

Employee compensation for occupational injuries is a no-fault compensation scheme that provides wage replacement and medical benefits to employees injured in the course of their employment. Although workers' compensation laws are comprehensive and detailed, there is an increase in the number of lawsuits filed by discontented workers against the management of tea factories concerning work injury compensation. The purpose of this study was to explore the determinants of dissatisfaction that compel injured workers to seek the adjudication of courts although there exists a state mandated compensation scheme. The choice of Nyamira County was due to a relatively high number of injured employees in its factories who seek the arbitration of courts concerning work injury recompense. This study specifically sought to: assess the influence of caps on value of various levels of disability on dissatisfaction with compensation for occupational injuries. The study adopted a cross sectional survey design. The study targeted 741 employees and managers of tea factories in Nyamira County. The sample size consisted of 254 respondents chosen from the five KTDA factories in Nyamira County, determined according to Krejcie and Morgan (2006) tables of samples. To account for sub-group differences, proportionate stratified random sampling and purposive sampling were used to choose the study sample. Data was collected by using questionnaires, interview schedules and focus group discussions. Quantitative data was analyzed using descriptive statistical methods such as means, frequency distribution tables and percentages. Chi-square test of independence was used to determine whether the study's categorical variables (that is, the dependent variable and the independent variables) are independent of each other. Qualitative data was analyzed by extracting themes and establishing patterns, trends and relationships from the information gathered. Data was presented by use of tables, pie charts, histograms, graphs and text. The study established that workers' dissatisfaction with work injury recompense is dependent on the magnitude of payment made for various levels of disablement.