police department. For instance, WPC held a youth empowerment information session (Handem, 2008). The meeting was aimed at providing information and opportunities about gaining employment and training.

Division of capacities in police departments can help lessen the vast number of the jobless youth by engrossing more in various departments. For example, South Africa Police Service (SAPS)

is split into two divisions namely; The SAPS and the Metro Police (Kakar, S. 2008).. The SAPS is South Africa's national police force and the Metro Police is the city's police force. Every city in South Africa has its own committed police force. Both control and counteract crimes; however, the SAPS is for the most part a receptive administration. They react to and examine crimes. At that point by correlation, the Metro Police's approach is more proactive. They have an accentuation on averting crimes and decreasing the explanations behind committing it. Metro Police officers, in South Africa, do not have the legitimate authority to detain individuals, so when they make an arrest, the individual being referred to is given over to the SAPS for examination and confinement.

Police training entails vigorous exercise that are also accompanied by aptitude test, translating that a candidate or recruit needs to be both mentally and physically fit. The criteria for the recruitment of this SAPS is clear and everybody who meets the prerequisites and wishes to apply for SAPS professions, should take a course in intense practical training (Pliant et al, 1995). To start with, you have to fill in the SAPS application forms, and afterward you go on a half year of

intense practical training. This preparation ordinarily happens at a few police headquarters around the zone of the preparation school that you select in. After you have finished the functional course, you at that point need to experience a half year of theory training. This is the place you will take in the guidelines and directions that encompass the work, and furthermore the law.

In Kenya, there are various law authorization associations that can utilize the young and reduce the youth employment gap. The main employer is the National Police Service. As indicated by (IPOA recruitment report 2014) the Kenya Police, which report to the Inspector-General of Police in the NPS, fields around 70,000 officers (IPOA Recruitment Monitoring Report 2014) This is an indication that National Police Service is the main youth employer amongst other law enforcement agencies. The GSU has around 5,000 paramilitary staff. The regular police are moved down in country regions by the KPR which is now and again called the Kenya Home Guard. The AP, some time ago the Tribal Police, were answerable to nearby District Commissioners, who thusly answerable to the Office of the President (Sabar; Kalia, 2002) The GSU at first known as the Kenya Police Emergency Company, was built up by the foreign government to fight Mau Mau freedom warriors (rebels) amid the battle for Kenya's independence (Kalia et al). The AP, 47,000 in number, report to neighborhood District Commissioners, who thus report to the office of the President. The AP began as the local police who answered to the nearby town headman (Blomfield, Adrian 8 December 2001). After the proclamation of the new constitution, notwithstanding, right now all Kenya police and Administration police are answerable to one top authority; Inspector General of police (The Constitution of Kenya 2010 article 245 subsection 2 (b)). Wildlife conservation to decrease illicit poaching because of huge number of jobless youth has been catered for by the KWS, an express

a state enterprise paramilitary wing, capable with natural life protection and general security. It comprises of the trap unit, air wing unit, and hostile to poaching unit, scout unit, untamed life insight unit, natural life assurance unit and generally dog unit (Mathu, Winston 5 July 2007).

The Deforestation that may happen because of jobless youth invading forests for unlawful logging and charcoal burning has been tended to by the (KFS). It utilizes rangers to protect the forests and authorize income measures. Among their obligations the rangers uphold the eviction of squatters from the forests (Njoroge, Karanja 10 November 2009). To advance some level of independence, the National Youth Service (NYS), which is controlled by the Office of the President, gives some paramilitary training to youth job trainees and numbers around 2500 (Njau, Mutegi 29 March 1999).

Security challenges exist as police are tasked with safety provided in the form of guarding commercial premises as well as residential places is another key function. The police also man roads with the aim of checking on vehicle speed and enforcing traffic rules. This seems to have been abused as can be seen by the increase in road accidents, extortion by illegal gangs and general abuse of traffic rules (Kiraithe, 2011).

Majority of inhabitants of Laikipia County are pastoralist whose livelihood is dependent on livestock. The County has different religions, but Christianity and Islam are the principal ones. The pastoralist Samburu community has developed a culture which suit their nomadic lifestyle. It revolves around the livestock and warfare, this means they have to move from one area to another in search of pasture for their livestock and engage in raids amongst themselves and with neighbouring communities especially the Turkana in a bid to recover their stolen cattle. While the mixed life style of Turkana communities has different cultures suitable to their way of life

especially having gender division of labour depending on activities they engage in on a daily basis (Mutegi *et al*, 1999).

Education which is the determining variable in employment is not well embraced here. Youth with primary education are in formal employment (4%), informal employment holds around 54% of youngsters in the region. Those with secondary education qualifications and are in formal jobs (12%), informal job (40%), students (26%), and jobless (15%). While those with tertiary training are in: formal work (31%), informal jobs (9%), and jobless (8%). The aggregate number of boys and girls in formal employment are demonstrating a skewed gender disparity (Adrian *et al*, 2001).

The number of youth in Laikipia County stands at 61 %. Out of that number only 22 % are in formal employment (public sector 10%, 12 % Private, sector). Laikipia County has a representation of 3% of police stations in Kenya and the number of the employed personnel within the force shows that majority of them come from other communities other than Samburu, and Turkana who just contribute 1.5% and counties than Laikipia who has a contribution of a similar percentage. The employed youth represent 32% of which only 11% are from the local communities while the rest up county. That reality and my observation having worked in this county prompted me to think of research on the causes of low employment rate among the youth from the local communities. With all these problems Kenya Police Service (KPS) has become a very attractive employer of the youth in Kenya

An overview of the security situation in Kenya reveals several sophisticated and complex challenges that allow an in depth study on youth employment with a view to improving service delivery and performance as a whole. According to IPOA Recruitment Monitoring Report 2014,

the youth employment within the police service in Kenya is shrouded in mystery, that is, procedures for the police recruitment are not followed, and a leader who is elected in the area tends to interfere (directly or indirectly) with the recruitment to favor the community where he comes from even if they are not qualified.

1.2 Statement of the Problem

Ideally, police service is supposed to be an attractive employer for youth especially because of the opportunity it presents to unemployed youth with, and the benefits ranging from free training and lower employment qualification criteria. Like any ideal equal opportunity employer, the youth expect to be employed fairly, based on their academic competencies, creativity, physical fitness, non-fraudulent representations, clientele's free and in an open and transparent system.

National Police Service has tried to develop a fair recruitment system for the young people who qualify to join the Police Service.

However, there are number of challenges experienced in the recruitment of these young people because of the interferences of the politicians who want that only people from their region to be recruited into service. This is the reason why this study was carried find the implications of regional politics (interference by elected leaders) on youth employment in the Kenya police service in Laikipia County.

1.3 Purpose of the study

The main aim of the study was to examine implications of regional politics on youth employment in police service in Laikipia County, Kenya and establish whether KPS is an equal opportunity employer.

1.4. Specific Objectives

The study was guided by the following objectives:

1. To examine the criteria of youth selection and recruitment in the police service
2. To establish how the numbers are distributed throughout the county, that is regional political interference
3. To identify and discuss challenges faced in getting qualified recruits.
4. To identify and recommend a better strategy for recruiting and hiring of the youth into the police service.

1.5 Research Questions

The following were the research questions:

1. What is the effect of selection and recruitment criteria on youth employment in the Kenya Police Service?
2. What determines the number of recruit slot distribution throughout the country?
3. What are the challenges faced in getting qualified recruits?
4. What is the strategy for recruiting and hiring of the youth into the police service?

1.6 Assumptions of the Study

In order to conduct the study, the following assumptions were made;

1. The study assumed that the number of youths employed in the police service in Laikipia County do access the recruitment exercise or follow the exercise.
2. The respondents cooperated and gave honest responses to the questions in the research tools.

3. The target sample population had a common understanding on the issues in the tools of data collection.
4. The sample size chosen was adequate and enabled the researcher to draw a valid conclusion about the study.

1.7 Justification of the study

The justification of the study was that there was an outcry by the members of the public in Laikipia County regarding unaccountable procedure in police selection and hiring. Allegations were that the process had been marred by corruption, procedural abuse through interference by regional politicians resulting to nepotism and unequal distribution of numbers of candidates among others. It was a matter of urgency to find out whether these allegations are true or not.

1.8 Significance of the Study

This research can be replicated in some other regions of this country that have the same problem. This study widens the understanding of the Laikipia youths, community, and business people on the procedures of recruitment, as well as the entire general expectations on the recruitment of the youth in the Kenya Police Service. The study may help heads of police officers in Laikipia and Kenya as a whole in matters of youth recruitment in the Police Service. Lastly, the study contributes to the scarce literature in this country on Police recruitment.

1.9 Scope and limitations of the Study

This research was conducted in Laikipia County and aimed at police recruitment division officers, school heads, youth themselves, police commanders, elders and parents.

The limitation was that the issue of recruitment is a bit sensitive so some officers may have had fear to give out information because of victimization yet, the researcher made it clear that the

research was implied for scholarly purposes and that secrecy and namelessness were entirely maintained.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This section outlines the opinions, findings from various scholars, publications, magazines, websites, and every conceivable source as the premise of establishment for this research study. It is isolated into hypothetical survey and empirical review i.e. meaning of the key variables, and different parts as per the research goals as observed below.

2.1.1 The criteria of youth selection and recruitment in the police service

Rowe (2005) defined police recruitment as “the development of a pool of sufficiently qualified applicants from which to select officers”

As indicated in article 246 subsection 3 (a) of the Constitution of Kenya 2010, the (NPSC) is commanded to attempt the enrollment of the specialists and constables proportionally into the police service.

The Commission, under section 13 of the NPSC Act established both the National and Sub-County committees to oversee the exercise with the latter getting direction from the national committee headed by a commissioner at the NPSC. A regulatory policy and guidelines were put in place by the Commission to direct the recruitment exercise. The ideal recruitment stratifications are based on the general demands in the regular police, the general service unit, and the administration police. The most recent recruitment in Kenya involved 10, 000 youths though it was faced with a lot of challenges which led to repeat of the exercise (IPOA 2014).

The guidelines policy compliance is based on the section 11 (1) (f) of the NPSC Act, the Commission upon the fruition of the activity will attempt an audit of the activity. The

Commission needs to join individuals from the Ministry of Interior and National Co-ordination, Ethics and Anti-Corruption Commission and Directorate of Criminal Investigation into the review team. Segment 10(d) that requires 'the Commission participates with other state offices, offices or commissions on any issue that the Commission considers essential.

2.2.2 How the numbers are distributed throughout the county

Equal distribution of the few available slots has always been a headache to the recruiting team considering the number of job seekers who throng the venue. At a time when youth unemployment has become such a huge national scourge, any openings must be fairly distributed (daily nation)

According to KNHR, report 2016, NPS recruitment for 2016 did not meet ethnic, gender and regional balance.

According to standard digital, The Government has admitted that the recent Administration Police recruitment from the National Youth Service (NYS) was not representative. Poor regional imbalance and slot distribution has exposed some regions being left out without their youth being absorbed in the police service.

Edwin (2011) ascertained that it is never again enough just to choose recruits ready to perform roles of general duties constables. Regional adjust can't be disregarded. Slot dissemination and irregularity has likewise been rebuked for levels of training (digital standard). Progressively, professionalism and perfection in policing are identified with levels of training both as far as attracting recruits who hold tertiary capabilities and in requiring further education to be embraced as an essential to promotion (Young, 2003).

More slots mean more numbers that needs to be distributed in response to regional population and the country's population at large. The ability of a police organization to provide optimal police service to the community depends on its ability to recruit personnel who are enough and equipped to cope with the increasingly complex demands of the police occupational role Rowe (2005). Administrators are well aware that the most important resource within any criminal justice agency is the personnel. Recruiting adequate and qualified officer candidates is a key element in building an effective and successful law enforcement agency (Schwab, 2012). Through the adoption of a meaningful recruitment plan, it will be much easier to attract the right type and quality of criminal justice personnel without forgetting regional distribution of the available vacancies, however few they may be. However, regional balance should not compromise the quality of qualified candidates. In view of the growing sociopolitical importance and complexity of the service roles, police administrators must seek-out and actively recruit those people who are best suited to a police career Rowe (2005). In order to achieve this aim, the traditionally passive recruiting practices of many police agencies require drastic change.

2.2.3 The challenges faced in getting qualified recruits

As indicated by (IPOA 2014). The challenges in hiring qualified cops have been very much archived. (IPOA additionally noticed that, Police heads themselves have communicated concern with respect to expanded recruiting issues. Subsequently, numerous police organizations are altogether underneath their approved quality. Walker (2009) found attracting qualified candidates for police vacancies "has turned out to be progressively troublesome and will just get more troublesome later on".

According to IPOA 2014, corruption damaged the recruitment procedure prompting rehash of the procedure. Poor pay of recruiting officers amid recruitment results to self-negative

compensation. Milkovich and Newman (1999) contend that compensation alludes to all types of financial related returns and substantial advantages that a worker gets as a part of an employment contract. A body of writing likewise contends that compensation, as a human asset administration work, manages each sort of reward representatives get in return for playing out a vocation (John, 2003). Much more, remuneration is not simply unconditional present, net pay or a reward got amid employment (Dessler, 2004). Thusly, the compensation police workers get can be in various forms. Researchers contend that pay packages frequently include: bonuses; benefit sharing; extra time pay; recognition rewards and checks; sales commission; health insurance; company-paid car; stock options; company-paid housing; and other non-monetary but taxable income items (Heath field, 2011; Navita et al., 2010).

2.2.4 Summary of the Literature and Gaps

The study indicated that Kenya national Police Service is an equal opportunity employer. It also underlined the points that there is a problem with the way police recruitment is done in Laikipia County. That recruitment in Laikipia County is always marred with political interferences and nepotism denying the opportunity to those who qualify and leading to recruitment of people who are not qualified.

There is a discrepancy between the available literatures on issues on politics and youth employment in police service. There is no research done on the challenges faced during recruitment of qualified recruits, number of youths employable into the Kenyan police service and rather depend on the Kenya Police acts and the Kenyan constitutional provisions. Most researchers, (Crack, 2009); (Jerome, 2002); (Tom, 2014); (Smith, 2005), (Edwin, 2011) and (Chambliss, 2010) have focused on studies related to youth unemployment on corruption causes, prevalence, motivations, and role of public. However, few have carried out studies related to

corruption and employment of youth in relation to working conditions in police service and culture.

The recruitment and selection criteria studies on this topic by (Oyedijo, 2012); (Rowe, 2005); (Campbell, 1965); (Young, 2013); (Stranberg, 2006); and (Hymes, 2001) have only generalized on the impacts of reforms in police service on police performance based on policy, competences in recruitment, mandates, creativity, and information challenges.

Studies on the compensation and remunerations of police officer by (Newman *et al*, 199); (Dessler, 2004); (John, 2003); (Navita *et al*, 2010); (Flottemshet *al*, 2007); and (Hiat *et al*, 1992) focused on the forms, risks, roles, community concepts, and physical activities leaving behind other engagements as insurance and repetitive studies as per the dynamisms.

These past studies literature have also failed to point out the fact that policing is too complex and its service is affected by prevailing national politics creating critical gap which this study focuses to address.

2.3 Theoretical Review

This study used the New Public Management Theory in explaining how the National Police Service can effectively recruit youths into the service to achieve regional balance.

2.4.1 The New Public Management Theory

The theory originated in the late 1970s in the United Kingdom, Australia and New Zealand and was later conceptualized by Hood (1991). The New Public Management Theory (NPMT) has more to do with public sector reforms, thus government policies aimed at modernizing the efficiency in the public service, police service included. NPMT is a discussion and investigation of economic and political systems aimed at modernizing and rendering the public sector more

efficient as a means to attain service. It is an approach in public administration that employs knowledge and experience acquired in business management and other disciplines to improve efficiency and general performance of the public service.

The NPS is part of the public sector currently undergoing reforms in Kenya. Ferlie et al. (1996) described the theory, NPM as involving the introduction of concepts of markets, managers and measurements in the public sector. However, reforming recruitment rules and procedures in the Police Service involves certain aspects that have not been introduced presently and that are hindering the reform process. Legwalia (n.d) established that reforming the security sector is a challenging task and calls for restructuring of institutions and control systems of the sector.

The concept of security sector reforms arose from the public management reforms developed by donor agencies in the late 1990s (Brzoska, 2006). The real goal in Police reforms is to build up a lawful structure to administer policing and support powerful and manageable institutional reforms to upgrade polished professionalism, trustworthiness and responsibility within the Police. This incorporates advisory services to help oversight works with a specific end goal to increase straightforwardness and responsibility, foundation building endeavors, for example, the improvement of vetting tools and the update of existing sets of principles and morals, and in addition training on intelligence-led policing, criminological examinations, counter-narcotic, organized crime and counter-terrorism.

The National Peace Accord (2008) prioritized police reforms as a matter of urgency to fast track the discontent and growing state of lawlessness among the public. The Waki Commission Report (2012) outlined the necessary reforms required within the police service such as restructuring the service to conform to current demands and challenges.

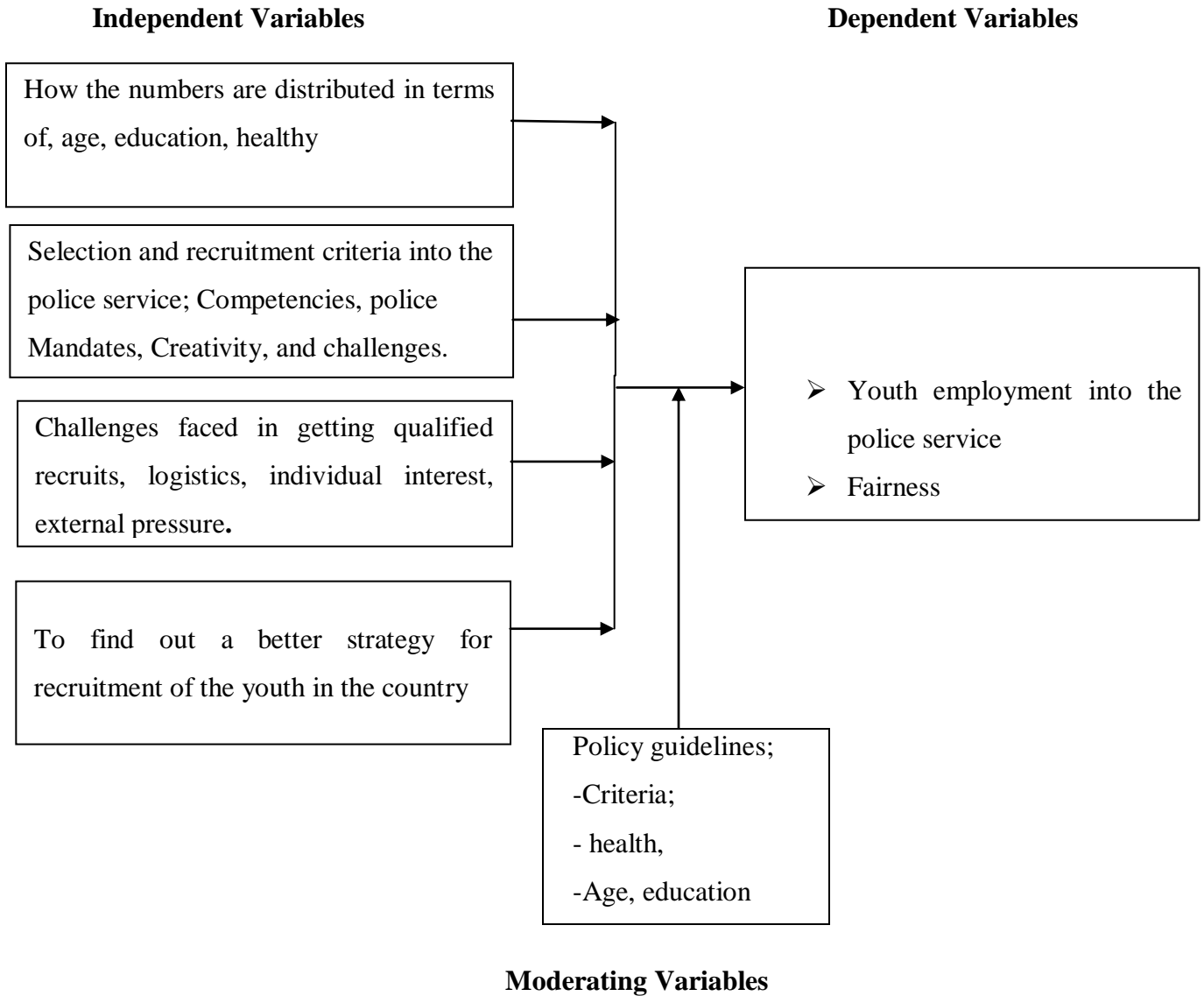
Amnesty International (2013) however, expresses that, regardless of the establishment of different enactments supporting police changes for example the Constitution of Kenya 2010, the NPS Act 2011, NPSC Act 2011 and the NPSC recruitment and appointment regulations 2015, not a lot has changed as far as task in the NPS.

WAN (1995) identifies the processes involved in developing theoretical frameworks. These processes are built on the theories underpinning the study. The current study is based on the new public management theory, which dominates organizational and public management.

2.5s Conceptual Framework

The conceptual framework provides the study with a guideline on how independent and dependent variables interact in relation to youth employment into the police service. The independent variables are variables that stand alone and aren't changed by the other variables the researcher is trying to measure. Dependent variables are variables that are caused to change by independent variables. Moderator variables are variables that affect the strength of the relationship between dependent and independent variables. This is to say, moderator variables are variables that affects the correlation of two variables. In this study the independent variables include regional politics: how numbers are distributed in terms of education, health and age. Also selection and recruitment criteria, challenges faced in getting qualified youths are also part of the independent variables in this study. The dependent variable that is manipulated by these variables is employment into the police service as indicated below. (See the figure below)

Figure 1.1 Conceptual framework



CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This section highlights the approach to be followed when carrying out the proposed study. The chapter presents a description of the research area, study population, sample size and sampling techniques, data sources and instruments, data collection procedure and data analysis.

3.2 The Research Design

Research design was descriptive complimented by exploratory. Mugenda and Mugenda (1999) characterize a descriptive research design as a technique which empowers the scholar to compress and sort out information in a viable and important way. The descriptive strategy was embraced in light of the fact that it gathers information from the population and gets the portrayal of existing phenomena by getting some information from individuals about their attitudes and observations. The study likewise utilized the exploratory design since it sought to get more data from respondents through the question "why". Both descriptive and exploratory designs have been arrived at based on the in-depth information the research was intended to capture.

3.3 Site of the Study

The research study was conducted in Laikipia County. Laikipia County is one of the 14 counties within the Rift Valley region and one of the 47 counties in the Republic of Kenya. It comprises three administrative sub-counties (the Constituencies) namely: Laikipia East, Laikipia North and Laikipia West. The sub-County headquarters are at Nanyuki, Doldol and Rumuruti respectively.

The county covers an Area of 9,462.0 Km² with a populace of 399,227 (Male - 49.8 %, Female - 50.2 %) and a Population Density of 42 individuals for each Km². Age Distribution: 0-14 years (42.1 %), 15-64 years (53.8 %), 65+ years (4.0 %). The Number of Households: 103,114(KNBS, 2009). This region was chosen in light of the fact that there is no confirmation of a comparable report having been done in the study area. Furthermore, the region was chosen since it gave a wide and differed perspective of the issue under study.

3.4 Target Population

The study targeted a total of 348 respondents as shown on table 3.1. The population of interest consisted of the police commanders and support staff, High school Heads, Youths, local government officials and the elders and the parents in Laikipia

Table 3.1 Target Population

Target Group	Target Population
Commanders and support staff	20
High School Heads	18
Informants(chiefs sub chiefs)	25
Parents	50
Youths	235
Totals	348

Source: Laikipia County (2015)

3.5 Sample technique and sample size

The research utilized purposive sampling to choose the commanders, support personnel, and school heads while straight forward random sampling will be utilized to choose the youth and the local government authorities, elders and the adult residents. Simple random sampling was

utilized to avoid biasness and respondents to have an equivalent opportunity to take an interest in the investigation. The sample size of the research was ascertained by utilizing the equation below as suggested by Fisher et al (2003):

$$nf = \frac{n}{1 + \frac{n}{N}}$$

Where;

nf = Sample estimate (when the population is under 10,000).

n = Sample estimate (when the population is more than 10,000); 384.

N = Estimate of the population size; 348

Sample size for the Participants

$$nf = \frac{384}{1 + \frac{384}{348}}$$

The desired sample size thus comprised of 183 respondents.

Table 3.2. Sample Size of the study Participants

Classification	Projected Populace	Techniques	Sample Structure	Sampling Procedures
Commanders and support staff	20	20/348*183	10	Purposive Sampling
School heads and local government	18	18/348*183	09	Purposive Sampling
Key Informants (chiefs & sub chiefs)	25	25/348*183	13	
Parents	50	50/348*183	27	Simple Random Sampling
Youths	235	235/348*183	124	Simple Random Sampling
Total	348		183	

3.6 Research Instruments

The choice of this research apparatus was guided by the idea of information to be gathered, time available and targets of the research.

3.6.1 Questionnaires

The current research utilized primary information which was gathered through self-regulated questionnaires. The organized questionnaires were utilized to gather information on the components that determine Youth Employment in the Police Service: A Case of Laikipia County, Kenya. The questionnaires comprised of both open and closed ended inquiries intended to evoke particular reactions for both subjective and quantitative analysis. The questionnaire targeted senior police commanders, support staff, high school heads and the youth.

3.6.2 Interview Guide

It was made of open questions. An interview guide was also used for the aim of gathering primary data. The interview guides were administered to key informants (chiefs and sub-chiefs) and the parents. They sought in-depth information on the topic of the study since they were at a very good position to respond to the inquiries of the current research and provide the information needed.

3.7 Validity and Reliability of the Research Instruments

3.7.1 Validity

As indicated by Neuman (2005), validity is ascribed to an instrument that measures what it should measure. The researcher examined the items in the instrument with the supervisor and colleagues. In this study, it was guaranteed by the instruments reflecting the objective. It alludes to the degree to which an instrument solicits the correct inquiries in terms of exactness. Items

that did not measure up to the variables they were intended to measure were modified and unnecessary items were discarded to guarantee the validity of the instrument.

3.7.2 Reliability

Bless and Higson-Smith (2005) indicated that reliability is focused on the consistency of measures, that is.; the level of an instrument's reliability is reliant on its capacity to deliver a similar score when utilized over and over again. The investigator likewise utilized the test re-test technique to decide the reliability.

3.7.3 PILOT STUDY

It was the intention of the researcher to carry out a pilot study in Isiolo, an area which had also had a number of issues similar to those in Laikipia, content validity was established through expert opinions provided by supervisors overseeing the research.

3.8 Data Collection Procedure

Permission was sought from graduate school, Kenyatta University and NACOSTI. An introductory letter was also issued. The researcher explained to the respondent the meaning of the research and told them that they are free to or not to participate in the research. Then the researcher began the process of collecting data.

3.8.1 Data Analysis and Presentation

Descriptive statistical analysis method was employed to analyze quantitative data. For qualitative analysis inferential statistics was applied. The research had two types of information: Quantitative information that was analyzed utilizing descriptive measurements [frequencies and percentages]; they were presented in graphs, pie charts and tables. Qualitative information was analyzed according to themes and patterns formed. They were presented in narrative and verbalized form.

3.9 Ethical Consideration

To guarantee that the study conformed to the moral issues relating research undertaking, an authorization to lead the research was sought from the respective authorities. A full divulgence of the considerable number of exercises concerning the study was disclosed to the authorities and this included the study expectation which will be just for learning purposes. A high state of secrecy and privacy was provided and the findings of the study was only submitted to the University and Local government, school heads, police division of Laikipia County, and others benefited in the libraries.

A letter of presentation was obtained from the University to fill in as proof of the motivation behind the study. In regard for the informants and to shield them from manhandle coming about because of the information they gave for the study, information was presented so as to not connect to people who gave it except by the researcher who expected to look for clarification amid analysis of data. Respondent's cooperation was on an informed consent with guaranteed secrecy and anonymity.

Another important responsibility was for the researcher to ensure that the study was of beneficial to the institution and that no more than minimal risk was involved in the research which could have invasively affect the study participants.

To ensure the above, the researcher used an informed consent sheet which contained phrases indicating that the study participation was voluntary, the variables of the study, the study techniques, the selection criteria, the anticipated benefits of their involvement, any risk, assurance of the confidentiality aspect, and privacy during interview was considered.

After the participants had read and comprehended the informed consent, the participants were requested to indicate their voluntary participation by signing the informed consent sheet.

CHAPTER FOUR

FINDINGS AND DISCUSSIONS

4.0 Introduction

The chapter outlines the research findings from different respondents during field study. It also includes the critical interpretation of the findings guided by the research objectives. The research employed both qualitative and quantitative approaches respectively. The statistical method employed in data analysis is descriptive analysis utilizing the qualitative and quantitative methods. The study used questionnaires and the interview schedules to obtain data. This study was to find out the implications of regional politics on youth employment in the police service; a case of Laikipia County, Kenya. Data was presented in three sub-sections. The first section was response rate, demographic information of the respondents and the other section was that guided by research objectives in order to provide rich information in the analysis hence increasing the accuracy of this study.

4.1 Response Rate

This information is based on the response rate of those who were targeted by this study. It includes those who responded and those who did not respond or return the research items. This is clearly illustrated in the table 4.1 below.

Table 4.1 Return rate of data instruments

	Frequency	Percentage
Response	165	90.2%
Non response	18	9.8%
Total	183	100%

This research study had a sample size of 183 respondents who were police commanders, support staff, school heads, youths, parents and informants (chiefs and sub-chiefs) in the community involved. Out of the total respondents 165 questionnaires were filled and returned to the researcher which represented 90.2% response rate, the higher response rate was attributed to specific group targeted by the research. The response rate was adequate for this analysis and conforms to Babbie (2012) stipulation that any response of 50% and above is adequate for analysis and thus According to Mugenda and Mugenda (2003) the sample size was excellent.

4.2 Demographic Information

The demographic information analyzed and presented in this study includes gender, age bracket, education level and period of time working as a police officer or Elder/ chief of the community in relation to security management interviewed.

4.2.1 Gender of respondents

Figure 4.1 indicates the gender of the respondents in this study. These include all the respondents who responded and returned the items for data analysis.

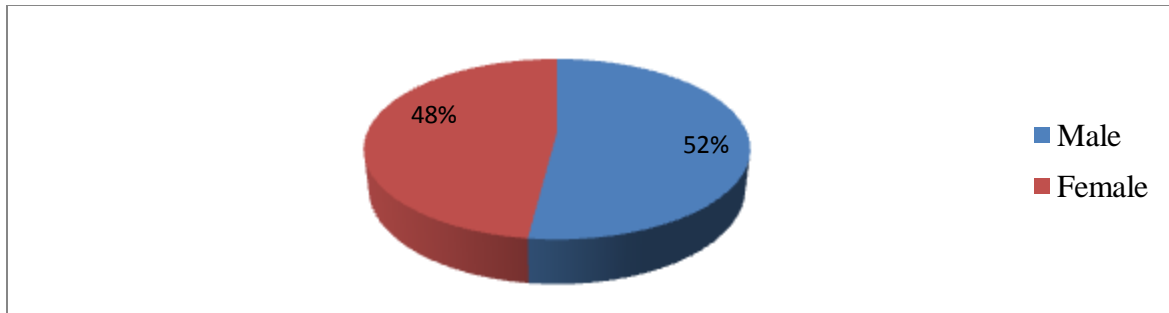


Figure 4.1 Gender of respondents

Figure 4.1 above shows the gender of the respondents; majority of the respondents were male as indicated by 52 % while 48 % were female. This gives a clear picture that both women and men are interested in the recruitment to the police service although majorities are men. Originally, police service was seen as a domain of men but the research findings show that the number of female officers is increasing. This can be attributed to gender balance in the public sector as emphasized by the government as stipulated in the constitution.

4.2.2 Age of Respondents

Table 4.2 shows the age brackets of respondents who answered research items. This is presented in a combined frequency and percentile table.

Table 4.2 Age Bracket

	Frequency	Percentage
Below 18-24years	50	30.%
25-34 years	60	36%
35-44years	40	24%
45- 55 years and above	15	10%
Total	165	100%

Table 4.2 indicates that majority 36 % of the respondents were aged between 25-34years, this was followed by 30 % who were aged between 18-24 years, 24 % were aged below 45 years while 10% were aged between 45-55 years and above. This shows that there was a good representation by respondents of all age categories. The age composition shows that most of the respondents were of the age bracket of 26 to 35 years and therefore had rich experiences, could also appreciate the importance of the study. Additionally, the age limit for recruitment into the police service is between 18-25years for non-graduate recruit and 18-28years for graduate recruit. The age composition shows that most of the respondents were of the age bracket of 25 to 34 years, the age composition under which the age limit for recruitment into the police service for graduate recruits lies, hence its high number as many are approaching the recruitment age deadline and others have just completed their colleges and looking for jobs. Most graduates felt that the age bracket should be raised between 28-35 years since home background affects their school life since most of them come from poor homes that lack exposure to learning facilities causing delays of repeating in grades/ classes before they are through with the studies.

4.2.3 Level of education

The subjects of the study were asked to mention their level of education. This was analyzed and presented in figure 4.2 that shows the results of level of education among the respondents. This information was subjected to descriptive analysis and for consistency it was presented in a pie chart.

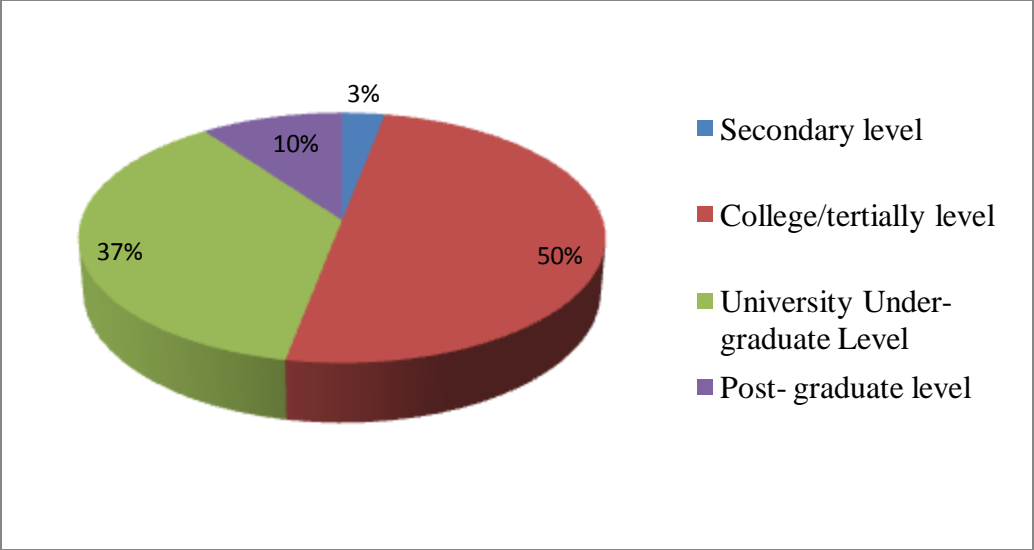


Figure 4.2 Education level

The study sought to establish the level of education of the respondents. The level of education was important in the study because it showed whether the respondents have adequate level of education to understand the concept and the language of the study. Figure 4.2 above shows the level of education of the respondents. From the findings, there was no respondents who had a primary level of education, 3% of the respondents had a secondary level as their highest level of education, 50% of the respondents had a diploma as the highest level of education, 37% of the respondents had a degree as the highest level of education, while 10% of the respondents had a postgraduate level as the highest level of education.

The result from the interviews conducted also mentioned that majority of the parents and Sub-chiefs interviewed had attained form four level of education although some had diploma and degree levels. For those with class eight or school dropouts also indicated that education brought about civilization and felt they could have the chance to train as police officers but they were hindered by their education level.

The findings on education level can also imply that Kenya is making a step forwards to the reduction of illiteracy among her citizen which influenced the coming of free primary and day secondary school education. Majority of the youths participated in the study were beneficiaries of the free education program since it began in 2003. The parents interviewed also indicated that they can afford to take their children to school due to free primary and day secondary education because their work is to buy uniform and feeding their children. Finally, from the findings on the figure above we can conclude that majority of the respondents were learned and well equipped with the required skills to understand the concept of the topic understudy.

4.2.4 Length of Service as a Police Officer

Table 4.3 Length of service

Period	Frequency	Percentage
1-2	10	9%
3-5 years	50	46%
6-10years	40	36%
Above10 years	10	9%
Total	100	100%

As illustrated in Table 4.3 above, it is mentioned that over 46% of the respondents have worked for the police force for 3 to 5 years, 36% of the entire population have worked for 6 to 10 years, 10% have worked for 1 to 2 years and the remaining 10% have worked for over 11 years. From the analyzed data it can be concluded that majority of the staff have worked in the police service for more than 5 years which is a sufficient time to provide reliable data for the study. It is known that working for long time one specializes in the work assigned to him/her since he/she does it in daily hence perfecting each day. A recruit requires guideline on the perfection of what learnt

training in the workplace through the senior officers. The senior officers have enough experience in the service, enough to give reliable information in the case of this study.

4.3 The Criteria of Youth Selection and Recruitment in the Police Service

The respondents were asked to state the criteria of youth selection and recruitment into police service. Their responses were subjected to descriptive analysis whereby their mean and standard deviation was recorded in. Table 4.4 shows the study findings.

Table 4.4 Selection and recruitment in police service

Question		Mean	Standard deviation
Does the number of recruits target affect the level of youth participations in the police service recruitment jobs?	Yes	4.6	0.024
	No	3.2	0.020
Does the corruption play a role in determining the recruits to be employed into the police service?	Yes, but most cases it is not noticed. People complain of being corned money in the name of being given a chance. Some say police officers recruiting receive bribes	3.5	0.156
	Yes, but we would like to change some of our recruiting and selection system to counter corrupt officers to make the excise free and fair to all citizens	1.5	0.002
	No, some people think it's corrupt but the excise is conducted in a fair manner due to police reforms	4.2	0.876

Does the selection and recruitment criterion play a key role in the youth's employment into the police service?	<p>Yes, but the mechanism needs to be more considerate to poor youths in the community. it can be done by visiting secondary schools and identifying youths to be recruited rather than the public gatherings</p> <p>No it does not affect since some youths feel that police are not getting good income</p>	<p>6.25</p> <p>1.9</p>	<p>0.025</p> <p>0.002</p>
Does the existing strategy applied in recruiting and hiring of youth into police service biased in any way?	<p>Yes, there is inadequate transparency and accountability in the police force. There is political interference in the excise</p> <p>No, some youths felt that there is poor working and living conditions so they are discouraged in joining the police force</p>	<p>6.25</p> <p>1.62</p>	<p>0.196</p> <p>0.012</p>

As indicated on table 4.4 above, most respondents (mean 4.6,0.024) were satisfied with the recruitment criterion applied in selection of youths into the police force although few (mean 3.2,0.02) felt that it is infective since they cited corruption, political interference and lack of transparency as major factors affecting the process. In relation to corruption 65% (3.5 mean) indicated that corruption impact the whole process but most cases it is not noticed. Although, people are aware of some police recruiting officers receive bribes. Some felt that the process should change to counter corrupt officers to make the excise free and fair to all citizens. Although a good number of the respondents who were police officers indicated that corruption do not affect the process (4.2 mean), some people think it is corrupt but the excise is conducted in fair grounds due to police reforms.

The finding in this study indicates that the police service is leading in corruption from the recruitment to the line of duty. As recurrent subjects of public discourse, the police are associated with such abuses as lax disposition to duty, extortion of common citizens and bribery, extra-judicial killings and collusion with criminals, and human rights violations, among others. This finding is in agreement with that study conducted by Mkutu and Kizito (2007) who found out that 48% of the police officer have a negative image in the public domain are not in complete denial of the incidence of institutional corruption and serving officers' wanton abuse of office. Some police officers are less committed to their duties. Some of them are relatives of the senior officers hence their work is to take bribes and do not protect the rule of law.

Dominant opinions of the interviewed police and civil society officials indicate that in carrying out their duties, the Kenyan police have been subject to interference by the top political leadership in their work. This is in part explained by the wide ranging powers the executive arm of government, especially the President wielded under the old constitution. This finding concurs

with Kimani (2012) who argued that among other things, political interference, which has not been significantly changed by the promulgation of a new constitution, impairs the rule of law and law enforcement. She further mentioned that some political leaders bring their relatives to be recruited into the service regardless of their academic qualification which is C grade for Kenya police. They are the officers who do not take duty seriously due to connection to political leader who facilitate the growing in the police rank without qualification. The interviewed police officers argued that they had to toe the line of their superiors or risk far-reaching consequences, including dismissal from work. This indicates clearly that a lot has to be done to actualize the police reform including incorporating policy guidelines that has to be adhered into strongly, relating to police recruitment process that will make it free, fair and transparent. The policy agency must follow the Kenyan constitution to ensure that each citizen is given equal opportunity to serve the nation without corruption and favor resulting from local and national politics that has hindered the police reform system.

4.4 The Distribution of Slots Available among Youths

The respondents were asked to give their views in the interview conducted on whether the slots given to their region are well distributed. Their feedback was analyzed by qualitative analysis. As indicated below.

Response 1: *I think the available slots are unfairly distributed since some locations are not featured in the recruitment at all.* This was given by a parent in Nanyuki Township location. According to this view parents are not satisfied on how the available slots are distributed according to their specific locations or sub counties. To support this claim on slot, according to digital standard, dissemination and irregularity has likewise been rebuked for levels of training. Poor regional imbalance and slot distribution has exposed some regions being left out without

their youth being absorbed in the police service. The political interference was cited to be high. This study concurs to that conducted by Young (2003) who viewed that professionalism and perfection in policing are identified with levels of training both as far as attracting recruits who hold tertiary capabilities and in requiring further education to be embraced as an essential to promotion.

Response 2: *Gender differences are not keenly considered in allocating the slots. Men are given more chances as compared to women. If 15 recruits are required only 5 women are considered.* This was given by a key informant (chief in Nyahururu Township). This implied that gender disparity in recruitment is still a challenge in police recruitment where each gender is supposed to be given equal opportunity and considered equally in selection. This study concurs with that conducted by Kenya National of Human Rights (KNHR), (2016) who found out that NPS recruitment for 2016 did not meet ethnic, gender and regional balance. There is need that all the gender issues must be addressed in line with the Kenyan constitution.

Response 3: *I think due to police reforms those who are recruited meet the required police qualifications* (parent in Rumuruti Township). This clearly showed that those who are recruited into the police service are qualified unless they are recruited under political influence or corrupt methods.

This study concurs to that conducted by Schwab (2012) who viewed that recruiting adequate and qualified officer candidates is a key element in building an effective and successful law enforcement agency. The government must adopt a meaningful recruitment plan to be easier to attract the right type and quality of criminal justice personnel and ensure regional balance.

Response 4: *I don't think gender differences affect the police service since few women participate in the police recruitment exercise* (Sub-chief in Doldo sub-location). According to this interviewee the recruitment is open to all gender but its women who do not turnout for the exercise so the issue of gender disparity in police service is also influenced by the low participation of women. This is reason why the Kenya government is emphasizing on the 1/3 participation of women at the public services as stipulated in the constitution of Kenya 2010. Awareness should be created to women to encourage them participate in the public services to attain the gender balance as required by the constitution.

Response 5: I think the slots available have a political connection in their distribution (Parent in Matanya shopping centre). This clearly shows that the public have realized that in order your son or daughter to be employed to the police service one must have a political connection. These connections are done during general election campaigns and promises are given to the supporters of those local leaders who will win and has an influence in the police service. This act discourages the youths from participating in the recruitment exercise since they think that already the candidates have been given the chance.

Response 6 :..... I think if you want your son/daughter to get employed in the police service one must give bribes to the officers involved in the process no need of good certificates or qualifications don't matter (informant). This clearly implies that those slots available for youth recruitment into the police service are given through bribes resulting to some regions missing to be given the required slots. In 2014, the NPSC declared the whole recruitment as unfair which influenced the fresh recruitment that affected the taxpayers' money since the process is budgeted for. Corruption plays a major role in hindering the police reforms in Kenya. There should be change of policies to curb corruption in our public service sector where police service is

inclusive. This is clear that from various responses of the interviewees the police service should reform and clear its public image. The residents also viewed police officers as animals due to the cases of some police brutality which also discourage parents to encourage their children to join the police service.

The police service should protect and ensure law and order is kept to facilitate the conducive environment for the economic development of our nation. Finally, from various respondents interviewed it's clear that gender balance has not been embraced fully on youth employment in the police service. The police reforms have to be realized by the general public to ensure police and public relationship is friendly.

4.4.1 Youth Preferences in the Police Service Units and the Distributions in the Service

The following is the quantitative analysis on how the youths prefer different police units and what it takes and what influence them to participate in the police recruitment excises. The respondents were asked to state the number and distribution of youths in police force as it was guided by the scale provided in line with the study objective 2. Their responses were subjected to descriptive analysis whereby their mean and percentages was recorded in table 4.5 below.

Table 4.5 Numbers and distribution in the police service

Statements	Mean	Percentage
The academic qualifications do not play a key role in the recruitment into the police service	3.7143	67.2
Most youths prefer the regular police to administration police	3.8393	81
The General Service Unit is mostly confused with the army and thus least considered for the police service jobs	3.9464	70
Police policy guidelines for recruitment do discourages youths from joining the police service.	4.1964	79.5
Most youths are recruited to the police service than the reserve units.	3.9464	82.9

Table 4.5 above gives the views of the respondents on different aspect based on the number of youths joining the police service. A big number of respondents (82.9%) agreed that most youths are recruited to the police service than the reserve units, some (81%) mentioned that most youths prefer the regular police to administration police, whereby (79.5%) of the respondent mentioned that police policy guidelines for recruitment do discourages youths from joining the police service. A good number of the respondent (70%) also viewed that the General Service Unit is mostly confused with the army and thus least considered for the police service jobs. Finally, 67.2% of the respondents agreed that the academic qualifications do not play a key role in the recruitment into the police service. This finding implies that police force has to create awareness to the youths to understand different units in the police service before the recruitment exercise.

The findings concur with that conducted by Kabia (2016) who found out that 79% of youths do not understand which unit of police to join. He also found out that 65% of youths confuse the General Service Unit with Kenya defense force. He further viewed that there was a relationship between staffing and the view of police reforms in Kenya. The study showed that the recruitment of recruit constable was carried out fairly although according to this researcher promotion was biased. The police officers interviewed were not sure whether the appointment of the gazetted officers was done credibly.

According to these officers the image of the police service in public discourages more youths to join the force hence giving a low number of youths joining the police service. Some police officers disapproved the procedure of candidates' selection for promotion courses and also that of members of inspectorates to be always unfair. Vetting of all police is necessary and should be done with fairness hence it will attract more youths into the police force since they will see the future and hope of upgrading ranks in a fair manner.

This implies that promotion in police service is done unfairly based on the basis of whom you know at the top rank. This mentality should be fought so as to encourage many youths to join the police service since still policing is a problem in Kenya due to the high population that requires police protection. The manner in which promotions are awarded in the police service are not credible and transparent as stipulated in the Kenyan constitution which requires free and fair in every public affairs including police promotion. The police should promote the officers based on the services they render to the service and to the public who are their main employer.

4.5 The Recruitment Strategies and Challenges

The respondents were asked to state the recruitment strategies adopted during youths' selection into police services as it was guided by the scale provided in line with the study objective 3. Their responses were subjected to descriptive analysis whereby their mean and percentages was recorded in table 4.6 and table4.7 below.

Table 4.6 Recruitment strategies adopted during recruitment

Statements	Mean	Percentage
Most youths have patrons during police recruitment.	4.689	71.6
Youths themselves are self-motivated to bribe for employment in the police service	3.245	69.7
Most youths low in academic performance do use their political leaders to secure employment.	4.234	70.8
Current age limit and education qualifications for recruitment should be maintained	4.795	74.7
The public do encourage police corruption in youths employment by lobbying for their preferred youths	2.997	61.9

As indicated in table 4.6 above 74.7% of the respondents agreed that current age limit and education qualifications for recruitment should be maintained, 71.6% mentioned that most youths have patrons during police recruitment, 70.8% of respondents agreed that youths with low academic performance do use their political leaders to secure employment and least was 61.9 of the respondents who mentioned that the public do encourage police corruption in youths employment by lobbying for their preferred youths. This gives the implication that during recruitment many youths recruited into the service do not meet the criteria since some are

recruited due to political influence hence they are not competent in the police service. The findings do not agree with that of Young (2003) who found out that professionalism and excellence in policing are related to levels of education both in terms of attracting recruits who hold tertiary qualifications and in requiring further education to be undertaken as a prerequisite to career progression but in this case there is the mention of political interference. A good requirement strategy should entail equal provision of opportunities to all youths including the issue of gender differences and regional balance. All youths are supposed to be recruited based on their academic and skills qualities to fit the emerging trends of criminal offenses such as terrorism that need intelligence to curb it. The political interference in the recruitment process discourages many youths. This indicates clearly that quite a number of youth, who qualify to be recruited into police service in Laikipia County, are left out because of corruption.

Table 4.7 Challenges faced in recruiting qualified Candidates

Statements	Mean	Percentage
Lack of adequate staff hampers recruitment process.	3.679	68.1
Lack of enough logistics contribute to poor recruitment process	3.155	60
Short notice on recruitment date is deterrence to smooth recruitment process	3.794	68.4
External forces/influence on recruiting staff, compromises fair process	4.234	79.7
Age limit and education level a challenge	2.996	53.4

As indicated in Table 4.7 above 79.7% of respondents mentioned that external forces/influence on recruiting staff, compromises fair process, 68.4% mentioned that short notice on recruitment date is deterrence to smooth recruitment process, 68.1% agreed that lack of adequate staff hampers recruitment process, 60% mentioned that lack of enough logistics contribute to poor recruitment process and finally 53.2 % mentioned that age limit and education level was a challenge in the recruitment of the youths to the police service. The findings of this study agree with that of IPOA (2014) who found out that out of 100 police officers 45% of them are employed through corruption. The high rate of corruption led to the repeat of the recruitment process in 2014. Corruption is dishonest or fraudulent conduct by those in power, typically involving bribery. In philosophical, theological, or moral discussions, corruption is the abuse of bestowed power or position to acquire a personal benefit. The findings of this study also agrees with that of Walker (2009) who found out that attracting qualified applicants for police vacancies has become increasingly difficult and will only get more difficult in the future. It clearly

indicates that police condition in terms of housing, salaries and personal security are some of the challenges facing youths from joining the police service. Youths are attracted by good paying jobs and good working conditions.

4.6 Recruitment and Selection Criteria

The respondents were asked to indicate the recruitment and selection criteria adopted during youths' selection into police services as it was guided by the scale provided in line with the study objective 4. Their responses were subjected to descriptive analysis whereby their mean and percentages was recorded in table 4.8

Table 4.8 Recruitment and selection criteria

Statements	Mean	Percentage
Police officers organization policy of recruitment discourages youth's participation in the recruitment.	3.566	67.9
The physical competencies determines who to be employed	4.455	79.5
Creativity with the police service recruits aids the officer determine who to employ	3.423	65.4
Police mandates affects youths employment turn over	4.655	80.7
Challenges on information sources, and reliance affects the general youths turn up for police recruitments	5.082	83.5

As indicated in table 4.8 above 83.5% of the respondent mentioned that challenges on information sources, and reliance affects the general youths turn up for police recruitments, 80.7% viewed that police mandates affects youth's employment turn over, 79.5% mentioned that the physical competencies determines who to be employed. Some respondents 67.9 and 65.4 mentioned that police officers' organization policy of recruitment discourages youth's

participation in the recruitment and creativity with the police service recruits aids the officer determine who to employ respectively. The findings conquer with that of Kabia (2016) who found out that 78% of his respondents with a mean of 4.560 mentioned challenges in selection as being based on information sources and police mandates. The scholar also mentioned the issue of police officers' organization policy of recruitment (62.6%) as a discouragement for youths participating in the process.

The selection of police in various department should be based on the qualification of the candidates and experiences if its promotion. Favorism should be discouraged in police recruitment and selection be it political interference. The police service sector should be independent as much as possible.

CHAPTER FIVE

DISCUSSION, SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

This chapter outlines the summary of the findings, conclusion and the recommendations as guided by the study objectives.

5.2 Summary of the Findings

In this study 143 respondents were targeted to fill all the questionnaires correctly for data analysis but only 133 items were returned making a response rate of 92.8%. This was attributed to be an excellent response rate since only ten questionnaires were not returned. This response rate was considered adequate for reporting and making conclusions as it exceeded the generally accepted threshold of 50% by (Mugenda & Mugenda, 2008).

5.2.1 General Information

In the issue of gender of the respondents, there were 52% male against 48% female. This gave an indication that the both male and female are interested to join police service although a big number was male. This is in line with a study conducted by IPOA (2017) which indicated that female youths are nowadays more willing to join the police service as compared to previous years. The IPOA findings indicated that 44% of women are willing to join the police services and among the officers who were interviewed in the study were 49% women against 51% in that report. Due to the economic constrains youths are forced to join any money generating activities which includes hard labor as long as they earn a living regardless of their gender.

According to the findings of this study, majority 36 % of the respondents were aged between 25-34 years, followed by 30 % who aged between 18-24 years, 24 % aged below 44 years while 10% waged between 45-54 years and above. The findings indicated that the representation in terms of age was good. The respondent as shown in the finding was of appropriate age groups with rich knowledge who were able to appreciate the importance of the study. The study concurs with the assumptions made by Orodho (2012) which states that the age group should be considered when carrying out a survey study.

In relation to education level, the highest level of education of most respondents was diploma level which had 50%. The second ranked level of education was degree level which had 37%, 10% had postgraduate degree whereby only 3% had secondary school level qualifications. The findings on education level showed that majority of the respondent were learned and well equipped with the required skills to understand the topic and articulated their ideas well during interviews. The results disagree with studies done by Borg (2010) that young people thought that police services had become less attractive as a career and would consider joining other better jobs to avoid stress. Those who were about to reach the retirement age were also few.

The findings indicated that 46% of the respondents had worked in the police service for 3 to 5 years, 36% had worked between 6 to 10 years and 10 % had worked in the service more than 11 years. The study was more concerned on the youthful population who in total were 82% who understood the challenges facing youths in relation to joining police service. The study further revealed that police officers served the public on a daily basis and were exposed to policing challenges.

5.2.2 The Criteria of Youth Selection and Recruitment in the Police Service

The findings on the criteria of youth selection and recruitment in the police service indicated that most youths appreciated the recruitment criteria applied in youth selection with a mean of 4.6. Some of the respondent with a mean of 3.2 indicated that it was infective since they felt corruption was influential in the process. Some of them mentioned political interference and lack of transparency as major factors affecting the whole process. Some felt that the process should change to counter corrupt officers to make the exercise free and fair to all citizens. Although a good number of the respondents who were police officers indicated that corruption do not affect the process (4.2 mean). This group viewed that people think it is corrupt but the exercise is conducted in fair grounds due to police reforms. This claim is supported with that conducted by IPOA which showed that corruption has gone down by 38% in the police service due to police reforms which came as a result of the 2010 constitution which was implemented in Kenya.

This study is in agreement to that of Mkutu and Kizito (2007) who ascertained that the police are associated with such abuses as lax disposition to duty, extortion of common citizens and bribery, extra-judicial killings and collusion with criminals, and human rights violations, among others. Their findings also revealed that 48% of the police officer have a negative image in the public domain and are not in complete denial of the incidence of institutional corruption and serving officers' wanton abuse of office. Some police officers are less committed to their duties. Some of them are relatives of the senior officers hence their work is to take bribes and do not protect the rule of law.

This study also conquers with Kimani (2012) who argued that among other things, political interference, which has not been significantly changed by the promulgation of a new constitution, impairs the rule of law and law enforcement. She further mentioned that some

political leaders bring their relatives to be recruited into the service regardless of their academic qualification which is C grade for Kenya police. They are the officers who do not take duty seriously due to connection to political leader who facilitate the growing in the police rank without qualification. The lack of oversight made it even easier to deploy the police for personal gain, and also to block investigations and operations that became a threat, and at the same time it gave the police space to serve their own interests, as when they collect bribes and intimidate and harass members of the public

5.2.3 Number of Youths and Distribution in the Police Service

The respondents mostly who were youths indicated that there is no equal distribution of youths in terms of regional balance and they attached this claim to political interference and corruption. This was in line with IPOA (2014). Gender disparity was also an issue which was identified to affect the number of youths in terms of gender in the police service. There was evidence that there were few women recruited as compared to male. The quantitative analyzes indicated that most youths are recruited to the police service than the reserve units (82.9%). Some respondents who were 81% mentioned that most youths prefer the regular police to administration police, whereby 79.5%) of the respondent mentioned that police policy guidelines for recruitment do discourage youths from joining the police service. A good number of the respondent 70% also viewed that the General Service Unit is mostly confused with the army and thus least considered for the police service jobs.

Only 67.2% of the respondents agreed that the academic qualifications do not play a key role in the recruitment into the police service. The finding of the study concurred with Kabia (2016) who found out that 79% of youths do not understand which unit of police to join. He also found out that 65% of youths confuse the General Service Unit with Kenya defense force.

According to these officers the image of the police force in public discourages more youths to join the force hence giving a low number of youths joining the police service. Vetting of all police is necessary and should be done with fairness hence it will attract more youths into the police force.

5.2.4 The Recruitment Strategies and Challenges

The finding of the study indicated that 74.7% of respondents' current age limit and education qualifications for youth recruitment should be maintained. Most respondents 70.8% mentioned that those youths with low academic performance do use their political leaders to secure employment and 61.9% mentioned that the public do encourage police corruption in youths' employment by lobbying for their preferred youths.

This can be interpreted as recruitment of youths in Laikipia is determined by regional politics. The findings concurred with that of Young (2003) who found out that professionalism and excellence in policing are related to levels of education. Youths with tertiary qualifications are always dedicated to their work as policemen and can understand and interpret the law and enforce it effectively.

Challenges such as external forces, compromising of the fair process, short notice on recruitment date, lack of adequate staff, that lack of enough logistics contribute to poor recruitment process and age limit and education level affect the youth recruitment into the police service. The highest agreed item was external forces which includes political interference which had 79.7% and least ranked was age limit and education level with 53.2%. The findings of this study agreed that the findings of IPOA (2014) who mentioned that in 100 police officers 45% of them are employed through corruption. The high rate of corruption led to the repeat of the recruitment process in 2014. Corruption is dishonest or fraudulent conduct by those in power, typically involving

bribery. In philosophical, theological, or moral discussions, corruption is the abuse of bestowed power or position to acquire a personal benefit. Walker (2009) who found out that attracting qualified applicants for police vacancies has become increasingly difficult and will only get more difficult in the future.

5.2.5 Recruitment and Selection Criteria

The findings of this study revealed that 80.7% of the respondents agreed that the police mandates affect youths' employment turn over, 79.5% mentioned that the physical competencies determine who to be employed. Some respondents 67.9 and 65.4 mentioned that police officers' organization policy of recruitment discourages youth's participation in the recruitment and creativity with the police service recruits aids the officers determine who to employ. This is in agreement to that of Kabia (2016) who found out that 78% of the participants viewed that challenges in selection as being based on information sources and police mandates. The scholar also mentioned the issue of police officers' organization policy of recruitment (62.6%) as a discouragement for youths to participate in the process.

For some 15 years now, there have been several reform efforts. A first comprehensive police reform effort was undertaken in 2003-4 after the NARC Government came to power on an agenda of change and anti-corruption. An ambitious police reform document (Strategic Plan 2004-2008) was developed, largely focusing on improving salaries and allowances and enhancing budget allocation to address infrastructural, operational and administrative concerns, but failed to propose substantial reforms that would have resulted in more accountable, more fair and effective policing.

The reforms have been codified in the 2010 Constitution and subsequent laws, most notably the National Police Service Act (c.11a), National Police Service Commission Act (c.30) and

Independent Policing Oversight Authority Act (c.35), all of 2011. The Constitution gives an outline of the accountability infrastructure for the police which include the recruitment process. The Constitution prohibits the Cabinet Secretary, or anybody else, from interfering in police operations, investigations or employment and deployment matters. This also means that the Provincial Administration, or its equivalent, can no longer direct the police, which is a huge break with the past.

5.3 Conclusion

Based on the findings of the study it can be concluded that regional politics have a significant influence on the recruitment of youths into the police service. Those youths with least academic qualifications below that set for police officers are recruited into the service because of corrupt relatives thus affect their competence in execution of their mandates. Most youths are discouraged on the challenges affecting the police service such as internal forces, recruitment age limit and academic issues hence affecting their number and distribution in the service. Some youths confuse the general police unit with armed forces hence this confusion affect the number of youths in the services.

First of all, due to systematic underfunding, misallocation of funds and regular inappropriate interference in police operations, the police service has been unable to develop into a service that meets international professional standards. The issue of politics which is dominated by tribalism and a winner-takes-all mentality, is a country where winning the elections means access to wealth is one of the factor affecting youths' recruitment into the police service.

Indeed, reports of political involvement in drug trafficking, ivory poaching and corruption involving senior Government officials and businessmen closely related to the political elite make

it clear that it may not be that beneficial for the country's elite to have truly professional police that handle crime effectively. This affects the youths being recruited into the police service. More must be done to ensure proper implementation of the reforms to ensure our police service cater for the demands and security of the tax payers.

5.4 Recommendations of the Study

The study recommends the following:

1. The recruiting department of the police service should announce the date of recruitment much earlier to give the youth time to be prepared for the process both psychologically and physically.
2. Corruption and political interference should be reduced to allow the recruitment process to maintain free and fair grounds so as to select and hire the most qualified youths into the police service who can be more competent in service delivery.
3. The internal challenges affecting the image of the police service such as good housing and salary issues should be addressed by the government to encourage more youths joining the police service.
4. Awareness should be created to the public to understand the mandate of the general service unit and that of the Kenyan defense force. This will make more youths to be aware on which units to join as police officers.
5. More funds should be set aside to employ more police officers to cater for the high number of the Kenyan population with little police officers giving security to the public.

5.5 Suggestion for further Studies

Further studies should be conducted to find out how the government has ensured that corruption in the police service is reduced and which mechanism the government is using to curb it.

Other scholars should find out other factors affecting youths' recruitment into the police service apart from political interference.

Finally, more studies should be conducted to evaluate the reform process put across to ensure the police service has a positive image to the public eye.

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APPENDICES

APPENDIX I: INTRODUCTION LETTER

Dear sir/ Madam

Re: Research Questionnaire

I am a post graduate student and as a necessity, I am undertaking a research on the regional politics on youth employment into police service in Laikipia County. I kindly ask you to partake in my research. Responses to the items in the survey will be treated with most extreme classification, and won't be utilized for some other purposes aside from this study. The questionnaire is comprised of two segments A and B. Tick and remark where fitting.

Thank you,

.....

**APPENDIX II: RESEARCH AUTHORIZATION KENYATTA UNIVERSITY
GRADUATE SCHOOL**



**KENYATTA UNIVERSITY
GRADUATE SCHOOL**

E-mail: dean-graduate@ku.ac.ke

Website: www.ku.ac.ke

P.O. Box 43844, 00100
NAIROBI, KENYA
Tel. 8710901 Ext. 57530

Our Ref: C159/CTY/PT/23363/2012

DATE: 18th July, 2018

Director General,
National Commission for Science, Technology
and Innovation
P.O. Box 30623-00100
NAIROBI

Dear Sir/Madam,


**RE: RESEARCH AUTHORIZATION FOR GEDION MIRITI NYAMU – REG.
C159/CTY/PT/23363/2012.**

I write to introduce **Gedion Miriti Nyamu** who is a Postgraduate Student of this University. The student is registered for M.A degree programme in the **Department of Security and Correction Science**.

Gedion intends to conduct research for a M.A Project Proposal entitled, "**Implications of Regional Politics on Youth Employment in the Police Service. A Case of Laikipia County, Kenya**".

Any assistance given will be highly appreciated.

Yours faithfully,


MRS. LUCY N. MBAABU
FOR: DEAN, GRADUATE SCHOOL

AM/ma

APPENDIX III: RESEARCH PERMIT- NACOSTI

**THIS IS TO CERTIFY THAT:
MR. GIDEON MIRITI NYAMU
of KENYATTA UNIVERSITY, 1236-10400
NANYUKI, has been permitted to conduct
research in Laikipia County**

**Permit No : NACOSTI/P/18/84194/24625
Date Of Issue : 20th August,2018
Fee Received :Ksh 1000**

**on the topic: *IMPLICATIONS OF
REGIONAL POLITICS ON YOUTH
EMPLOYMENT IN THE POLICE SERVICE. A
CASE OF LAIKIPIA COUNTY, KENYA***



**for the period ending:
17th August,2019**


.....
**Applicant's
Signature**


.....
**Director General
National Commission for Science,
Technology & Innovation**

CONDITIONS

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2. Both the Licence and any rights thereunder are non-transferable.
3. Upon request of the Commission, the Licensee shall submit a progress report.
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REPUBLIC OF KENYA



**National Commission for Science,
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Serial No.A 20301

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APPENDIX IV: RESEARCH AUTHORIZATION –NACOSTI



NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY AND INNOVATION

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NACOSTI, Upper Kabete
Off Waiyaki Way
P.O. Box 30623-00100
NAIROBI-KENYA

Ref. No. **NACOSTI/P/18/84194/24625**

Date: **20th August, 2018**

Gideon Miriti Nyamu
Kenyatta University
P.O. Box 43844-00100
NAIROBI

RE: RESEARCH AUTHORIZATION

Following your application for authority to carry out research on *“Implications of regional politics on youth employment in the police service. A case of Laikipia County, Kenya”* I am pleased to inform you that you have been authorized to undertake research in **Laikipia County** for the period ending **17th August, 2019**.

You are advised to report to **the County Commissioner and the County Director of Education, Laikipia County** before embarking on the research project.

Kindly note that, as an applicant who has been licensed under the Science, Technology and Innovation Act, 2013 to conduct research in Kenya, you shall deposit **a copy** of the final research report to the Commission within **one year** of completion. The soft copy of the same should be submitted through the Online Research Information System.


BONIFACE WANYAMA
FOR: DIRECTOR-GENERAL/CEO

Copy to:

The County Commissioner
Laikipia County.

The County Director of Education
Laikipia County.

APPENDIX V: SCHEDULE GUIDE

INTERVIEW SCHEDULE FOR RESPONDENTS

- i. Do you think recruit slot distribution is fairly done? YES/NO
- ii. Does the recruitment and selection criterion used discourage youth's employment into the police service? YES/NO. If no, why?
- iii. Do you think there are any challenges faced during police recruitment process YES/NO.?
If yes, why?

Section B: Specific Information

Implications of regional politics on youth employment into police service, Laikipia County, Kenya

Kindly rate the following statements with regard to the **Implications of regional politics on youth employment into police service, Laikipia County, Kenya**

1. Does the number of recruits' target affect the level of youth participations in the police service recruitment jobs? YES/NO If yes, elaborate, if No, why?

.....
.....

2. Does the corruption play a role in determining the recruits to be employed into the police service? YES/NO If yes, elaborate, if No, why?

.....
.....
.....

3. Does the selection and recruitment criterion play a key role in the youth's employment into the police service? YES/NO If No, why?

.....
.....
.....

4. Does the existing strategy applied in recruiting and hiring of youth into police service biased in any way? YES/NO If yes, why?

.....
.....
.....

5. Do you think the available slots given are fairly distributed? Yes () No(). Explain your answer.....

.....

6. What is gender parity on the slots given by the government?

.....

.....

7. Do you think the employment recruits are qualified officers?

.....

.....

Section C: Information Based on Objectives

Kindly rate the following statements in regard to Youth Employment in the Police Service. A Case of Laikipia County, Kenya

Key: SA- Strongly Agree, A- Agree, D- Disagree, SD- Strongly Disagree, ND- Not Decided

Number of youths employed into the police service

Statements	SA	A	UD	D	SD
The academic qualifications do not play a key role in the recruitment into the police service					
Most youths prefer the regular police to administration police					
The General Service Unit is mostly confused with the army and thus least considered for the police service jobs					
Police policy guidelines for recruitment discourages youths from joining the police service.					
Most youths are recruited to the police service than the reserve units.					

Strategy for adoption during recruitment process.

Statements	SA	A	UD	D	SD
Most youths have patrons during police recruitment					
Youths themselves are self-motivated to bribe for employment in the police service					
Most youths low in academic performance douse their political leaders to secure employment.					
Current age limit and education qualifications for recruitment should be maintained.					
The public do encourage police corruption in youths employment by lobbying for their preferred youths					

Challenges faced in recruiting qualified Candidates

Statements	SA	A	UD	D	SD
Lack of adequate staff hampers recruitment process					
Lack of enough logistics contribute to poor recruitment process					
Short notice on recruitment date is deterrence to smooth recruitment process					
External forces/influence on recruiting staff, compromises fair process					
Age limit and education level a challenge					

Recruitment and selection criteria

Statements	SA	A	UD	D	SD
Police officers organization policy of recruitment discourages youth's participation in the recruitment.					
The physical competencies determines who to be employed					
Police mandates affects youths employment turn over					
Creativity with the police service recruits aids the officer determine who to employ					
Challenges on information sources, and reliance affects the general youths turn up for police recruitments					