EASTERN AFRICAN MULTIDISCIPLINARY ANNUAL RESEARCH CONFERENCE (EAMARC 3)

THEME: Sustainable Development Goals: Role of Research, Innovation and Capacity Building
STUDY OF KEY SUCCESS FACTORS IN THE MANAGEMENT OF YOUTH AFFIRMATIVE ACTION FUNDS IN KENYA

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1.0. BACKGROUND

Affirmative Action Funds in Kenya have been funds which have been set aside for the development of the youth.

Among such funds in Kenya have been the Youth Enterprise development fund (YEDF) meant to help the youth engage in development activities to uplift their standard of living.

The UWEZO fund was rolled to fund youth small enterprise. These funds have been so beneficial to the youth as they have been able to take loans and grants from the funds to uplift their lives.

The current study will dwell much on establishing the key success factors in the management of the youth affirmative action funds in Kenya.
2.0. OBJECTIVES

Establishing the role of good leadership in the management of the youth affirmative action funds in Kenya,

Investigate the accountability in the management of the youth affirmative action funds in Kenya

Assess the transparency in the management of the youth affirmative action funds in Kenya.
2.0. HYPOTHESES

The following null hypotheses guided the study;

Ho1: There is no significant relationship between leadership and the management of the youth affirmative action funds in Kenya

Ho2: There is no significant relationship between accountability and the management of the youth affirmative action funds in Kenya

Ho3: There is no significant relationship between transparency and the management of the youth affirmative action funds in Kenya
3.0. RESEARCH METHODOLOGY

Cross sectional study was applied for this study.

POPULATION: Total groups from both funds = 1,503

Sample size: (Yamane, 1967) = \[ n = \frac{1503}{1 + (1503 \times 0.1)^2} \] = 94

Primary Data collected using a LIKERT scaled structured questionnaires

Mugenda and Mugenda (2003) stated that questionnaires have the advantage of time conservation, convenience, as well as anonymity.
4.0. FINDINGS

1. Majority of the respondents are within the age bracket of 24-35 years
2. Majority of the members, were males with a fewer percentage of females
3. Most of the respondents had basic education of up to secondary level
4. Majority of the respondents agreed to have received some financial management training, mostly informally and through attendance to seminars on financial management.
5. The application procedures should be friendly in order to encourage the youth to apply for the funds
6. Additional sensitization to increase women uptake in groups
4.0. FINDINGS

Factors that influence accessibility of youth affirmative action funds

1. Lack of good leadership
2. Accountability of the leaders/Management
3. Transparency in disbursing the funds
4. Training in financial management
5. Youth attitude towards entrepreneurship
6. Group dynamics
7. Disbursement procedures.
The above findings were consistent to the findings of Gudda and Ngonze (2013); Kanyari and Namusonge (2012); Langat (2012) and Oduol (2012) studies in that affirmative action funds have transformed the life of the Kenyan youth.
6.0. CONCLUSION

Youth may lack experience and hence require pertinent knowledge and skills to engage profitably in entrepreneurship.

Government must establish monitoring mechanisms to reduce bottlenecks, and therefore do more to make it successful.

This study’s findings confirm the validity of the relationships between variables.

It verifies the significance between key success factors and the management of the youth affirmative action funds.

Independent variables; transparency, accountability and leadership, have a relationship with youth affirmative action funds.

This can provide some insights as well as feedbacks to youth empowerment programs and administrators for drafting policies and strategies that will enhance effectiveness.
7.0. REFERENCES


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