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## FACTORS INFLUENCING IMPLEMENTATION OF SOCIAL PROTECTION PROJECTS IN UASIN GISHU COUNTY, KENYA

Murrey Kathleen<sup>1</sup>, Dr. Mutwiri Faith<sup>2</sup>

### Abstract

*The Purpose of the study is to establish the factors influencing the implementation of social protection projects in Uasin Gishu County, Kenya. Specifically, this study sought to establish the effect of managerial skills on effective implementation of social protection projects in Uasin Gishu County, Kenya, to analyze the impact of resources mobilization on effective implementation of social protection projects in Uasin Gishu County, Kenya. This study used descriptive research design. The target population for this study was 467 respondents comprising of sub chiefs, village elders, youth leaders, Women leaders, social workers and Community health volunteers. A total sample size of 216 respondents was taken with the aid of Yamane (1967) formula. The study used stratified random sampling technique in choosing the sample size targeted respondents. This research used a questionnaire to collect primary data. Pilot study was administered in order to test for validity, reliability and practicability of the research instruments. This study collected both quantitative and qualitative data. Qualitative data was analyzed by use of content analysis. Quantitative data was coded then analyzed using Statistical Package for Social Sciences (SPSS) computer software version 23. Descriptive statistics was used to analyze the data in frequency distributions and percentages which was presented in tables and figures. The study used inferential statistics to establish the relationship between the variables. The study results were presented through use of tables and figures. The study concludes that managerial skills have a positive and significant effect on effective implementation of social protection projects in Uasin Gishu County, Kenya. In addition, the study concludes that resource mobilization has a positive and significant effect on effective implementation of social protection projects in Uasin Gishu County, Kenya. From the results, the study recommends that Uasin Gishu County, Kenya should ensure regular and effective training of the project managers to equip them with the needed skills to implement projects effectively.*

### Keywords

Social protection projects, managerial skills, resources mobilization, implementation

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<sup>1</sup> MsC, Jomo Kenyatta University Of Agriculture And Technology

<sup>2</sup> Lecturer, Jomo Kenyatta University Of Agriculture And Technology

## INTRODUCTION

Social protection is a regular and predictable transfer, often in the form of cash, provided by the state as part of a social contract with its citizens (DFID, 2016). They include child support grants, orphan care grants, disability grants, social pensions, and transfers to poor households, among others. Their objective is to alleviate poverty, provide social protection, or reduce economic vulnerability. Some cash transfers may be unconditional; others are conditional, aimed to promote particular behaviors, such as school attendance or regular health checkups (Development Policy Review, 2016). Social protection projects are concerned with preventing, managing, and overcoming situations that adversely affect people's Dignity, well-being and cushion them against vulnerabilities (United Nations Research Institute, 2010). Social protection consists of policies and programs designed to reduce poverty and vulnerability by promoting efficient labor markets and diminishing people's exposure to risks. It enhances the capacity to manage economic and social risks, such as unemployment, exclusion, ill health, disability and old age.

Traditionally, social protection has been used in the European welfare state and other parts of the developed world to maintain a certain living standard and address transient poverty. In the research which examined the significance of social protection projects on the livelihoods of small farming households in the Brazilian Amazon estuary region, several social programs have been conducted in this region, including Bolsa Familia that aims to increase children's education, an old age pension, and a closing fishing compensation. Together, they constitute a major income source for impoverished farming households facing increasing stress from both nature and society (e.g., more frequent and more severe tidal floods, crop price oscillation). Overall, social programs constitute half of households' annual income and almost ten percent of all households rely solely on social protection projects. Although most programs are designed for children and seniors, this cash income may play an important role in household's decision making, e.g., investing in a bigger boat for fishing. It is also possible that this may create a dependence on cash transfers as shown by other studies (Bertrand, 2003; Kassouf & de Oliveira, 2012).

The proportion of a household's total income represented by cash transfers (1) provides an indicator of the level of dependence of the household on the cash transfers and (2) represents how households assemble different livelihood activities (e.g., highly dependent on forest resources to generate income) to fulfill their subsistence and investment requirements (Babulo et al., 2008; Mamo et al., 2007; Mohammad Abdullah et al., 2016). The choice of "dependence" here does not have a negative indication; it is rather a neutral representation of the percentage. The combination of livelihood activities and the size of cash transfers received by households forms a livelihood strategy that is used to maintain the livelihood and well-being of the household. The factors affecting the strategies that can be formed and their application are constrained by livelihood assets (e.g., goods, food, services, money) and capability constraints of the household. Due to the heterogeneous distribution of livelihood assets among households, two households receiving the same social protection projects may adopt different livelihood strategies, resulting in different levels of dependence on the cash transfers.

In addition to cash transfer programs, an important livelihood option for low-income rural farming communities is the participation in off-farm activities. A majority of the rural poor have actively pursued off-farm activities and income from these activities plays an important role in rural livelihoods. For example, more than half of farm households' income in the Mexican ejido sector is from off-farm activities (De Janvry and Sadoulet, 2001). In the Brazilian Amazon estuary region, households establish residences in both rural and urban areas to facilitate income generation from off-farm activities (Padoch et al., 2008). Off-farm activities contribute to rural poverty reduction, increased income, and have positive spillover

effects on agricultural activities (e.g., allow farmers to invest in productivity-enhancing inputs with cash from non-farm activities when credit is unavailable), which constitute a new approach in rural development and may also affect the efficacy of cash transfer programs. However, the pursuit of off-farm activities may move rural households away from agricultural and agro-forestry activities. This can increase the wealth of these former agricultural households by having a stable wage every month, however, it may also result in a loss of traditional knowledge, or a higher risk of exposure to job market failure, especially when it is only labor-intensive work.

### **Statement of the problem**

Over 53% of Kenya's population lives under the poverty line, which means that 8.6 million children are in urgent need of support. An estimated 12 % of all Kenyan are children less than 18 years of age and 1 million are persons with Disabilities and Vulnerable (National Survey for persons with Disabilities 2007/2008). Due to the ongoing upward trending poverty, fragmented development, and Disability prevalence nationally, increasing numbers of persons with disabilities are growing up without adequate support, care, and protection. Children and women suffer double vulnerability compared with other children and women, for example in nutrition and access to education (De-Neubourg, 2009).

As entrenched in the social pillar of the Kenya vision 2030 blueprint and the constitution of Kenya, resources distribution and improved livelihoods for all vulnerable groups and people with disabilities is a flagship project. The ministry of labor and Social Protection has managed the cash transfers program for PWSD since 2010 and currently at a total of 47,200 beneficiaries (Source Data NCPWDs March 2018). The planning and implementation of this program has seen several changes and improvements. At least 80% of initial beneficiaries have consistently been receiving cash benefits. These beneficiaries are expected to have been brought out of stigmatization and discrimination.

Kenya's main social protection projects reach, directly or indirectly, an estimated 7.5% of the total child Population. Despite progress in expanding the number of beneficiaries, Kenya's cash transfer does not yet reach the vast majority of persons with severe disabilities in the poorest wealth Quintiles, even though coverage is pro poor. Another major gap in the system is the very low coverage of children with severe disabilities and are underrepresented in the PWSD-CT and to the lesser extent in the other programs too. This goes against one of the key principles of disability sensitive social protection projects to intervene as early as possible where persons with disabilities are at risk to prevent irreversible impairment or harm.

The cash transfer program for PWSDs was specifically designed to meet the needs of these specific categories of persons. However, like constraints in a project, the program has also faced various challenges. According to Csete (2001) a great number of the persons with severe disabilities have not benefited effectively from the projects. This greatly risks the future of the projects as it may continue to produce undesired effects. Although the efforts are impressive it requires developing programmatic structures and processes necessary to deliver the benefits and to monitor the processes and outcomes. Therefore, the thrust of this research is to find out the factors influencing the implementation of social protection projects in Uasin Gishu County, Kenya.

### **Objective of the Study**

- i. To establish the effect of managerial skills on effective implementation of social protection projects in Uasin Gishu County, Kenya.

- ii. To analyze the impact of resources mobilization on effective implementation of social protection projects in Uasin Gishu County, Kenya.

## **LITERATURE REVIEW**

### **Theoretical Review**

#### **Empowerment theory**

According to Tones and Tilford (2001) empowerment theory has been identified as a principal theory across various disciplines. Adapted from Zimmerman's (1984) work, Rappaport (1987) adapted it to community psychological studies. Ever since, the theory has found its way into social studies as a key concept in remedying inequalities and towards achieving better and fairer distribution of resources for communities (Rose, 2011). According to the theory, empowerment refers to the ability of people to gain understanding and control over personal, social, economic and political forces in order to take action to improve their life situations. It is the process by which individuals and communities are enabled to take power and act effectively in gaining greater control, efficacy and social justice in changing their lives and their environment. It is a process that fosters power in people, for use in their own lives, their communities and in their society by acting on issues that they define as important (Zimmerman, 2000).

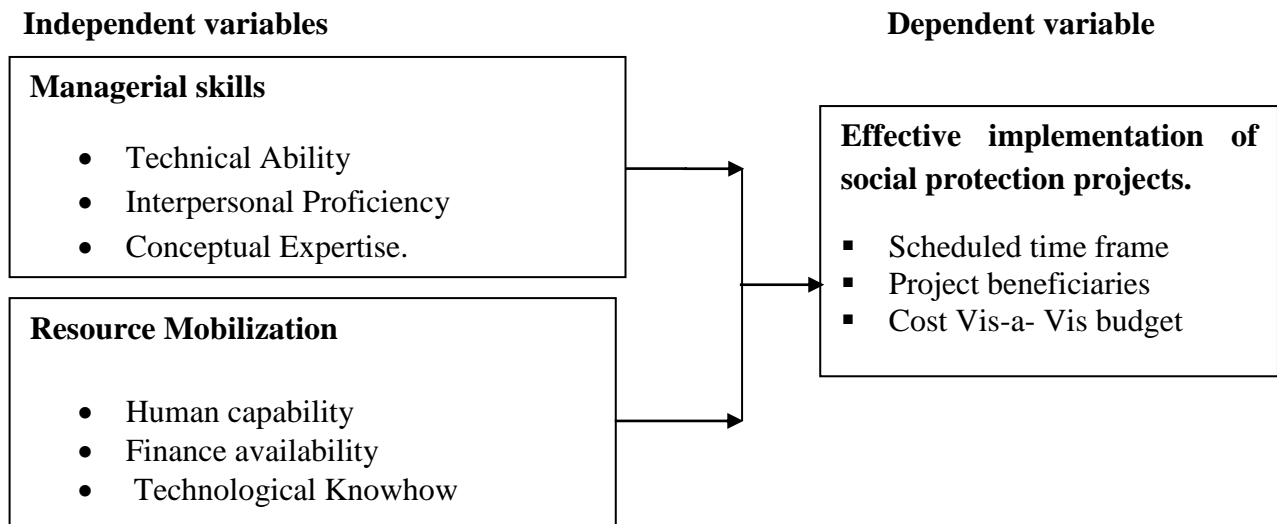
According to Lee (2005) who recently defined empowerment as a notion of people having the ability to understand and control themselves and their environments, expanding their capabilities and horizons and elevating themselves to greater levels of achievement and satisfaction. This can be deduced to mean that empowerment is a process that has a number of qualities such as: having decision making power, having access to information and resources, having a range of options from which to make choices. In fact, Zimmerman (2000), the originator of this theory, argues that empowered individuals have the characteristics of high self-esteem, self-efficacy, and control over their life and increased socio-political and civic access. Viewed in this light, cash-based intervention program can be seen as a perfect initiative aimed at improving the life of the people with disabilities, by correcting the social unfair discrimination. In this case, empowerment is in line with the definition of the theory as given by Lee (2005) that is empowerment is concerned with the transformation of individual's lives. As such, this theory expounds on the skills of the management to provide effective projects for the empowerment. This theory was used to assess the effect of managerial skills on effective implementation of social protection projects in Uasin Gishu County, Kenya.

#### **Resource based theory**

Resource Based View Theory was linked to resource mobilization variable. Resource mobilization is the maximizing on the use of the existing funds. Werner and Rumelt established Resource based view theory in 1984. The resource-based view of the firm (RBV) explains that each institution or organization has unique resources and capabilities that make them different hence becomes competitive advantage (Muthuri, 2014). Initiated in the mid-1980s, the resource-based view (RBV) has since become one of the leading modern methods to the analysis of sustained competitive advantage (Tan & Meyer, 2010). The theory on RBV offers a good explanation on how the sub counties and counties can make good use of their financial resources provided by the government in implementing the various projects in the areas. Resource based view theory is of importance in ensuring projects and programs is maximizing on use of existing funds. Resource based view theory is of importance in ensuring that other sources of funds are available and accounted for. Sustainability of projects is also very important in order to avoid stalling projects. Resource based view theory was

used to assess the impact of resources mobilization on effective implementation of social protection projects in Uasin Gishu County, Kenya.

### Conceptual Framework



**Figure 1: Conceptual Framework**

#### Managerial skills

Managerial skills are the knowledge and ability of the individuals in a managerial position to fulfil some specific management activities or tasks. Strategies that are superior in nature are developed for use in organizations through manipulation of internalized skills and knowledge learned through training and refined by experience. According to Mason (2013), training and education offer the greatest asset to an organization. Investing in human capital with the request skills and knowledge prove a worthy undertaking because workers with a wealth of knowledge make resources more productive. Whereas some organizations may choose to invest heavily in non-human resources, in business, one must realize that success begins with resource deployment, and therefore resources must be allocated based on thoroughly throughout plans, which can effectively be done by trained personnel (Karimi 2016).

Karimi (2016) study on role of women groups in improving household welfare in Nkaimurunya division Ngong district of Kajiado county discovered to be doing poorly, reason; lack of training. She believes that a trained businessperson will be able to evaluate the course of a venture in view of both internal and external forces and fix any deviation if identified. One who lacks training may imagine that business is bad with everyone and may remain helpless waiting for a period of good business only to find them doing other things committing similar mistakes. According to Czerniawska and Toppin (2017) manual operations which depend on bare strength are steadily being faced out in projects execution, and instead, technology is replacing human labor geared towards obtaining maximum gains, while reducing the cost of projects. This is an indication that soon, only skilled personnel will be required rendering large population of untrained workers jobless.

#### Resource Mobilization

Resource mobilization is the process of getting resources from the resource provider, using different mechanisms, to implement an organization's predetermined goals. Resource mobilization is related mainly to voluntary contributions; therefore, it has evolved more in the funds and programmes and operational entities that rely almost entirely or predominantly on voluntary contributions, compared to those dependent mainly or totally on assessed contributions. Resource mobilization entails human capability, finance availability and

technological knowhow. According to Mille and Marsh (2016) capability refers to the set of valuable functioning's that a person has effective access to. Thus, a person's capability represents the effective freedom of an individual to choose between different functioning combinations – between different kinds of life – that she has reason to value. Bashir (2018) indicates that availability of Funds means, with respect to any obligation that constitutes a Manager Expense, an Operating Disbursement or a Direct Reimbursement Expense, that sufficient funds have been provided by Owners and are available to Manager to pay such obligation

Investigating the influence of financial resources on the implementation of small project ventures in the cottage industry in India, Rondinelli (2013) indicated that Indian's cottage projects started with the production of simple household items but have improved over time surprising the traditional industrial nations of the world with popular industrial products. He observed that, this great milestone achieved in the growth of cottage industry in India was facilitated by the government's interest in allocating funds to the industry as it was creating job opportunities to the citizens. He further noted that it was because of the growth of the cottage industry in India that saw the growth of financial institutions which drew over 50 percent revenue from this informal industry. According to Obiero (2013) on Social economic factors affecting farm yield in Siaya County, established that due to lack of resources to put up green shades for selling agricultural products such as green maize, fruits, vegetables and Irish potatoes, sellers resorted to lining directly along the road with their products targeting potential consumers on transit, exposing them to adverse weather conditions. Occasionally, travelers on vehicles take off before paying. Besides, these products are also exposed to adverse weather conditions lowering their values.

### **Empirical Framework**

Karimi (2016) study on the role of projects in improving household welfare in Nkaimurunya division Ngong district of Kajiado county discovered to be doing poorly, lack of training. She believes that a trained businessperson will be able to evaluate the course of a venture in view of both internal and external forces and fix any deviation if identified. One who lacks skills may undergo training since the projects they're implementing my not accomplish the intended objectives

According to Czerniawska and Toppin (2010) manual operations which depend on bare strength are steadily being faced out in projects execution, and instead, technology is replacing human labor geared towards obtaining maximum gains, while reducing the cost of projects. This is an indication that soon, only skilled personnel will be required rendering large population of untrained workers jobless. Strategies that are superior in nature are developed for use in organizations through manipulation of internalized skills and knowledge learned through training and refined by experience.

Obiero (2017) argued that social economic factors affecting farm yield in Siaya county established that due to lack of resources to put up green shades for selling agricultural products such maize, fruits, vegetables, and Irish potatoes. Sellers resorted to lining directly along the road with their products targeting potential customers on transit and exposing them to diverse weather conditions.

Ondeny (2018) influence of resource mobilization on sustainability of women group projects in Vihiga County, Kenya. Descriptive and explanatory research designs were used in this study. The target population was 491 women group projects in Vihiga County. The respondents of this study comprised women group's officials and project committee members of women group development projects in Vihiga County. Stratified random sampling of

projects and projects committee members was done to obtain a sample size of 97 projects. Questionnaires were used in data collection processes. The data collected was analyzed using both descriptive and inferential statistics. The variables namely acquisition of financial resources, mapping human resources, acquisition of physical resources and community participation were regressed, and the study findings showed that all independent variable significantly and positively influenced the sustainability of women group projects in Vihiga County, Kenya.

Investigating the influence of financial resources on the implementation of small projects ventures in the cottage industry in India, Rondinelli (2017) indicated that cottage projects started with the production of simple households but have improved over time. Surprisingly the traditional industrial nations of the world with popular industrial products. He observed that, this great milestone achieved in the growth of cottage industry in India was facilitated by the government's interest in allocating funds to the industry as it was creating job opportunities to the citizen. He further noted that it was because of the growth of the cottage industry in India that saw the growth of the economy and the expansion of projects that helps the community at large.

## **RESEARCH METHODOLOGY**

This study used descriptive research design. The target population for this study was 467. A total sample size of 216 respondents were taken with the aid of Yamane (1967) formula. The study used stratified random sampling technique in choosing the sample size targeted respondents. This research used a questionnaire to collect primary data. This study collected both quantitative and qualitative data. Qualitative data was analyzed by use of content analysis. Quantitative data was coded then analyzed using Statistical Package for Social Sciences (SPSS) computer software version 23. Descriptive statistics was used to analyze the data in frequency distributions and percentages which was presented in tables and figures. The study also adopted multiple regression analysis to test the relationships between the variables.

## **DATA ANALYSIS**

### **Descriptive Statistics Analysis**

#### **Managerial Skills and Effective Implementation of Social Protection Projects**

The first specific objective of the study was to establish the effect of managerial skills on effective implementation of social protection projects in Uasin Gishu County, Kenya. The results were as presented in Table 1. From the results, the respondents agreed that managerial skills influence the implementation of social protection projects. This is supported by a mean of 3.926 (std. dv = 0.840). In addition, as shown by a mean of 3.831 (std. dv = 0.904), the respondents agreed that technical ability influences the implementation of social protection projects. Further, the respondents agreed that interpersonal proficiency plays a significant role on implementation of social protection projects. This is shown by a mean of 3.796 (std. dv = 0.937). The respondents also agreed that conceptual expertise influences the implementation of social protection projects. This is shown by a mean of 3.789 (std. dv = 0.876). From the results, the respondents agreed that they are satisfied with managerial skills possessed by the implementers of social protection projects. This is supported by a mean of 3.675 (std. dv = 0.897).

**Table 1: Managerial Skills and Effective Implementation of Social Protection Projects**

	<b>Mean</b>	<b>Std. Deviation</b>
Managerial skills influence the implementation of social protection projects	3.926	0.840
Technical ability influences the implementation of social protection projects	3.831	0.904
Interpersonal proficiency plays a significant role on implementation of social protection projects	3.796	0.937
Conceptual expertise influences the implementation of social protection projects	3.789	0.876
I am satisfied with managerial skills possessed by the implementers of social protection projects.	3.675	0.897
<b>Aggregate</b>	<b>3.711</b>	<b>0.873</b>

### **Resources Mobilization and Implementation of Social Protection Projects**

The second specific objective of the study was to analyze the impact of resources mobilization on effective implementation of social protection projects in Uasin Gishu County, Kenya. The results were as presented in Table 2. From the results, the respondents agreed that resource mobilization influences the implementation of social protection projects. This is supported by a mean of 3.996 (std. dv = 0.865). In addition, as shown by a mean of 3.919 (std. dv = 0.945), the respondents agreed that human capability influences the implementation of social protection projects. Further, the respondents agreed that finance availability plays a significant role on implementation of social protection projects. This is shown by a mean of 3.908 (std. dv = 0.611). The respondents also agreed that technological knowhow influences the implementation of social protection projects. This is shown by a mean of 3.801 (std. dv = 0.908). From the results, the respondents agreed that they are satisfied with the resource mobilization strategies used by the implementers of social protection projects. This is supported by a mean of 3.761 (std. dv = 0.776).

**Table 2: Resources Mobilization and Implementation of Social Protection Projects**

	<b>Mean</b>	<b>Std. Deviation</b>
Resource mobilization influences the implementation of social protection projects	3.996	0.865
Human capability influences the implementation of social protection projects	3.919	0.945
Finance availability plays a significant role on implementation of social protection projects	3.908	0.611
Technological knowhow influences the implementation of social protection projects	3.801	0.908
I am satisfied with the resource mobilization strategies used by the implementers of social protection projects.	3.761	0.776
<b>Aggregate</b>	<b>3.842</b>	<b>0.841</b>

### **Implementation of Social Protection Projects**

The respondents were requested to indicate their level of agreement on various statements relating to the effective implementation of social protection projects in Uasin Gishu County, Kenya. The results were as presented in Table 3. From the results, the respondents agreed that



social protection projects are implemented within the specified projects. This is supported by a mean of 3.984 (std. dv = 0.997). In addition, as shown by a mean of 3.905 (std. dv = 0.830), the respondents agreed that they are satisfied with the time taken to implement social protection projects. Further, the respondents agreed that project beneficiaries are satisfied with the quality of social protection projects. This is shown by a mean of 3.828 (std. dv = 0.563). The respondents also agreed that social protection projects are implemented within the set budget. This is shown by a mean of 3.789 (std. dv = 0.851). from the results, the respondents agreed that the implemented projects achieve the set objectives. This is supported by a mean of 3.786 (std. dv = 0.897). In addition, as shown by a mean of 3.717 (std. dv = 0.876), the respondents agreed that they are satisfied with the effectiveness in implementation of social protection projects.

**Table 3: Implementation of Social Protection Projects**

	<b>Mean</b>	<b>Std. Deviation</b>
Social protection projects are implemented within the specified projects	3.984	0.997
I am satisfied with the time taken to implement social protection projects	3.905	0.830
Project beneficiaries are satisfied with the quality of social protection projects	3.828	0.563
Social protection projects are implemented within the set budget	3.789	0.851
The implemented projects achieve the set objectives	3.786	0.897
I am satisfied with the effectiveness in implementation of social protection projects	3.717	0.876
<b>Aggregate</b>	<b>3.821</b>	<b>0.818</b>

## Inferential Statistics

### Correlation Analysis

**Table 4: Correlation Coefficients**

	<b>Project Implementation</b>	<b>Managerial Skills</b>	<b>Resources Mobilization</b>	
<b>Project Implementation</b>	Pearson Correlation	1		
	Sig. (2-tailed)			
	N	205		
<b>Managerial Skills</b>	Pearson Correlation	.819**	1	
	Sig. (2-tailed)	.002		
	N	205	205	
<b>Resources Mobilization</b>	Pearson Correlation	.835**	.289	1
	Sig. (2-tailed)	.001	.061	
	N	205	205	205

From the results, there was a very strong relationship between managerial skills and effective implementation of social protection projects in Uasin Gishu County, Kenya ( $r = 0.819$ ,  $p$  value = 0.002). The relationship was significant since the  $p$  value 0.002 was less than 0.05 (significant level). The findings are in line with the findings of Karimi (2016) who indicated that there is a very strong relationship between managerial skills and project implementation.

Moreover, the results revealed that there is a very strong relationship between resources mobilization and effective implementation of social protection projects in Uasin Gishu County, Kenya ( $r = 0.835$ ,  $p \text{ value} = 0.001$ ). The relationship was significant since the  $p$  value  $0.001$  was less than  $0.05$  (significant level). The findings conform to the findings of Obiero (2017) that there is a very strong relationship between resources mobilization and project implementation.

### Regression Analysis

Multivariate regression analysis was used to assess the relationship between independent variables and the dependent variable (effective implementation of social protection projects in Uasin Gishu County, Kenya)

**Table 5: Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.932	.869	.868	.10582

The model summary was used to explain the variation in the dependent variable that could be explained by the independent variables. The  $r$ -squared for the relationship between the independent variables and the dependent variable was  $0.869$ . This implied that  $86.9\%$  of the variation in the dependent variable (effective implementation of social protection projects in Uasin Gishu County, Kenya) could be explained by independent variables (managerial skills, resources mobilization, stakeholder involvement and monitoring and Evaluation).

**Table 6: Analysis of Variance**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	132.027	4	33.007	767.60	.000 <sup>b</sup>
Residual	8.568	200	0.043		
Total	140.595	204			

a. Dependent Variable: Project Implementation

The ANOVA was used to determine whether the model was a good fit for the data.  $F$  calculated was  $767.60$  while the  $F$  critical was  $2.417$ . The  $p$  value was  $0.000$ . Since the  $F$ -calculated was greater than the  $F$ -critical and the  $p$  value  $0.000$  was less than  $0.05$ , the model was considered as a good fit for the data. Therefore, the model can be used to predict the influence of managerial skills, resources mobilization, stakeholder involvement and monitoring and Evaluation on effective implementation of social protection projects in Uasin Gishu County, Kenya.

**Table 7: Regression Coefficients**

Model	Mode l	Unstandardized Coefficients		Standardize d	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	0.184	0.065		2.831	0.001
	managerial skills	0.387	0.112	0.384	3.545	0.003
	resources mobilization	0.489	0.106	0.482	4.613	0.001

a Dependent Variable: Project Implementation

The regression model was as follows:

$$Y = 0.184 + 0.387X_1 + 0.489X_2 + \varepsilon$$

From the results, managerial skills have a significant effect on effective implementation of social protection projects in Uasin Gishu County, Kenya  $\beta_1 = 0.387$ ,  $p \text{ value} = (0.003)$ . The relationship was considered significant since the  $p$  value  $0.003$  was less than the significant

level of 0.05. The findings are in line with the findings of Karimi (2016) who indicated that there is a very strong relationship between managerial skills and project implementation.

The results also revealed that resources mobilization has significant effect on effective implementation of social protection projects in Uasin Gishu County, Kenya,  $\beta_1=0.489$ ,  $p$  value= 0.001). The relationship was considered significant since the  $p$  value 0.001 was less than the significant level of 0.05. The findings conform to the findings of Obiero (2017) that there is a very strong relationship between resources mobilization and project implementation.

### **Conclusions**

The study concludes that managerial skills have a positive and significant effect on effective implementation of social protection projects in Uasin Gishu County, Kenya. Findings revealed that technical ability, interpersonal proficiency and conceptual expertise influences effective implementation of social protection projects

In addition, the study concludes that resource mobilization has a positive and significant effect on effective implementation of social protection projects in Uasin Gishu County, Kenya. Findings revealed that human capability, finance availability and technological Knowhow influences effective implementation of social protection projects.

### **Recommendations**

The study found that managerial skills have a positive and significant effect on effective implementation of social protection projects in Uasin Gishu County, Kenya. This study therefore recommends that Uasin Gishu County, Kenya should ensure regular and effective training of the project managers to equip them with the needed skills to implement projects effectively.

In addition, the study found that resource mobilization has a positive and significant effect on effective implementation of social protection projects in Uasin Gishu County, Kenya. This study therefore recommends that Uasin Gishu County, Kenya should ensure regular and effective mobilization of resources to ensure timely implementation of projects

### **Suggestions for Further Studies**

This study focused on the factors influencing implementation of social protection projects in Uasin Gishu County, Kenya. Having been limited to social protection projects implementation in Uasin Gishu County, Kenya, the findings of this study cannot be generalized to other projects in Uasin Gishu County, Kenya. The study therefore suggests further studies on factors influencing implementation of other projects in Uasin Gishu County, Kenya.

Further, the study found that the independent variables (managerial skills, resources mobilization, stakeholder involvement and monitoring and Evaluation) could only explain 86.7% of effective implementation of social protection projects in Uasin Gishu County, Kenya. This study therefore suggests research on other factors affecting effective implementation of social protection projects in Uasin Gishu County, Kenya.

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