

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, IT & MANAGEMENT

I
J
R
C
M



A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories

Indexed & Listed at:

Ulrich's Periodicals Directory ©, ProQuest, U.S.A., EBSCO Publishing, U.S.A., Cabell's Directories of Publishing Opportunities, U.S.A., Google Scholar,

Open J-Gate, India [link of the same is duly available at Inlibnet of University Grants Commission (U.G.C)],

Index Copernicus Publishers Panel, Poland with IC Value of 5.09 & number of libraries all around the world.

Circulated all over the world & Google has verified that scholars of more than 5555 Cities in 190 countries/territories are visiting our journal on regular basis.

Ground Floor, Building No. 1041-C-1, Devi Bhawan Bazar, JAGADHRI – 135 003, Yamunanagar, Haryana, INDIA

<http://ijrcm.org.in/>

CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	E-GOVERNANCE IN INDIAN UNIVERSITIES: A CONCEPTUAL FRAMEWORK <i>VIJAY BHASKAR KOUDIKI & K JANARDHANAM</i>	1
2.	EMPIRICAL ANALYSIS ON THE ADOPTION OF QUALITY MANAGEMENT PRACTICES IN INFORMATION TECHNOLOGY SECTOR IN INDIA <i>DR. BEULAH VIJI CHRISTIANA. M & JOSEPH SASI RAJAN.M</i>	5
3.	IMPACT OF FOREIGN DIRECT INVESTMENT INFLOWS ON BRAZILIAN ECONOMY <i>ROBIN INDERPAL SINGH, DR. SANJEEV BANSAL & DR. JAGWANT SINGH</i>	12
4.	A STUDY OF ORGANIZATIONAL INVESTMENT IN EMPLOYEE TRAINING, WORK ENGAGEMENT AND TURNOVER INTENTION: A CROSS-LEVEL MEDIATION ANALYSIS <i>YU-PING HSU</i>	17
5.	ENTREPRENEURSHIP: IN A DYNAMIC WAY <i>DR. R. SATHYADEVI & SALMA.C.T</i>	24
6.	PARTICIPATION OF WOMEN IN SOCIO-ECONOMIC DECISION MAKING: A COMPARISON BETWEEN JOINT FAMILY AND NUCLEAR FAMILY <i>BHAGWATESHWARI KARKI & DR. B. P. SINGHAL</i>	26
7.	A STUDY OF INVESTORS' PERCEPTION TOWARDS STOCK MARKET IN JALANDHAR <i>DR. ANIL SONI</i>	29
8.	ROLE OF ORGANISATIONS TO COMBAT STRESS AMONG EMPLOYEES IN IT SECTOR <i>DR. SUDHAKAR B INGLE & ANITA D'SOUZA</i>	34
9.	THE EFFECT OF SOCIO-ECONOMIC FACTORS ON PUBLIC HEALTH SERVICE DELIVERY IN KENYA (A CASE OF MURANG'A COUNTY HOSPITALS) <i>CLIFFORD MACHOGU, DR. JAIRUS BOSTON AMAYI, DR. JOHN WEKESA WANJALA & LYDIAH KEYA ABUKO</i>	38
10.	A STUDY ON POSSIBLE PARTICIPATION OF MINING INDUSTRY IN MAKE IN INDIA CONCEPT <i>DR. MAMTA BRAHMBHATT & AMIT KUMAR SHARMA</i>	48
11.	IMPACT OF FOREIGN DIRECT INVESTMENT INFLOWS ON INDIAN ECONOMY <i>ROBIN INDERPAL SINGH, DR. SANJEEV BANSAL & DR. JAGWANT SINGH</i>	50
12.	GLOBAL PREVALENCE OF IFRS WITH SPECIAL REFERENCE TO INDIA <i>VAISHALI NAROLIA & AMIT KUMAR PASWAN</i>	55
13.	A STUDY ON THE CURRENT STATE OF INDIAN HEALTHCARE INDUSTRY <i>PRIYANKA SAHNI</i>	60
14.	DEMONETIZATION AND REMONETISATION OF INDIAN ECONOMY: AFTERMATH <i>GURVEEN KAUR</i>	63
15.	EFFICIENCY OF BANKS UNDER DIFFERENT OWNERSHIP GROUPS <i>RACHITA GARG</i>	66
16.	REVIVING UP INDIAN VC INDUSTRY: LESSONS FROM USA <i>NEHARIKA SOBTI</i>	71
17.	WOMEN ENTREPRENEURSHIP: ENTERING A MALE DOMAIN <i>BHAWNA MITTAL</i>	79
18.	STUDENTS ATTITUDE TOWARDS MATHEMATICS AT SECONDARY LEVEL IN SIKKIM <i>RAJESH SINGH</i>	84
19.	TRANSFER PRICING REGULATIONS AND ADVANCE PRICING AGREEMENTS IN INDIA <i>PRIYANKA SAHNI</i>	87
20.	DIGITAL INDIA OPPORTUNITIES AND CHALLENGES <i>SAPNA</i>	90
	REQUEST FOR FEEDBACK & DISCLAIMER	93

CHIEF PATRON**Prof. (Dr.) K. K. AGGARWAL**

Chairman, Malaviya National Institute of Technology, Jaipur
(An institute of National Importance & fully funded by Ministry of Human Resource Development, Government of India)
 Chancellor, K. R. Mangalam University, Gurgaon
 Chancellor, Lingaya's University, Faridabad
 Founder Vice-Chancellor (1998-2008), Guru Gobind Singh Indraprastha University, Delhi
 Ex. Pro Vice-Chancellor, Guru Jambheshwar University, Hisar

FOUNDER PATRON**Late Sh. RAM BHAJAN AGGARWAL**

Former State Minister for Home & Tourism, Government of Haryana
 Former Vice-President, Dadri Education Society, Charkhi Dadri
 Former President, Chinar Syntex Ltd. (Textile Mills), Bhiwani

FORMER CO-ORDINATOR**Dr. S. GARG**

Faculty, Shree Ram Institute of Business & Management, Urjani

ADVISOR**Prof. S. L. MAHANDRU**

Principal (Retd.), Maharaja Agrasen College, Jagadhri

EDITOR**Dr. R. K. SHARMA**

Professor & Dean, Bharti Vidyapeeth University Institute of Management & Research, New Delhi

CO-EDITOR**Dr. BHAVET**

Faculty, Shree Ram Institute of Engineering & Technology, Urjani

EDITORIAL ADVISORY BOARD**Dr. S. P. TIWARI**

Head, Department of Economics & Rural Development, Dr. Ram Manohar Lohia Avadh University, Faizabad

Dr. CHRISTIAN EHIOBUCHÉ

Professor of Global Business/Management, Larry L Luig School of Business, Berkeley College, Woodland Park NJ 07424, USA

Dr. SIKANDER KUMAR

Chairman, Department of Economics, Himachal Pradesh University, Shimla, Himachal Pradesh

Dr. JOSÉ G. VARGAS-HERNÁNDEZ

Research Professor, University Center for Economic & Managerial Sciences, University of Guadalajara, Guadalajara, Mexico

Dr. M. N. SHARMA

Chairman, M.B.A., Haryana College of Technology & Management, Kaithal

Dr. TEGUH WIDODO

Dean, Faculty of Applied Science, Telkom University, Bandung Technoplex, Jl. Telekomunikasi, Terusan Buah Batu, Kabupaten Bandung, Indonesia

Dr. M. S. SENAM RAJU

Director A. C. D., School of Management Studies, I.G.N.O.U., New Delhi

Dr. CLIFFORD OBIYO OFURUM

Director, Department of Accounting, University of Port Harcourt, Rivers State, Nigeria

Dr. KAUP MOHAMED

Dean & Managing Director, London American City College/ICBEST, United Arab Emirates

SUNIL KUMAR KARWASRA

Principal, Aakash College of Education, ChanderKalan, Tohana, Fatehabad

Dr. MIKE AMUHAYA IRAVO

Principal, Jomo Kenyatta University of Agriculture and Technology, Westlands Campus, Nairobi-Kenya

Dr. S. TABASSUM SULTANA

Principal, Matrusri Institute of P.G. Studies, Hyderabad

Dr. NEPOMUCENO TIU

Chief Librarian & Professor, Lyceum of the Philippines University, Laguna, Philippines

Dr. SANJIV MITTAL

Professor, University School of Management Studies, Guru Gobind Singh I. P. University, Delhi

Dr. ANA ŠTAMBUK

Head of Department in Statistics, Faculty of Economics, University of Rijeka, Rijeka, Croatia

Dr. RAJENDER GUPTA

Convener, Board of Studies in Economics, University of Jammu, Jammu

Dr. SHIB SHANKAR ROY

Professor, Department of Marketing, University of Rajshahi, Rajshahi, Bangladesh

Dr. ANIL K. SAINI

Chairperson (CRC), Guru Gobind Singh I. P. University, Delhi

Dr. SRINIVAS MADISHETTI

Professor, School of Business, Mzumbe University, Tanzania

Dr. NAWAB ALI KHAN

Professor, Department of Commerce, Aligarh Muslim University, Aligarh, U.P.

MUDENDA COLLINS

Head of the Department of Operations & Supply Chain, The Copperbelt University, Zambia

Dr. EGWAKHE A. JOHNSON

Professor, Babcock University, Ilishan-Remo, Ogun State, Nigeria

Dr. A. SURYANARAYANA

Professor, Department of Business Management, Osmania University, Hyderabad

Dr. MURAT DARÇIN

Associate Dean, Gendarmerie and Coast Guard Academy, Ankara, Turkey

Dr. ABHAY BANSAL

Head, Department of I.T., Amity School of Engineering & Technology, Amity University, Noida

Dr. YOUNOS VAKIL ALROAIA

Head of International Center, DOS in Management, Semnan Branch, Islamic Azad University, Semnan, Iran

WILLIAM NKOMO

Asst. Head of the Department, Faculty of Computing, Botho University, Francistown, Botswana

Dr. JAYASHREE SHANTARAM PATIL (DAKE)

Head of the Department, Badruka PG Centre, Hyderabad

SHASHI KHURANA

Associate Professor, S. M. S. Khalsa Lubana Girls College, Barara, Ambala

Dr. SEOW TA WEEA

Associate Professor, Universiti Tun Hussein Onn Malaysia, Parit Raja, Malaysia

Dr. OKAN VELI ŞAFAKLI

Associate Professor, European University of Lefke, Lefke, Cyprus

Dr. MOHENDER KUMAR GUPTA

Associate Professor, Government College, Hodal

Dr. BORIS MILOVIC

Associate Professor, Faculty of Sport, Union Nikola Tesla University, Belgrade, Serbia

Dr. MOHAMMAD TALHA

Associate Professor, Department of Accounting & MIS, College of Industrial Management, King Fahd University of Petroleum & Minerals, Dhahran, Saudi Arabia

Dr. V. SELVAM

Associate Professor, SSL, VIT University, Vellore

Dr. IQBAL THONSE HAWALDAR

Associate Professor, College of Business Administration, Kingdom University, Bahrain

Dr. PARDEEP AHLAWAT

Associate Professor, Institute of Management Studies & Research, Maharshi Dayanand University, Rohtak

Dr. ALEXANDER MOSESOV

Associate Professor, Kazakh-British Technical University (KBTU), Almaty, Kazakhstan

Dr. ASHOK KUMAR CHAUHAN

Reader, Department of Economics, Kurukshetra University, Kurukshetra

YU-BING WANG

Faculty, department of Marketing, Feng Chia University, Taichung, Taiwan

SURJEET SINGH

Faculty, Department of Computer Science, G. M. N. (P.G.) College, Ambala Cantt.

Dr. MELAKE TEWOLDE TECLEGIORGIS

Faculty, College of Business & Economics, Department of Economics, Asmara, Eritrea

Dr. RAJESH MODI

Faculty, Yanbu Industrial College, Kingdom of Saudi Arabia

Dr. SAMBHAVNA

Faculty, I.I.T.M., Delhi

Dr. THAMPOE MANAGALESWARAN

Faculty, Vavuniya Campus, University of Jaffna, Sri Lanka

Dr. SHIVAKUMAR DEENE

Faculty, Dept. of Commerce, School of Business Studies, Central University of Karnataka, Gulbarga

SURAJ GAUDEL

BBA Program Coordinator, LA GRANDEE International College, Simalchaur - 8, Pokhara, Nepal

FORMER TECHNICAL ADVISOR**AMITA****FINANCIAL ADVISORS****DICKIN GOYAL**

Advocate & Tax Adviser, Panchkula

NEENA

Investment Consultant, Chambaghat, Solan, Himachal Pradesh

LEGAL ADVISORS**JITENDER S. CHAHAL**

Advocate, Punjab & Haryana High Court, Chandigarh U.T.

CHANDER BHUSHAN SHARMA

Advocate & Consultant, District Courts, Yamunanagar at Jagadhri

SUPERINTENDENT**SURENDER KUMAR POONIA**

CALL FOR MANUSCRIPTS

We invite unpublished novel, original, empirical and high quality research work pertaining to the recent developments & practices in the areas of Computer Science & Applications; Commerce; Business; Finance; Marketing; Human Resource Management; General Management; Banking; Economics; Tourism Administration & Management; Education; Law; Library & Information Science; Defence & Strategic Studies; Electronic Science; Corporate Governance; Industrial Relations; and emerging paradigms in allied subjects like Accounting; Accounting Information Systems; Accounting Theory & Practice; Auditing; Behavioral Accounting; Behavioral Economics; Corporate Finance; Cost Accounting; Econometrics; Economic Development; Economic History; Financial Institutions & Markets; Financial Services; Fiscal Policy; Government & Non Profit Accounting; Industrial Organization; International Economics & Trade; International Finance; Macro Economics; Micro Economics; Rural Economics; Co-operation; Demography; Development Planning; Development Studies; Applied Economics; Development Economics; Business Economics; Monetary Policy; Public Policy Economics; Real Estate; Regional Economics; Political Science; Continuing Education; Labour Welfare; Philosophy; Psychology; Sociology; Tax Accounting; Advertising & Promotion Management; Management Information Systems (MIS); Business Law; Public Responsibility & Ethics; Communication; Direct Marketing; E-Commerce; Global Business; Health Care Administration; Labour Relations & Human Resource Management; Marketing Research; Marketing Theory & Applications; Non-Profit Organizations; Office Administration/Management; Operations Research/Statistics; Organizational Behavior & Theory; Organizational Development; Production/Operations; International Relations; Human Rights & Duties; Public Administration; Population Studies; Purchasing/Materials Management; Retailing; Sales/Selling; Services; Small Business Entrepreneurship; Strategic Management Policy; Technology/Innovation; Tourism & Hospitality; Transportation Distribution; Algorithms; Artificial Intelligence; Compilers & Translation; Computer Aided Design (CAD); Computer Aided Manufacturing; Computer Graphics; Computer Organization & Architecture; Database Structures & Systems; Discrete Structures; Internet; Management Information Systems; Modeling & Simulation; Neural Systems/Neural Networks; Numerical Analysis/Scientific Computing; Object Oriented Programming; Operating Systems; Programming Languages; Robotics; Symbolic & Formal Logic; Web Design and emerging paradigms in allied subjects.

Anybody can submit the **soft copy** of unpublished novel; original; empirical and high quality **research work/manuscript** **anytime** in **M.S. Word format** after preparing the same as per our **GUIDELINES FOR SUBMISSION**; at our email address i.e. infoijrcm@gmail.com or online by clicking the link **online submission** as given on our website ([FOR ONLINE SUBMISSION, CLICK HERE](#)).

GUIDELINES FOR SUBMISSION OF MANUSCRIPT

1. **COVERING LETTER FOR SUBMISSION:**

DATED: _____

THE EDITOR

IJRCM

Subject: SUBMISSION OF MANUSCRIPT IN THE AREA OF _____.

(e.g. Finance/Mkt./HRM/General Mgt./Engineering/Economics/Computer/IT/ Education/Psychology/Law/Math/other, please specify)

DEAR SIR/MADAM

Please find my submission of manuscript titled ' _____ ' for likely publication in one of your journals.

I hereby affirm that the contents of this manuscript are original. Furthermore, it has neither been published anywhere in any language fully or partly, nor it is under review for publication elsewhere.

I affirm that all the co-authors of this manuscript have seen the submitted version of the manuscript and have agreed to inclusion of their names as co-authors.

Also, if my/our manuscript is accepted, I agree to comply with the formalities as given on the website of the journal. The Journal has discretion to publish our contribution in any of its journals.

NAME OF CORRESPONDING AUTHOR

Designation/Post* :

Institution/College/University with full address & Pin Code :

Residential address with Pin Code :

Mobile Number (s) with country ISD code :

Is WhatsApp or Viber active on your above noted Mobile Number (Yes/No) :

Landline Number (s) with country ISD code :

E-mail Address :

Alternate E-mail Address :

Nationality :

* i.e. Alumnus (Male Alumni), Alumna (Female Alumni), Student, Research Scholar (M. Phil), Research Scholar (Ph. D.), JRF, Research Assistant, Assistant Lecturer, Lecturer, Senior Lecturer, Junior Assistant Professor, Assistant Professor, Senior Assistant Professor, Co-ordinator, Reader, Associate Professor, Professor, Head, Vice-Principal, Dy. Director, Principal, Director, Dean, President, Vice Chancellor, Industry Designation etc. **The qualification of author is not acceptable for the purpose.**

NOTES:

- a) The whole manuscript has to be in **ONE MS WORD FILE** only, which will start from the covering letter, inside the manuscript. **pdf. version is liable to be rejected without any consideration.**
 - b) The sender is required to mention the following in the **SUBJECT COLUMN of the mail:**
New Manuscript for Review in the area of (e.g. Finance/Marketing/HRM/General Mgt./Engineering/Economics/Computer/IT/ Education/Psychology/Law/Math/other, please specify)
 - c) There is no need to give any text in the body of the mail, except the cases where the author wishes to give any **specific message** w.r.t. to the manuscript.
 - d) The total size of the file containing the manuscript is expected to be below **1000 KB**.
 - e) Only the **Abstract will not be considered for review** and the author is required to submit the **complete manuscript** in the first instance.
 - f) **The journal gives acknowledgement w.r.t. the receipt of every email within twenty-four hours** and in case of non-receipt of acknowledgment from the journal, w.r.t. the submission of the manuscript, within two days of its submission, the corresponding author is required to demand for the same by sending a separate mail to the journal.
 - g) The author (s) name or details should not appear anywhere on the body of the manuscript, except on the covering letter and the cover page of the manuscript, in the manner as mentioned in the guidelines.
2. **MANUSCRIPT TITLE:** The title of the paper should be typed in **bold letters, centered and fully capitalised**.
 3. **AUTHOR NAME (S) & AFFILIATIONS:** Author (s) **name, designation, affiliation (s), address, mobile/landline number (s), and email/alternate email address** should be given underneath the title.
 4. **ACKNOWLEDGMENTS:** Acknowledgements can be given to reviewers, guides, funding institutions, etc., if any.
 5. **ABSTRACT:** Abstract should be in **fully italic printing**, ranging between **150 to 300 words**. The abstract must be informative and elucidating the background, aims, methods, results & conclusion in a **SINGLE PARA. Abbreviations must be mentioned in full.**
 6. **KEYWORDS:** Abstract must be followed by a list of keywords, subject to the maximum of **five**. These should be arranged in alphabetic order separated by commas and full stop at the end. All words of the keywords, including the first one should be in small letters, except special words e.g. name of the Countries, abbreviations etc.
 7. **JEL CODE:** Provide the appropriate Journal of Economic Literature Classification System code (s). JEL codes are available at www.aea-web.org/econlit/jelCodes.php. However, mentioning of JEL Code is not mandatory.
 8. **MANUSCRIPT:** Manuscript must be in **BRITISH ENGLISH** prepared on a standard A4 size **PORTRAIT SETTING PAPER. It should be free from any errors i.e. grammatical, spelling or punctuation. It must be thoroughly edited at your end.**
 9. **HEADINGS:** All the headings must be bold-faced, aligned left and fully capitalised. Leave a blank line before each heading.
 10. **SUB-HEADINGS:** All the sub-headings must be bold-faced, aligned left and fully capitalised.
 11. **MAIN TEXT:**

THE MAIN TEXT SHOULD FOLLOW THE FOLLOWING SEQUENCE:**INTRODUCTION****REVIEW OF LITERATURE****NEED/IMPORTANCE OF THE STUDY****STATEMENT OF THE PROBLEM****OBJECTIVES****HYPOTHESIS (ES)****RESEARCH METHODOLOGY****RESULTS & DISCUSSION****FINDINGS****RECOMMENDATIONS/SUGGESTIONS****CONCLUSIONS****LIMITATIONS****SCOPE FOR FURTHER RESEARCH****REFERENCES****APPENDIX/ANNEXURE****The manuscript should preferably be in 2000 to 5000 WORDS, But the limits can vary depending on the nature of the manuscript.**

12. **FIGURES & TABLES:** These should be simple, crystal **CLEAR, centered, separately numbered** & self-explained, and the **titles must be above the table/figure. Sources of data should be mentioned below the table/figure. It should be ensured that the tables/figures are referred to from the main text.**
13. **EQUATIONS/FORMULAE:** These should be consecutively numbered in parenthesis, left aligned with equation/formulae number placed at the right. The equation editor provided with standard versions of Microsoft Word may be utilised. If any other equation editor is utilised, author must confirm that these equations may be viewed and edited in versions of Microsoft Office that does not have the editor.
14. **ACRONYMS:** These should not be used in the abstract. The use of acronyms is elsewhere is acceptable. Acronyms should be defined on its first use in each section e.g. Reserve Bank of India (RBI). Acronyms should be redefined on first use in subsequent sections.
15. **REFERENCES:** The list of all references should be alphabetically arranged. **The author (s) should mention only the actually utilised references in the preparation of manuscript** and they may follow Harvard Style of Referencing. **Also check to ensure that everything that you are including in the reference section is duly cited in the paper.** The author (s) are supposed to follow the references as per the following:
- All works cited in the text (including sources for tables and figures) should be listed alphabetically.
 - Use (ed.) for one editor, and (ed.s) for multiple editors.
 - When listing two or more works by one author, use --- (20xx), such as after Kohl (1997), use --- (2001), etc., in chronologically ascending order.
 - Indicate (opening and closing) page numbers for articles in journals and for chapters in books.
 - The title of books and journals should be in italic printing. Double quotation marks are used for titles of journal articles, book chapters, dissertations, reports, working papers, unpublished material, etc.
 - For titles in a language other than English, provide an English translation in parenthesis.
 - **Headers, footers, endnotes and footnotes should not be used in the document. However, you can mention short notes to elucidate some specific point,** which may be placed in number orders before the references.

PLEASE USE THE FOLLOWING FOR STYLE AND PUNCTUATION IN REFERENCES:

BOOKS

- Bowersox, Donald J., Closs, David J., (1996), "Logistical Management." Tata McGraw, Hill, New Delhi.
- Hunker, H.L. and A.J. Wright (1963), "Factors of Industrial Location in Ohio" Ohio State University, Nigeria.

CONTRIBUTIONS TO BOOKS

- Sharma T., Kwatra, G. (2008) Effectiveness of Social Advertising: A Study of Selected Campaigns, Corporate Social Responsibility, Edited by David Crowther & Nicholas Capaldi, Ashgate Research Companion to Corporate Social Responsibility, Chapter 15, pp 287-303.

JOURNAL AND OTHER ARTICLES

- Schemenner, R.W., Huber, J.C. and Cook, R.L. (1987), "Geographic Differences and the Location of New Manufacturing Facilities," Journal of Urban Economics, Vol. 21, No. 1, pp. 83-104.

CONFERENCE PAPERS

- Garg, Sambhav (2011): "Business Ethics" Paper presented at the Annual International Conference for the All India Management Association, New Delhi, India, 19–23

UNPUBLISHED DISSERTATIONS

- Kumar S. (2011): "Customer Value: A Comparative Study of Rural and Urban Customers," Thesis, Kurukshetra University, Kurukshetra.

ONLINE RESOURCES

- Always indicate the date that the source was accessed, as online resources are frequently updated or removed.

WEBSITES

- Garg, Bhavet (2011): Towards a New Gas Policy, Political Weekly, Viewed on January 01, 2012 <http://epw.in/user/viewabstract.jsp>

**THE EFFECT OF SOCIO-ECONOMIC FACTORS ON PUBLIC HEALTH SERVICE DELIVERY IN KENYA
(A CASE OF MURANG'A COUNTY HOSPITALS)**

**CLIFFORD MACHOGU
ASSOCIATE PROFESSOR
COMMERCE DEPARTMENT
MURANG'A UNIVERSITY OF TECHNOLOGY
MURANG'A, KENYA**

**DR. JAIRUS BOSTON AMAYI
SR. LECTURER
HUMAN RESOURCE DEPARTMENT
MURANG'A UNIVERSITY OF TECHNOLOGY
MURANG'A KENYA**

**DR. JOHN WEKESA WANJALA
LECTURER
HUMAN RESOURCE DEPARTMENT
MURANG'A UNIVERSITY OF TECHNOLOGY
MURANG'A KENYA**

**LYDIAH KEYA ABUKO
ADMINISTRATION ASST.
MURANG'A UNIVERSITY OF TECHNOLOGY
MURANG'A KENYA**

ABSTRACT

Good health care is a fundamental need in the life of a person because it helps develop a positive self-image and also opens up the opportunities for the individual to do their daily duties as required of them. The study was both quantitative and qualitative. Descriptive analysis involved the use of frequencies in their absolute and relative forms (percentage). Inferential analysis was done to find out if there is any relationship between dependent and the independent variables of the study. The target population included a list of staff and patients. A sample of 475 respondents was drawn across the various categories of population that is staff and patients. Based on one-way ANOVA, the F value was 302.410 with a p-value $0.000 < 0.05$ significance level means that the calculated F Value is statistically significant. The R value of the study was 0.863 and R^2 value of 0.745. This established a significance of 0.192 for lack of enough financial resources, a significance of 0.709 for facilities in the hospitals and a significance of 0.709 for education level respectively. The study recommended that there should be enough and equitable financial allocation to all the hospitals in Kenya so that they can adequately run their daily activities. In addition, there should also be proper education awareness about health facilities to patients from the experts. Findings from this study will be used by the policy makers as a guide to decision making on improvement of health services which will in turn improve health service delivery.

KEYWORDS

Kenya, public health service, Murang'a county hospitals.

1.1 BACKGROUND OF THE STUDY

Public health services are the combination of all the programs, policies, and activities designed to promote a population's health and prevent disease and injury. Public health service focus on those delivery systems responsible for directly implementing public health services in most communities (Gilson, *et al.* 2012)

How well a public health system is integrated depends on the density of organizations in the community and their ability and willingness to contribute to public health activities (Ali, 2014). Analysts often have speculated that an important source of the variation in public health practice observed across states and communities derives from how public health services are organized and delivered (Mpinga, *Njau, 1999*). The statutory powers and duties of the government's public health agencies differ, as does the extent to which these powers are exercised at the state level or delegated to the local level (Oviasuyi, *2014 Wanjau, 2012*). This intricate inter-organizational and intergovernmental structure has complicated efforts to conduct comparative studies identifying the strengths and limitations of alternative delivery system configurations (Weyer, 2010).

Like other public goods, however, public health activities often do not have enough incentives to ensure that they will be fully provided through private, voluntary action (Montero, *Wamala, 2010; Ensor, 2011 et al., 2009*). A traditional role for governmental public health agencies is to provide beneficial activities not sufficiently covered by private contributors while also stimulating and coordinating the contributions made by other organizations so as to minimize duplication and free-rider problems (Nzinga, *An agency's success here will necessarily influence the integrity of the delivery system.* (Bodadilla, 2008; USAID, 2011)

Financial management, in service organizations, has been a constraint and an obstacle to other functions that contribute to service delivery (Davis, *Nordberg, 2014 (2008)*). They suggest an enlightened approach to finance in service organizations. This consists of more participative and positive approach where far from being an obstacle, it contributes to strategic planning, costing systems, personnel motivation, quality control, continued solvency, and keeping outsider's confidence in management (Barasa *et al., 2012; Arhin-Tenkorang, 2000*). There is a need to distinguish good costs that improves organizational capabilities and quality service delivery from "bad costs" that increase bureaucracy hence becoming obstacles to service delivery (Onyango, *2015*). Allocated resources for health flow through various layers of national and local government's institutions on their way to the health facilities (Wanjau, 2012). Financial accountability using monitoring, auditing and accounting mechanisms defined by the country legal and institutional framework is a prerequisite to ensure that allocated funds are used for the intended purposes, which is not true as seen in Kenya. (Davis, 2014)

Many countries in sub-Saharan Africa are unable to provide well equipped ward and provision of adequate quality and coverage of health services because of economic factors and scarce resources. This has prompted many countries to advocate for decentralization as a key factor to drive health sector reforms with a

view to maximizing the use of available resources in improving access and quality of health care services provided Onyango, (2015). Providing quality service has significant impact on customer satisfaction (Bobadilla, 2008; Nyongesa, 2014), customer retention and growth of organization (USAID, 2011; Onyango, 2013). However, the poor state of customer service in some public health facilities in Kenya has resulted in high turnover and weak morale among staff, making it difficult to guarantee 24-hour coverage resulting in, problems with patient care, increased cost of operations due to inefficiencies (Owino and Korir, 1997) leading to some of the patients to look for alternative providers and to spread negative image by word of mouth which affects potential clients hence impacting negatively on the growth of public hospital (Tam, 2005).

Along with Financial Management, education is critical in determining people's social and economic position and thus their health status (Palmer, 2011; Ndedda et al, 2011). There is good evidence that a low level of education is associated with poor health status. Educational attainment is strongly related to subsequent occupation and income level, whereas poor social circumstances in early life are associated with significant chances of low educational achievement (Cutler, .(2011) ***Educational achievement is not just a function of an individual's abilities and aspirations, but is influenced strongly by socio-economic circumstances (Muasya 2016*** Education level is more easily improved by society than income, occupation and other indices of socio-economic status (Ojaka, 2012; Gilson and Travis, 1997). In addition, unlike other socioeconomic determinants, educational achievement cannot be 'lost' once attained.

The potential benefits of integration, such as sharing resources and information, may be offset by the coordination problems, transaction costs, and loss of control associated with multi-organizational activities (Obwaka, 2013; Davis, 2014; Dustin, 2010). Health care institutions like hospitals, physicians' practices, and health insurers also are apt to join public health partnerships, particularly those addressing issues requiring both medical and public health interventions such as communicable disease control, chronic disease prevention, and vulnerable populations' access to care (Defo, 2014)

The Kenya health policy initiatives aims at responding to the following constraints: decline in health sector expenditure, increased cost of operations due to inefficiencies (Otieno, 2014), inefficient utilization of resources (Ombaka, 2015) centralized decision making, inequitable management information systems (Araba, 2009), outdated health laws, inadequate management skills at the county level (Mahapatro, 2010), worsening poverty levels, increasing burden of disease, and rapid population growth. The challenge facing the government is to reverse these constraints. As a result of health sector reforms that have decentralized health services, services are integrated as one goes down the hierarchy of health structure from the national level to county levels. Under decentralization, the county handles supervisory responsibilities.

While there are efforts by the government and other stakeholders to improve provision of health services in Kenya, there are major gaps in relation to utilization of healthcare services especially at community level since policy makers and administrators have limited information on which to base decisions about the organization of responsibilities and the allocation of resources in public health (Davis, ***Leeuw ;2014 Various studies have been conducted to assess factors that .(2014 influence utilization of health services internationally and even in Kenya and some of the factors include; cost of health services and quality of services.***

The current literature acknowledges that there are multiple determinants of health, which recognize the role of, behaviour, economics and social factors (Ombaka, 2015), and the interconnectedness of these (Kitui, 2009; Wanjau, 2012). Patient satisfaction is a major determinant of quality health care delivery. Many studies have reported that there is a positive relation between patients' satisfaction and outcome (Mahapatro, 2010). Therefore, knowledge of the patterns that influence the use of public health and medical services in developing countries are needed to address this. Thus this study tried to build on the gaps left by earlier studies by investigating the relationship between Socio-economic factors and public health service delivery in Kenya.

1.2 STATEMENT OF THE RESEARCH PROBLEM

As noted from the background of the study, policy makers and administrators have very little information on which to base the decisions about the organization of responsibilities and the allocation of resources in public health (Leeuw, ***Obtaining a better understanding of delivery system configurations is critical .(2014 to comparative effectiveness research in public health on strategies to improve the availability*** and quality of public health services. Few studies conducted in Kenya revealed the following factors as influencing utilization of health services; cost/financing (Wanjau, 2012; Davis, 2014), inadequate resources (Wamala, 2010; Ndavi; ***unemployment ,(2009*** awareness of health services, quality of health services, equity in healthcare provision and patient satisfaction and retention (Mahapatro, 2010). While the foregoing studies have been done covering utilization of public health service delivery in some regions in Kenya, for instance, Njuguna, (2014) in Kenyatta hospital, Otieno, (2014), Homabay County, and Kiruthu (2010) Nyeri referral hospital, no specific study has been conducted to ascertain the relationship between Socio-economic factors and public health service delivery apart from Muthoni (2015) which studies an assessment of the determinants of quality of health service delivery in Kenya, which as a component, is affecting decision making by both policy makers and administrators.

1.3 OBJECTIVES OF THE STUDY

1.3.1. GENERAL OBJECTIVE

The general objective of the current study is to establish the effect of Socio-economic factors in public health service delivery in Murang'a County hospitals.

1.3.2. SPECIFIC OBJECTIVES

The study was guided by the following specific objectives: -

1. To establish the relationship between financial resources and public health service delivery in Murang'a County hospitals.
2. To investigate the relationship between health facilities and public health service delivery in Murang'a County hospitals.
3. To determine the relationship between level of education of the patients and public health service delivery in Murang'a County hospitals.

1.4. HYPOTHESES

The study was guided by the following null hypotheses:

H_{01} : There is no significant relationship between financial resources and public health service delivery in Murang'a County hospitals

H_{02} : There is no significant relationship between health facilities and public health service delivery in Murang'a County hospitals.

H_{03} : There is significant relationship between level of education of patients and public health service delivery in Murang'a County hospitals.

1.5. SCOPE AND LIMITATIONS OF THE STUDY

1.5.1. SCOPE

This study was confined to Murang'a County Hospitals and it focused on socio-economic factors affecting public health service delivery.

1.5.2. LIMITATIONS OF THE STUDY

These included the following: the respondents were unwilling to give information for fear of victimization by the management, but this was overcome by clarifying to them that the information given will be treated confidentially. The other problem was employees did not allow much time to be interrogated as their employer gave them minimal chance to attend to the questions raised.

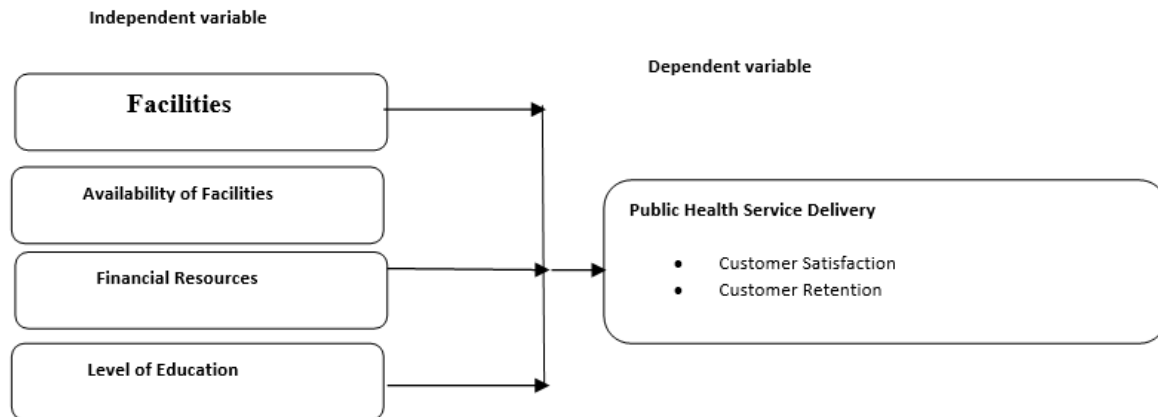
1.6. SIGNIFICANCE OF THE STUDY

The most pressing issue facing the public health sector in Kenya is how to improve public health service delivery to satisfy, attract, retain and maintain potential employees and customers. The findings of this study provide practical and theoretical insights to stakeholders in the public health sector on the factors affecting public health service delivery in Kenya and Murang'a specifically. The findings also provide to the researchers and the academic fraternity an increase in knowledge on the factors affecting public health service delivery. The study forms part reference material that triggers research in suggested areas for research which is of interest to future scholars. Foremost, this study provides the government and all other stakeholders in public health sector a platform to review their public health sector policies with an aim to improve public health service delivery in public health community, particularly The County Government of Murang'a is enabled to identify the key gaps in the county public health service delivery and improve the health sector.

1.7. CONCEPTUAL FRAMEWORK

The current study was guided by the following conceptual framework, which explains the interrelationship between the variables. A conceptual framework is a scheme of variables a researcher operationalizes in order to achieve the set objectives (Oso & Onen 2005).

FIGURE 1.1: CONCEPTUAL FRAMEWORK



Source: Researcher, 2016

Figure 1 is a diagrammatic representation of the conceptual framework. It indicates the relationship between the independent and the dependent variables. Mugenda and Mugenda (2003) define a variable as a measurable characteristic that assumes different values among subjects. Independent variable is that which a researcher manipulates in order to determine its effects or influence on another variable. Dependent variable attempts to indicate the total influence arising from effects of the independent variables. Under this study, the Socio-economic factors influencing satisfaction of health service delivery to citizens by the health facilities are: availability of facilities, financial resources, and Level of education which are the independent variable while dependent variable is outcomes of health service delivery to citizens. These factors include; Customer satisfaction and Customer Retention.

2.0 LITERATURE REVIEW

INTRODUCTION

In this chapter the researcher presented two main parts namely theoretical framework and empirical literature review. The theoretical framework explains different theories that relate to the study; while empirical review considers the knowledge researchers conducted on a similar subject and afterwards identifies the gap to be investigated.

2.1 THEORETICAL REVIEW

2.1.1. THE FULFILMENT AND DISCREPANCY THEORIES

Broadly, there are two approaches of examining satisfaction. One theory suggests that people have the ability to understand their service experience and thus judge its quality (Parasuraman *et al.*, 1985). The second theory holds that people's satisfaction as an attitude is the summation of the very subjective assessments of the dimensions of the service experience (Tucker III, 2002; Linder-Pelz, 1982). This theory views satisfaction as a patterned way of thinking and behaviour.

The first approach examines satisfaction as perceptual. Theories that suggest that people understand the quality of their service delivery can be organized into two groups: those that focus on individuals' expectations and actual experiences and those whose focus is the comparative process between individuals (Cole, 2008). The underlying themes in theories that focus on individuals' expectations and actual experiences are the desires and the actual occurrences of the encounter. These theories further assume that differences in either variable affect the resulting level of satisfaction. Two of the widely discussed models in this approach are the fulfilment and discrepancy theories (Jaipaul and Rosenthal, 2003).

The fulfilment theory suggests that an individual's perception concerning the discrepancy between what is wanted and what is eventually obtained is responsible for the level of satisfaction that is ultimately achieved. Discrepancy theory differs from fulfilment theory in that, while considering the desires and what is obtained, the comparison takes into consideration the quantity of the goods or services that are desired by the individual. In each situation, key determining factors relate to an individual's perceptions of his or her unique situation. (Jaipaul and Rosenthal, 2003). These theories address many of the social psychological determinants of patient satisfaction, but do not necessarily address other aspects, such as the socio-demographic variables that permeate past and present research.

2.1.2. ORGANIZATIONAL THEORY

Organizational theory predicts that public health agencies will pursue differentiation, integration, and concentration within their delivery systems. This is to improve the community's health, based on their specific resources, priorities, and incentives (Gillies *et al.* 1993). Consequently, substantial differences across communities in the structural characteristics of local public health delivery systems are expected. This is consistent with the diversity of local communities. These systems are expected to evolve over time as organizations improve their performance in the face of changing health risks, market incentives, and policy priorities. The potential benefits of integration, such as sharing resources and information, may be offset by the coordination problems, transaction costs, and loss of control associated with multi-organizational activities (Lorange and Roos 1993). Studies of integration in public health suggest that partnerships and coalitions have the advantage of expanding the reach of governmental public health agencies (Roussos and Fawcett 2000; Zahner 2005). They note that empirical evidence regarding public health intergovernmental relationships is limited but indicates possible advantages in decentralization (Mays *et al.*, 2004; Wholey, Gregg, and Moscovice 2009) thus their findings confirm the theory.

2.1.3. CLASSICAL PUBLIC ADMINISTRATION THEORY

Classical public administration theory focuses on the idea that the role of politics and administration in a democratic society determines and enacts the will of the state and sets a policy by which majority rules. However, public policies are rarely unanimous, whether voted by the legislature or the people. The role of government is to serve as the "balance wheel" of the new systems of collaborative problem-solving. Its function is to activate the needed partnerships and to make sure that public values, broadly conceived, are effectively represented in the collaborative systems that are formulated for example public health service delivery. The government of the day since independence has tried to make the public values a reality through introduction of resources for the public service. The study suggests a paradigm shift from a democratic state to a democratic society in which "government is a crucial instrument of the public service, providing leadership, resources, tools, and rules" (Hersey, 2010).

2.1.4. THEORETICAL LITERATURE REVIEW

2.1.4.1 SOCIO-ECONOMIC FACTORS

Socio-economic factors are the nature of the competition faced by the organization or its services and financial resources available within the economy, i.e. availability of facilities, staffing and financial resources and education level.

2.1.4.1.1. FINANCIAL RESOURCES

- 1) Financial management, in service organizations, has been a constraint and an obstacle to other functions that contribute to service delivery. They suggest an enlightened approach to finance in service organizations. (Kimanzi, *Davis ;2014however according to Otieno 2014; Wanjau, 2012) the Ministry of (2014 Health has developed structures through inter-sectoral collaboration at various levels but health financing, service delivery, quality; accessibility and equity influence utilization of health services remain unresolved issue.* In contradiction RoK, 2001; Nordberg, *states that Public hospitals in Kenya 2008 are in dire need of funding to rehabilitate*, redesign and equip them to ensure effective and efficient healthcare service delivery to Kenyans. The two biggest factors currently preventing healthcare from reaching a larger proportion of the population are the high cost of services, and poor access to health facilities Dustin (2010) but Arhin-Tenkorang (2000) argues that the situation consists of more participative and positive approach where far from being an obstacle, it contributes to strategic planning, costing systems, personnel motivation, quality control, continued solvency, and keeping outsider's confidence in management. According to Onyango (*Davis (2014), there is a need to distinguish good costs that improves organizational capabilities and quality service ;(2015 delivery from "bad costs"* that increase bureaucracy hence becoming obstacles to service delivery. Financial accountability using monitoring, auditing and accounting mechanisms defined by the country legal and institutional framework is a prerequisite to ensure that allocated funds are used for the intended purposes (Davis, 2014)
- 2) In many developing countries, governments do not have the financial and technical capacity to effectively exercise such oversight and control functions, track and report on allocation, disbursement and use of financial resources. Political and bureaucratic leakage, fraud, abuse and corrupt practices are likely to occur at every stage of the process as a result of poorly managed expenditure systems, lack of effective auditing and supervision, organizational deficiencies and lax fiscal controls over the flow of public funds (Davis, *Nordberg 2014, Falsification of financial statements is more of a problem in proprietary .(2008 (private) hospitals. Executives will sometimes exaggerate revenue and misstate expenses in order to meet expectations of industry analysts and shareholders* (Maureen, 2005). Low funding for Community Health Workers program in the country has adversely affected the delivery of healthcare services especially at the grass-roots. Most of the public hospitals in Kenya especially rural areas are in a bad state that has incapacitated them from offering efficient services to patients and to alleviate the deplorable condition proper measures must be taken into consideration (Maureen, 2005).

The GOK funds the health sector through budgetary allocations to the MOH and related government departments. However, tax revenues are unreliable sources of health finance, because of macro-economic conditions such as poor growth, national debt, and inflation, which often affect health allocations. A manifestation of the health budget shortfalls is the widespread lack of adequate drugs and pharmaceuticals, staff shortages, and poor maintenance of equipment, transport, and facilities. Over the past two decades, the GOK has pursued a policy of cost sharing to bridge the gap between actual budgets and the level of resources needed to fund public health sector activities. The revenue from the cost-sharing programme has continued to grow in absolute terms and as a percentage of the recurrent government budget. In 2002-03, cost sharing contributed over 8% of the recurrent expenditure and about 21 percent of the non-wage recurrent budget of the MOH.

The World Bank and IMF (2005) states that the number of people involved in decision making and service delivery and the dependency on the discretionary behaviour of the individuals provide opportunities for the leakage of funds. Furthermore, the difficult working condition and uncompetitive salaries can reduce the accountability of service provision, fostering absenteeism and low quality. To enhance active monitoring of service delivery by policymakers and citizens, as well as to increase accountability and good governance there should be practice of cost effectiveness. Although Kenya has had a long history of health care financing through the government, by in 1994, approving the Kenya Health Policy Framework (KHPF) as a blueprint for developing and managing health services, the perspective adopted is that of citizens accessing services and facing shortcomings to achieve this purpose in a cost-effective manner, Ndeti (2010).

2.1.4.1.2. AVAILABILITY OF ENOUGH FACILITIES

Many countries in sub-Saharan Africa are unable to provide well equipped wards and provision of adequate quality and coverage of health services because of economic factors and scarce resources. This has prompted many countries to advocate for decentralization as a key factor to drive health sector reforms with a view to maximizing the use of available resources in improving access and quality of health care services. Providing quality service has significant impact on customer satisfaction Nyongesa (2014), customer retention and growth of organization (Onyango, 2013). However, the poor state of customer service in public health facilities in Kenya has resulted in high turnover and weak morale among staff, making it difficult to guarantee 24-hour coverage resulting in, problems with patient care, increased cost of operations due to inefficiencies (Owino and Korir, 1997) leading to some of the patients seeking for alternative health service providers. The affected patients spread negative word by mouth which affects potential clients hence growth of the hospital (Tam, 2005).

Inequitable distribution of resources has led to poor management, underfunding and deteriorating infrastructure leading to fall in the quality of healthcare. Health care is labour-intensive, making human resources one of the most important inputs in health care service delivery (WHO 2010). Health care in Africa faces difficult challenges such as shortage of health workers, increased caseloads for health workers due to migration of skilled health personnel, and the double burden of disease and the HIV/AIDS scourge that affect both the general population and health personnel.

Currently, the funding for most healthcare facilities does not provide sufficient monies for capital improvements and certainly not for acquisitions of or development of new facilities. Rural healthcare facilities have struggled over the past several years with many of these facilities closing and leaving rural communities underserved. For example, in Illinois, the State has increased the timeliness of funding for rural facilities to improve healthcare service (Peterman, 2009).

2.1.4.1.4. EDUCATION

The relationship between level of education and patient satisfaction is ambiguous. For instance, some studies report that the level of education is positively associated with patient satisfaction (Mattson *et al.*, 2005; Tucker III, 2002). Educational attainment is strongly related to subsequent occupation and income level, whereas poor social circumstances in early life are associated with significant chances of low educational achievement (Currie, *Cutler ;2007Educational .(2011 achievement is not just a function of an individual's abilities and aspirations, but is influenced strongly by socio-economic circumstances (Muasya, 2016)*. In contrast, other research indicates that individuals with lower educational levels are likely to have increased levels of patient satisfaction (Barr, 2004, Barr *et al.*, 2000). Some literature has also demonstrated that there is no relationship between educational attainment and patient satisfaction (Rubin *et al.*, 1993). Its influence is multifactorial largely due to the various influences that are manifest in other aspects of the patient satisfaction process.

2.1.4.2. PATIENTS SATISFACTION

Patients' satisfaction is a concept that is closely related to quality. The term has been defined from at least two perspectives. One, patients' satisfaction is seen as a measure of how health care products and services supplied by health systems meet or surpass the expectations of patients (Parasuraman *et al.*, 1985). Second, the patient satisfaction theory (Tucker III and Adams, 2001) suggests that patient satisfaction with health care, as an attitude, is based on the summation of the very subjective assessments of the dimensions of the care experience. These dimensions can include interactions with providers, the ease of access, the burden of costs, and environmental issues such as cleanliness of the health care facility (Taylor, 1999). Regardless of the definition, patients' satisfaction is seen as a key indicator of quality within health systems. Vinagre and Venes (2008) offer a distinction between the terms quality and satisfaction. They suggest that quality is a judgment or evaluation that concerns performance pattern, which involves several service dimensions specific to the service delivered. Quality is believed to be determined more by external cues such as price and reputation. Satisfaction, however, is a global consumer response in which consumers reflect on their pleasure level. Satisfaction is based on service delivery predictions or norms that depend on past experiences, driven by conceptual cues such as equity or regret. Satisfaction is understood as being transitory and reflects a specific service experience.

2.2. EMPIRICAL LITERATURE

Studies on socio- economic factors affecting public health service delivery have been done by different researchers across the world as discussed in this section. A study by Ojaka, (2014), sought to investigate factors influencing motivation and retention of health care workers HCWs at primary health care facilities in three different settings in Kenya - the remote area of Turkana, the relatively accessible region of Machakos, and the disadvantaged informal urban settlement of Kibera in Nairobi. A cross-sectional cluster sample design was used to select 59 health facilities. Interviews with 404 health care workers were carried out that was grouped into 10 different types of service providers using structured questionnaire and a focus group discussion. Findings were analyzed using bivariate and multivariate methods of the associations and determinants of health worker motivation and retention. The levels of education and gender factors were lowest in

Turkana with female HCWs representing only 30% of the workers against a national average of 53%. A smaller proportion of HCWs in Turkana feel that they have adequate training for their jobs. Overall, 13% of the HCWs indicated that they had changed their job in the last 12 months and 20% indicated that they could leave their current job within the next two years. In terms of work environment, inadequate access to electricity, equipment, transport, housing, and the physical state of the health facility were cited as most critical, particularly in Turkana. The working environment is rated as better in private facilities. Adequate training, job security, salary, supervisor support, and manageable workload were identified as critical satisfaction factors. Family health care, salary, and terminal benefits were rated as important compensatory factors. The study concluded that there are distinct motivational and retention factors that affect HCWs in the three regions. Findings and policy implications from this study pointed to a set of recommendations to be implemented at national and county levels. These included gender mainstreaming, development of appropriate retention schemes, competitive compensation packages, strategies for career growth, establishment of a model HRH community, and the conduct of a discrete choice experiment. However, the study did not point out the socio-economic impacts in the settings, which the current study tried to establish in Kenya.

A study by Mutua, (2013), sought to establish the factors that affected consistency in supply of pharmaceutical products in government hospitals in Kenya. The study was carried out in Maragua district hospital with a sample size of 100 individuals comprising of management, procurement department, nursing department and the pharmacy department personnel. The researcher used stratified random sampling. Structured questionnaires and interviews were used to collect primary data. Financing was identified as a major problem. Legal requirements were bureaucratic and lengthened the procurement process leading to inconsistency in obtaining supplies. The hospital had no core tool for enhancing procurement performance. The legal framework needed review to reduce bureaucracy and shorten the process and training on procurement issues to all hospital procurement players was required to boost their knowledge. The hospital faced several challenges, which included shortage of staff in the procurement department and financial constraints. This study was carried out in Maragua and focused on supply of pharmaceutical products and procurement of staff but not entirely on socio-economic factors in the hospital which is the focus of the current study.

A study by Akacho (2014), sought to examine the factors that influence the provision of healthcare service delivery in Kenya a case of Uasin Gishu District Hospital in Eldoret. Provision of healthcare in public hospitals is achieved through the availability of enough staff, resources, facilities for the hospitals and good communication process that enables the hospital to run effectively. This research aimed at finding out the various factors influencing provision of health care service delivery in Kenya and majorly focused on the public health sectors in Kenya a case of Uasin Gishu District Hospital. This study was carried out in Eldoret Municipality in Rift Valley Province. The study used census method to carry out the survey as it targeted all staffs working in Uasin Gishu District hospital only. The study found out that poor communication on the part the management influenced the quality of performance among the staff. This is because as they fail to know their allocated and expectation at the work place. Poor communication between the staffs and the patients also was found to be a major contributor to the inefficient delivery of healthcare services in the hospitals as there was no enough time spent between the staffs and the patient, lack of enough staffing was also a major issue experienced in the hospital as there were fewer staffs compared to the number of patient leading to work overload of the staffs as they could not be in a position to handle all the patients present, lack of enough financial resources to help in the daily running of the hospital was a major challenge as there was no enough finances to equip the laboratories and buy enough medicines for the patients, finally the study found out that lack of enough facilities in the hospital such as poorly maintained wards and under stocked laboratories and lack of enough in the hospitals contribute to inadequate supply delivery. The study came up with conclusions that will help the Ministry of Health in Kenya to deal with the delivery of healthcare service in Kenya and recommended that there should be enough qualified staff so that each patient can be adequately attended to and that to happen the Ministry of Health needed to put much consideration to the people being employed and avoid corruption at place of work as this may lead to employment of under qualified staff, another recommendation was that there should be enough and equitable financial allocation to all the hospitals in Kenya so that they can adequately run their daily activities there should also be proper communication improvement among the staff member and this will ensure that there is enough and adequate service delivery lastly availability of facilities such as beds, laboratories should be provided to ease the work being done in the hospitals and ease the work of the staff and motivate them. This study narrowed onto staffing which is a sub-indicator of socio-economic factors which does not include all socio-economic factors researched on by the current study.

Another study was done by Ogolla (2013) on factors associated with home delivery in West Pokot County. The study sought to estimate the percentage of women who deliver at home in West Pokot County and establish the factors associated with home delivery in the area. The cross-sectional survey design was used. The study targeted 18,174 households between the months of April and July 2013. Six hundred mothers participated in the study. It was established that association between predictors and the place where the delivery took place was analysed by chi-square test (χ^2) at 95% confidence interval. Factors with $p < 0.05$ were considered statistically significant. These factors were entered into multivariate logistic regression model after controlling for confounding to ascertain how each one influenced home delivery. Odds ratio was used to determine the extent of association. Based on the mother's most recent births, 200 (33.3%) women delivered in a health facility while 400 (66.7%) delivered at home. Factors associated with home delivering were housewives (OR: 4.5, 95% CI: 2.1–9.5 ;) and low socio-economic status of 10 km (OR: 0.5, 9.5% CI: 0.3–0.7 ;). The findings of this study provide novel information for stakeholders responsible for maternal and child health in West Pokot County. This study was based in West Pokot while the current one is to be carried out in Murang'a County Hospital. Further, the study only looked at the influence of mothers and factors associated with home delivery in the area and not socio-economic impacts.

Study by Otieno, (2014), investigated factors that influence utilization of health services in Homa Bay County, Kenya. The study employed survey design and focused on health beneficiaries, District Health Management Team and other key health stakeholders, and used both quantitative and qualitative data. Quantitative data was collected through household interviews of 384 respondents and qualitative data was generated through Key Informant Interviews of 16 respondents. The study revealed that health financing, service delivery, quality, accessibility and equity influence utilization of health services in Homa Bay County. The study recommended that the government should allocate adequate budget towards health services, avail adequate trained health workers, and improve infrastructure in health facilities as well as drugs and other supplies. There is also need for further research on cultural factors influencing utilization of health services. However, the study focused on Homa Bay County which has different characteristics from Murang'a County therefore it was worthwhile carrying on another study in Murang'a hospitals.

According to study study by Wanjau, (2012), which sought to explore the factors affecting provision of service quality in the public health sector in Kenya, focusing on employee capability, technology, communication and financial resources. A total of one hundred and three respondents, comprising; sixteen doctors, thirty-two nurses, twenty-nine clinical officers, fourteen laboratory technologists and twelve pharmacists. Data was collected using closed and open ended questionnaires. The study found out that, low employee's capacity led to a decrease in provision of service quality public health sector by factor of 0.981 with while Inadequate Technology adoption in provision of health service led to a decrease in provision of service quality by a factor of 0.917. The ineffective communication channels affected delivery service quality in public health sector by a factor of 0.768 while insufficient financial resources resulted to decrease in provision of health service quality by factor of 0.671. This implied that low employee's capacity, low technology adoption, ineffective communication channels and insufficient fund affect delivery of quality service to patients in public health sector. This affects the quality of health service, perceptions, patient satisfaction and loyalty. In the paper the implications for policy included: comprehensive healthcare policy, addressing the plight of the worker, the working environment, the resources to enable the healthcare personnel perform effectively, and emotional intelligence management of the workforce. However, the paper concentrated on staffing and communication factors but not the entire socio-economic factors which the current study is analysed to fill the gap.

A study by Muthoni, (2015) states that, good health services are those which deliver effective, safe, quality personal and non-personal interventions to those who need then and where needed, with minimum waste of resources. The study investigated the factors affecting quality service delivery in the public health sector in Kenya and in specific the Murang'a County Hospital. The target population included doctors, nurses and lab technologists. The researcher used stratified random sampling to select a sample population. Data was collected by use of self-administered questionnaires, key informant interview guides and an observation checklist that were designed and developed by the researcher. The researcher used drop off method and interview schedules for collection of data. The reaction to the study was positive as a response of 80% was achieved. Descriptive analysis involved the use of frequencies in their absolute and relative forms (percentage). Inferential analysis was done to find out if there is any relationship between dependent and the independent variables of the study. The results of the study pointed to remuneration and training to be of great concern amongst health workers and affecting the level of quality. Health Institutions therefore need to pay attention to the two so as to ensure their employees are enthusiastic on delivering quality services. The study recommended regular reviews of job satisfaction in

the health sector to find out areas that need to be addressed so as to improve the quality and input of employees for institutions in the sector. Although the study was done in Murang'a county hospital, it pointed to remuneration and training to be of great concern amongst health workers and affecting the level of quality, it did not point out other socio-economic factors as seen in the current study.

Study by Ochieng, (2016) sought to examine Essential Health Packages delivery in service delivery in in public hospitals in Homabay County. The study used cross-sectional research design. Two hospitals were conveniently selected due to their municipality location. The study targeted 213 Health workers and 350 patients. Stratified sampling and proportionate sampling was used among different health workers. Sample size was determined by Yamane Formula. The study sampled 138 health workers and 186 patients. Questionnaire and key interview guide were used to collect data. The study established that there are inadequate health workers based on 138 (100%) health workers. Insufficient drugs were reported by 138 (100%) health workers, and 120 (64.5%) patients. 115 (83.3%) health workers say ambulances are not operational. 26 (18.8%) health workers noted lack medical equipment, 138 (100%) are aware of patients referred elsewhere due to lack of medical equipment. 153 (82.3%) and 135 (72.6%) patients' health access is hindered by cost and distance respectively. 159 (85.5%) patients don't always find services needed. 159 (85.5%) patients affected by long waiting time. It was concluded that low service provision/utilization rate in Homabay County results from lack of health workers, inadequate drugs, poor health infrastructure, and lack of access in terms of affordability, availability and distance. However the study used cross-sectional research and was based in Homabay County.

2.3. RESEARCH GAP

From the earlier studies available, it was noted that a number of studies regarding public health service delivery have been done, for instance availability of financial resources as indicated by Wanjau, *Akacho ;(2012)*, (2014), Availability of resources as pointed out by Otieno, (2014), Staffing by Muthoni, (2015);Akacho,(2014),educational attainment by Ogolla,(*Supply and procurement of pharmaceutical products by Mutua,2013;Palmer,2011*) and ,(2013 *Retention and motivation* of health workers and staff by Ojaka, 2014;Bodadilla,2008). However, hardly does one come across a study specifically addressing the relationship between Socio-economic factors and public health service delivery in Kenya with specific reference to Murang'a county hospitals. The scholars used different methodology, studied different geographical areas at different time periods and only looked at sub-indicators of the socio-economic factors. Therefore, this formed the basis of the current study by highlighting ways and means of enhancing county's overall health socio- economic factors as a strategy for a better Kenya.

3. RESEARCH METHODOLOGY

3.1. INTRODUCTION

This chapter discussed the research methodology and a general framework that was used in this study. The chapter presented specifically, the Research Design, Area of study, Population of the study, Sample size, Sampling procedures, Data Sources, Data collection instruments, Validity and Reliability of the instruments, Data analysis and presentation and Ethical considerations.

3.2. RESEARCH DESIGN

A research design according to Kothari (2004) is a conceptual structure within which research is conducted aimed at providing for the collection of relevant evidence with minimal expenditure of effort, time and money. Creswell (2009) defines research designs as plans and procedures for research that span the decisions from broad assumptions to detailed methods of data collection and analysis. The study was both the qualitative and quantitative in nature.

The study adopted descriptive research design in examining selected staff and patients. The study was both the qualitative and quantitative in nature. According to Mugenda and Mugenda (2003), a descriptive research design determines and reports the way things are. According to Cooper & Schindler (2003) a descriptive study tries to discover answers to the question who, what, when, which and sometimes how. Also Creswell (2003) observed that a descriptive research design is used when data is collected to describe persons, organizations, settings or phenomena. Descriptive design was ideal in this study as the study was carried out within a limited geographical scope and hence it is logistically easier and simpler to conduct. In agreement with Kothari (2008), the design also provides enough protection against biasness and helps maximize reliability.

3.3. POPULATION OF THE STUDY

According to Mugenda & Mugenda (2003) a population is an entire group of individuals, events or objects with some common observable characteristics. The target population for this study was 1938 people.

3.4. SAMPLING FRAME

Sampling is a procedure, process or technique of choosing a sub-group from a population to participate in the study (Ogula, 2005). It is the process of selecting a number of individuals for a study in such a way that the individuals selected represent the large group from which they were selected. Stratified sampling, purposive sampling and simple random sampling methods were used (Mugenda and Mugenda, 2003). The procedure was started with stratification of items, and then followed by sampling that is stratified random sampling (Kombo and Tramp, 2006). According to Mugenda and Mugenda (2003), stratified random sampling involves selecting subjects in such a way that the existing subgroups in the population are more or less reproduced in the sample.

3.4.1 SAMPLING TECHNIQUES

According to Mugenda and Mugenda (2003), at least 25% of the cases per group are required for research. The study adopted a sample size consisting of 440 patients and 45 staff with a proportionate distribution of staff and patients from every hospital totalling to 485. In every ward (that is five wards from the five selected hospitals) the researcher used a sample of 9 staff giving a total of 45 staff. In the same vein a sample of 29 in- patients and 59 out-patients in every hospital was used that is the five hospitals selected from daily registration record giving a total of 440 patients. Stratified samplings, Purposive sampling and Simple random sampling were used to come up with sample size.

According to Mugenda and Mugenda (2003) stratified sampling involves classifying respondents in such a way that the existing subgroups in the population are more or less reproduced in the sample. This method is appropriate because it is able to represent not only the overall population but also the key sub groups of the population. The method was preferred because it helped minimize biasness. The subgroups are clinical officers, pharmacists, nurses, doctors, patients and health workers in the hospital. Stratified sampling was used to place the staff into categories based on the following characteristics; Head of department or staff on duty. Once the categories were established, the researcher developed a source list from which the staffs were randomly picked. Within the selected staff respondents, purposive sampling was used since it represented the characteristics confined in this study. Purposive sampling, groups participants according to selected criteria relevant to a particular research question (for example, out and in-patients in the county hospitals). Bryman and Bell (2011) affirm that purposive sampling is appropriate characteristics for the research topic. The study purposely selected Heads of department and the staff on duty.

Finally, simple random sampling was used in picking fifty-nine (59) out-patients from the daily registration record (that is the first fifty-nine that were accessed in every ward) which added to 295 out-patients in five selected hospitals. In the same vein 29 in-patients on the first twenty- nine beds in every ward in the five hospitals were used thus a total of 145 in-patients. The patients selected were those not critically ill. According to Fraenkel and Wallen (2000), a simple random sample is one in which each member of the population has an equal and independent chance of being selected, while a proportional sample is where the sample size is a fraction of the whole sample size. According to Mugenda and Mugenda (2003); simple random sampling minimizes biasness since it gives each sample an equal chance of being identified.

3.4.2 SAMPLE SIZE

A sample is a smaller group or sub-group obtained from the accessible population (Mugenda and Mugenda, 1999). This subgroup is carefully selected so as to be representative of the whole population with the relevant characteristics. Each member or case in the sample is referred to as subject, respondent or interviewees. According to Mugenda and Mugenda (2003) a sample size of between 10 percent and 40 percent is a good representation of the target population. She proposes that if the population is a few hundred items 40% can be used while if the population is same few thousands, then 25% can be used but if more than 10,000 then 5% can be used. Since the population is 1938 which are a few thousands then 25% was used to determine the sample size. Based on the above, the study adopted a sample size of 25 percent (485) people which constituted 145 in-patients and 295 out- patients and 45 staff totalling to 485 in selected hospitals of Murang'a County. The in -patients were based on bed capacity while out- patients were based on daily registration records in department

TABLE 3.1: SAMPLE SIZE

Strata	Population Staff and patients	Staff	in-Patients	Out-patients	Ratio	Sample Size
Murang'a general hospital	615	75	270	270	25%	154
Kangema hospital	180	20	10	150	25%	45
Muriranjias	280	20	200	60	25%	70
Gaichanjiru	210	10	0	200	25%	53
Kirwara	241	25	16	200	25%	60
Maragua	412	30	82	300	25%	103
Total	1938	180	578	1180	25%	485

3.4.3 DATA COLLECTION PROCEDURE

The study utilized both primary and secondary data. Primary data collection was collected through questionnaires while Secondary data was collected from Journals and Reports. The above sources were chosen due to the nature of the study as the respondents were required to give critical data that can be best collected using questionnaire whereas the general data was collected using information from the documentary records.

3.4.4 DATA COLLECTION INSTRUMENTS

Data was collected by use of semi-structured questionnaire comprising of close-ended questions. The questionnaires were administered using the drop and pick later method. The questions were five likert scale type from 1 to 5 such as strongly agree, disagree, neutral, agree and strongly disagree. The reason for choosing the questionnaire is because, as Kiess and Bloomquist (1985) observe, it offers considerable advantage in the administration: it presents an even stimulus potential to large numbers of people simultaneously and provides the investigations with an easy accumulation of data. Gay (1992) maintains that questionnaires give respondents freedom to express their view or opinion and also to make suggestions. In addition, it is cheap and easy to administer, data that is obtained by use of questionnaires is easy to arrange and analyze and, the researcher does not need to be physically present when the respondents are filling the questionnaires hence providing the respondents with a free conducive atmosphere to fill the questionnaires. Lastly, questionnaires can elicit information from respondents. Secondary data for this study was collected from journals, reports and official documents.

3.5 PILOT STUDY

A pilot study is a mini-version of a full scale or a trial run done in preparation of the complete study, it is mostly done to pre-test the research instruments this is according to (Compare Polit, *et al.* & Baker in Nursing Standard, 2002:33-44; Van Teijlingen & Hundley, 2001) Pilot study also helps in foreseeing the future attributes of the study to be done and avoid future failures hence avoid loss off money and time this is according to (Van Teijlingen & Hundley, 2001).

3.5.1. VALIDITY

Validity refers to the degree to which evidence and theory support the interpretation of test scores entailed by use of tests. The validity of instrument is the extent to which it does measure what it is supposed to measure. According to Mugenda and Mugenda (1999), Validity is the accuracy and meaningfulness of inferences, which are based on the research results. It is the degree to which results obtained from the analysis of the data actually represent the variables of the study. The research instrument was validated in terms of content and face validity. The content related technique measures the degree to which the questions items reflected the specific areas covered while face validity the study sought input from the expert in the area of speciality who assisted in framing questions that sourced relevant answers to the topic under investigation.

3.5.2. RELIABILITY

Reliability is the ability of a research instrument to consistently measure characteristics of interest over time i.e.by including the Socio- economic factors in the study. It is the degree to which a research instrument yields consistent results or data after repeated trials. If a researcher administers a test to a subject twice and gets the same score on the second administration as the first test, and then there is reliability of the instrument (Mugenda and Mugenda, 1999). Reliability is concerned with consistency, dependability or stability of a test (Nachmias and Nachmias, 2008). The researcher measured the reliability of the questionnaire to determine its consistency in testing what they are intended to measure. The test re-test technique was used to estimate the reliability of the instruments. This involved administering the same test twice to the same group of respondents who were identified for this purpose.

3.6. DATA ANALYSIS AND PRESENTATION

Data was analyzed through descriptive and inferential statistics. Descriptive analysis involved the use of frequencies in their absolute and relative forms (percentage). Inferential analysis was done to find out if there is any relationship between dependent and the independent variables of the study. The data was subjected to standardized statistical analysis techniques using statistical package for social sciences (SPSS version 18). Data was organized into frequency tables from which the means, percentages were calculated. Spearman rank correlation analysis was used to examine the relationships among the different aspects of quality of health care. One-way ANOVA technique was used to show if there is any statistical difference in public health service delivery. The qualitative data was generated from semi-structured questionnaire comprising of open ended questions which was categorized in themes in accordance with research objectives and reported in narrative form along with quantitative presentation. The qualitative data was used to reinforce the quantitative data.

3.7. ETHICAL CONSIDERATIONS

Prior to the commencement of data collection, the researcher obtained all the necessary documents, including an introduction letter from Murang'a University College. Audience with the sampled local authorities in the region was also sought to clarify the purpose of the study. Upon getting clearance, the researcher in person distributed the questionnaires to the sampled individuals. Assistance from the local authorities was sought.

The researcher explained to the respondents about the research and that the study was for academic purposes only. It was made clear that the participation was voluntary and that the respondents were free to decline or withdraw any time during the research period. Respondents were not coerced into participating in the study. The participation was with informed consent to make the choice to participate or not. They were guaranteed that their privacy will be protected by strict standard of anonymity. The study explored ways on how to mitigate the socio-economic factors that affect Public Health services in Kenya. All data used was acknowledged appropriately.

4. FINDINGS AND DISCUSSIONS

TABLE 4.1: CORRELATION BETWEEN SOCIAL ECONOMIC FACTORS AND SERVICE DELIVERY

		FACILITIES	LEVEL OF EDUCATION	FINANCIAL RESOURCES
FACILITIES	Pearson Correlation	1	.047	.192**
	Sig. (2-tailed)		.339	.000
	N	420	420	420
LEVEL OF EDUCATION	Pearson Correlation	.047	1	.709**
	Sig. (2-tailed)	.339		.000
	N	420	420	420
FINANCIAL RESOURCES	Pearson Correlation	.192**	.709**	1
	Sig. (2-tailed)	.000	.000	
	N	420	420	420

REGRESSION ON INDEPENDENT VARIABLES AND DEPENDENT VARIABLE

In statistics, regression analysis is a statistical process for estimating the relationships among variables. It includes many techniques for modelling and analysing several variables, when the focus is on the relationship between a dependent and one or more independent variables. More specifically, regression analysis helps

one understand how the typical value of the dependent variable (or criterion) changes when one of the independent variables is varied, while the other independent variables are held fixed. Multiple regression attempts to determine whether a group of variables together predict a given dependent variable (Mugenda and Mugenda, 2010). In the study, multiple regressions were done since the study had more than one independent variable. The study was keen in finding out whether education, financial resource and organizational facilities influence service delivery. The general purpose of multiple linear regressions (the term was first used by Person, 1908) is to learn more about the relationship between several independent or predictor of variables and a dependent or criterion variable (Borg *et al*, 2010). A multiple regression model was fitted as discussed in chapter three. The multiple regression was done to test the model; $Y = \beta_0 + \beta_1x_1 + \beta_2x_2 + \beta_3x_3 + e$

Where

Y= service delivery

β_0 =constant

x_1 =education

x_2 =health facilities

x_3 =financial resources

e=error term

β_i ; $i=1, \dots, 3$ are the model parameters

The multiple regression analysis in table 4.1 R value measures the goodness of prediction of the variances. In this case R value of 0.863 is a good predictor of the service delivery by the independent variables: Level of Education, availability of Facilities and Financial Resources. On the other hand, the R^2 is the coefficient of determination which is the dependent variable that can be explained by the independent variables. In this case the R^2 value of 0.745 means that 74.5% of the corresponding variation in Service Delivery can be explained by the independent variables Level of Education, health Facilities and Financial Resources. However, there are other variables not covered by the study which account for 25.5% of Service Delivery. This outcome shows that more of the Service Delivery in hospitals are controlled by the predictors; Education, Financial Resources and health Facilities. The more the value of the predictors, the more the chances of Service Delivery in hospitals. This finding is in line with that of Wanjau (2010) in his study in government hospitals which established that service delivery is influenced by the level of Education, health Facilities and Financial Resources.

TABLE 4.2: MODEL SUMMARY

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.863 ^a	.745	.742	.335

a. Predictors: (Constant), Facilities, Level of Education, Financial Resources

b. Dependent Variable: Service Delivery

EFFECT OF SOCIO-ECONOMIC FACTORS ON SERVICE DELIVERY IN KENYA

Based on ANOVA Table 4.2, the F value is 302.410 with a p-value 0.000 < 0.05 significance level means that the calculated F Value is statistically significant. Thus, the overall regression model for the Social Economic predictor has statistically significantly explained the variation in Service Delivery and that it did not happen by chance but because of the Level of Education, financial resources and Availability of facilities. The outcome of the ANOVA table further supports the classical public administration theory which focuses on the idea that the role of politics and administration in a democratic society determines and enacts the will of the state and sets a policy by which majority rules.

TABLE 4.3: ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	136.141	4	34.035	302.410	.000 ^a
	Residual	46.707	415	.113		
	Total	182.848	419			

a. Predictors: (Constant), Facilities, Level of Education, Financial Resources

b. Dependent Variable: Service Delivery

HYPOTHESES TESTING

The results of hypotheses testing showed that all the three hypothesized relationships were significant. Education does not affect service delivery in hospitals at significance level of 0.05; the outcome shows a significance level of 0.000 which is less than 0.05 meaning we reject the null hypothesis and conclude that Education has effect on determining service delivery in hospitals.

Availability of facilities does not affect service delivery at significance level of 0.05, the outcome shows a significance level of 0.000 which is less than 0.05 meaning we reject the null hypothesis and conclude that availability of facilities has an effect on determining service delivery in hospitals. Financial resources do not affect service delivery at significance level of 0.05, the outcome shows a significance level of 0.000 which is more than 0.05 meaning we reject the null hypothesis and conclude that financial resources has effect on determining service delivery.

5. CONCLUSIONS AND RECOMMENDATIONS

5.1 INTRODUCTION

In this chapter, the researcher provided a summary of major findings as deduced by the study, including Conclusions, Recommendations and areas of further research.

5.2 SUMMARY OF FINDINGS

The study sought to investigate relationship between socio-economic factors and Public Health Service delivery in Kenya and the following were the study findings.

5.2.1 AVAILABILITY OF FACILITIES AND HEALTHCARE SERVICE DELIVERY

The research concerning availability of facilities showed a significance level of 0.000 which is less than 0.05; the respondents believed that poor facilities influence the delivery of quality healthcare services in Kenya. Through these findings more facilities should be provided to the hospitals such as enough beds to stem congestion in wards, enough offices for the staff for improved and efficient delivery of services. These findings conquer with the findings from a previous study done by Wanjau (2012); Otieno (2014).

5.2.2 FINANCIAL RESOURCES AND PROVISION OF HEALTHCARE SERVICE DELIVERY

Financial resources and its influence on provision of public Health service delivery in Kenya revealed a significance level of 0.000 which is more than 0.05. Finances have always been an important factor in any service delivery process and based on the findings of this study it is recommended that adequate finances should be allocated to all the healthcare services facilities. Proper management of the allocated finances should be emphasized to ensure equity in distribution of the finances to departments in the hospital. Financial accountability using monitoring, auditing and accounting mechanisms defined by the county legal and institutional framework is a prerequisite to ensure that allocated funds are used for the intended purposes and leakage is minimised.

5.2.3 LEVEL OF EDUCATION AND PUBLIC HEALTH SERVICE DELIVERY

The level of Education and its influence on provision of public Health service delivery in Kenya showed a significance level of 0.000 which is less than 0.05, this revealed that the level of education is positively associated with patient satisfaction, the study confirmed that confidentiality of doctor's information to patients was an important factor in the service delivery process to patients. As a result, it is recommended that confidentiality of information in healthcare services provision and good working relationship between patients and service providers be emphasized

5.3 CONCLUSIONS

Provision of healthcare services, is greatly affected by availability of resources in their physical/material form. The quality of the healthcare service provided is compromised when these are not availed. Lack or inadequate financial resources also affect the provision of quality healthcare services. Respondents indicated

that lack of financial resources greatly affected the provision of quality healthcare services to the public as it impacted negatively on availability of facilities to help deliver the services. Education level of both the patient and the provider of healthcare services is the key to the quality of service provided. Respondents indicated that these affected sharing of information between patients and doctors compromising greatly the provision of quality healthcare services to the patients as the interaction and understanding level was low.

5.4 RECOMMENDATIONS

From the findings the study recommends adequate and quality health service provision in public health sectors all over the country the Government should pay attention to the management, resource allocation and construction of quality infrastructure to allow easy provision of quality health services. Adoption and the use of new technology through improved education system to make it easier to access the patient's records and early detection of diseases hence it will be easy to provide services to the patients. Cost of health services should be customer friendly, geographical distance to the nearest facility to be reduced and patient waiting time to increase utilization of health services in Murang'a County and Enough drugs and supplies and improved health infrastructure will reduce high mortality rates in Murang'a County

5.5 CONTRIBUTION TO THE BODY OF KNOWLEDGE

This study found out that lack of facilities greatly affected the provision of quality healthcare services as there was lack of enough facilities to help deliver the services. This affects hospital attendance and provision of quality healthcare service delivery. It is therefore advisable that the hospital stakeholders should equip the hospital with relevant facilities such as beddings, office space, Laboratories, and medicine.

5.6 AREAS FOR FURTHER RESEARCH

Drawing from the findings of the study and based on the existing research it is suggested that more research should be done to assess how the strategies of top management in public hospitals affect quality of healthcare services to the sick. Another area that research should be carried out is the area of relationship of patient and doctor and quality of service being provided in public healthcare centres because this is a sensitive and very important area when it comes to service.

REFERENCES

- Ali, M. M. (2014, 12 Monday). Factors influencing healthcare service quality. *International Journal of Health Policy Management*, ii(3), 77-89. Retrieved July 12, 2016
- Ande, O. O., & Brieger, R. W. (2004). *Comparison of Knowledge on Disease Management between two types of Community-Based Distributors in Oyo State* (19 ed., Vol. I). Oyo, Oyo State, Nigeria: Health Edu Res.
- Araba, S. M. (2009). Impact of public access to information and communication technologies. *CIS working paper no. 6*, 5, pp. 210-230.
- Arhin, T. D. (2000, May). Mobilizing Resources for Health: The Case for User Fees Revisited. *Journal of Health Sciences*, ii(ix), 240-250.
- Barr, D. A. (2004). Race/Ethnicity and patient satisfaction. *Journal of general internal medicine*, 5(3), 937-943.
- Baseman, J. D., Grace, R. I., Peter, M. T., Hanne, T., & Jeffrey, D. (2013). *public health communications and alert fatigue* (4 ed., Vol. 6). New York: Med Central Ltd.
- Bobadilla, J. L. (2008). Searching for essential health services in low and middle income countries? a review of recent studies on health priorities. *Journal of Community Health*, 102(56), 124-136.
- Brown, J. S., & Duguid, P. (2013). Organizational Learning and Communities-of-practice. *Journal of Management*, v(xv), 12-20.
- Bryman, A., Bell, E. M., Albert, J., & Yue, A. R. (2011). *Business Research Methods* (2 ed., Vol. 2). Oxford University Press.
- Cohen, W. M., & Levinthal, D. A. (2011). *Absorptive capacity: A new perspective on learning and innovation* (2 ed., Vol. v). Toronto, Canada: Toronto publishers.
- Cole, D. S. (2008). effects of Visit-Specific Information Sheet on patient satisfaction in southern Appalachia: A Quantitative study. *Journal of Health Science*, 3(2), 202-2010.
- Cotter, K. K., & Martin, T. M. (2006). *low use of skilled attendants delivery services in rural Kenya* (2 ed., Vol. 24). Nairobi: journal of health, population and nutrition.
- Creswell, J. W. (2009). *Educational research: planning, conducting and evaluating quantitative and qualitative research* (3 ed., Vol. 4). NJ:Merrill: Upper saddle River.
- Creswell, J. W., Goodchild, L., & Turner, P. (1996). *Integrated qualitative and quantitative research: Handbook of theory and research* (3 ed., Vol. 11). New York: Agathon Press.
- Davis, S. C., Kristin, S. C., Kenneth, T., Daniel, L. H., & Albert, J. A. (2014). Room for implement: patients report on the quality of health care. *the commonwealth Fund*, 45(7), pp. 300-340.
- Frankel, J., & Wallen, A. (2000). *How to design and evaluate research in education* (3 ed., Vol. 4). Boston: McGraw-Hill.
- Garrison, T. K., & Lela, L. L. (2011). Health Priority-Setting. *Journal of Health Sciences*, 83(4), 40-50.
- Gillies, R. R., Shortell, S. M., Anderson, D. A., Mitchell, J. B., & Morgan, K. L. (1993). Conceptualizing and Measuring Integration: Findings from the Health systems integration study. *Health services Journal*, 38(4), 467-489.
- Gison, E. L. (2012). *Health Policy and Systems Research: A Methodology Reader Alliance for Health Policy and Systems Research* (7 ed., Vol. iv). Geneva, Geneva, Netherlands: World Health Organization. Retrieved June Monday, 2015
- Hersey, J. (2010). Government Funding of Non-profit Organizations: Does this reflect Democracy? *annual meeting of the public administration theory*, 2(4), pp. 205-220.
- Jaipaul, C. K., & Rosenthal, G. E. (2003). Are Older Patients More Satisfied with Hospital Care than Younger Patients? *Journal of General Internal Medicine*, 18(1), 20-30. Retrieved March 12, 2011, from <http://www.pubmedcentral.nih.gov/picrender.fcgi?artid=1494807&blobtype=pdf>.
- Kabengele, E., Mpinga, T. K., Henk, V. N., Kelvin, B. Z., Zanu, N. K., & Chastonay, P. (2013, June Tuesday). Traditional/Alternative medicines and the right to health: Key elements for a convention on global health. *International Journal of Health Sciences*, iv(8), 214-230. Retrieved 2016
- Kenneth, N. W., Beth, W. M., & Eunice, A. (2012). Factors Affecting Provision of Services. *Journal of Management*, x(iv), 67-87.
- Kothari, C. (2004). *Research Methodology: Methods and Techniques* (4 ed., Vol. 4). New Delhi: New Age International Publishers.
- Kothari, C. (2008). *Research Methodology: Methods and Techniques* (1 ed., Vol. 5). New Delhi: New Age International Publishers.
- Leeuw, D. E., Agis, D. T., Mariana, D., & Green, G. (2014). *Healthy cities promoting health and equity: Evidence for local policy and practice* (2 ed., Vol. 10). New York: New Age Publishers.
- Linder, P. S. (1982). Toward a theory of patient satisfaction. *Social Science and Medicine*, 16(10), 577-582. Retrieved March 15, 2016, from <http://www.apollibrary.com/library/default.aspx>
- Lorange, P., & Roos, D. (2015). Strategic Alliances: Formation, Implementation, and Evaluation. *Journal of Management*, 2(3), 12-28.
- Mahapatro, B. B. (2010). *Human Resource Management* (5 ed., Vol. 4). New Delhi, India: New Age International Publishers.
- Muasya, M. K., Dienya, T. M., Wagaiyu, E. G., Nduati, R. R., & Kiarie, J. N. (2016). capacity of non-tertiary Kenyan health facilities selected for decentralized dental training. *East African Medical Journal*, 98(2), 55-59.
- Mueller, L., Acharya, A., & Palmer, N. (2011). Constraints to implementing the essential health package in Malawi. *Journal of Human Resource*, 6(6), 250-260. Retrieved June Monday, 2016
- Mugenda, M. O., & Mugenda, A. (1999). *Research Methods: Qualitative and Quantitative Approaches, African centre for technology studies* (1 ed., Vol. 1). Nairobi: Nairobi Press publisher.
- Mugenda, O. M., & Mugenda, A. G. (2003). *Research Methods: Quantitative and Qualitative approaches* (Vol. 2). (R. Edition, Ed.) Nairobi, Kenya: Act Press.
- Nachmias, C. F., & Nachmias, D. (2008). *Research Methods in Social Sciences* (3 ed., Vol. 3). London: Martin Press.

35. Ndavi, P. M., Ogola, S. K., & Peter, M. J. (2009). *decentralizing Kenya's health management system: An Evaluation Based*. (3 ed., Vol. 3). Nairobi: Nairobi Press Services.
36. Ndedda, C. W., Andrew, N. M., & David, W. D. (2012). *effects of selected socio-demographic characteristics of community health workers on performance of home visiting during pregnancy: Across sectional study in Busia District* (6 ed., Vol. 10). Nairobi: Canadian centre of science and education.
37. Ndetei, D. M., Khasakhala, L. J., & Omolo, O. (2010). Kenya Incentives for health worker retention: An assessment of current practice. *institute of policy analysis and research*, 2(6), 240-250.
38. Nyongesa, M. W., Onyango, R., & Ombaka, J. (2015). Evaluation of Health Care Quality in Public and Faith Based Hospitals in Kiambu and Nairobi Counties. *Journal of Emerging Trends in Educational Research and Policy Studies*, ii(v), 105-125. Retrieved March Monday, 2016
39. Nzinga, J. (2013). Kenya Human Resources for Health Service Delivery. *Journal of Management*, iv(xii), 100-124. Retrieved July Tuesday, 2016
40. Nzioki, J. M., Onyango, R. M., & ombaka, J. H. (2015). perceived socio-cultural and economic factors influencing maternal and child health: qualitative insights from mwingi district. *community health Journal*, 3(1), 13-22.
41. Ogula, P. A. (2005). *Research Methods* (1 ed., Vol. 1). Nairobi: CUEA publications.
42. Ojaka, D. M. (2013). factors affecting consistency in supply of pharmaceutical products in government hospitals in Kenya. *journal of medicine*, 3(13), 120-130.
43. Onyango, R. M., Tonui, W. K., & Ouma, W. C. (2015, May Monday). Kenya Medical Safety and Global Health. *Journal of Medicine*, iii(iv), 515-526. Retrieved 2016
44. Onyango, R. O. (2013). Nutritional status of primary school children. *Journal of Science*, iv(xx), 204-210.
45. Oso, W. Y., & Onen, D. (2005). *A general guide to writing research proposal and report. A handbook for beginning researchers* (5 ed., Vol. 6). Options press and publishers.
46. Otieno, S. O., & Macharia, D. (2014). factors influencing utilization of health services in Kenya: case of Homa Bay County. *cooperation and research in Development*, 3(4), 213-223.
47. Oviasuyi, L. K. (2014). Corruption and Service Delivery in Local Government Systems in Nigeria: A content Analysis. *International Journal of Business and Social Science*, 5(10), 246-278.
48. Owino, W., & Korir, J. (2000). Public Health Sector Efficiency in Kenya: Estimation and Policy Implications. *Institute of Policy Analysis Research*, i(v), 45-55.
49. Palmer, N. (2011). Work force issues affecting women in HR. Management day. *International Journal of Research in Commerce, Management & IT*, 14(7), 26-34.
50. Parasuraman, A., Zeithaml, V. A., & Berry, L. I. (2014). Aconceptual Model of Service Quality and its Implications for Future Research. *Journal of Marketing*, 4(4), 41-50.
51. Peterman, A., Behrman, J., & Quisumbing, A. (2010). A review of empirical evidence on gender differences in non-land agricultural inputs. *Journal of marketing*, 12(4), 215-220.
52. Roussos, S., & Fawcett, S. A. (2000). Review of Collaboration partnership as a strategy for improving community health. *Annual Review of public Health*, 10(1), 369-402.
53. Tam, J. (2005). Examining the Dynamics of Consumer Expectations in Chinese Technologies. *Journal of Marketing*, 66(3), 98-111.
54. Taylor, S. E. (1999). *Health psychology* (4 ed., Vol. 4). New York: McGraw--Hill.
55. Tucker, J. L. (2012). The Moderators of Patient Satisfaction. *Journal of Management in Medicine*, 16(1), 48-66.
56. UNICEF. (2016). Homa Bay in need of MNCH specialists. *Journal of Management*, 10(6), 230-240.
57. USAID. (2011). International Standards for Appropriate Services in Health Care. *Journal of Medicine*, 9(15), 23-36.
58. Van De Ven, A. H., Delbecq, A. L., & Koenig, R. (1976). *Determinants oof coordination modes with organizational* (4 ed., Vol. 4). London: American Sociological review.
59. Vinagre, M. H., & Neves, J. (n.d.). the influence of service quality and patients emotions on satisfaction. *International journal of health care*, 3, 480-490.
60. Wamai, R. G. (2009). *the health system in Kenya: Analysis of the situation and enduring challenges* (2 ed., Vol. 52). Nairobi: Nairobi Press Publishers.
61. Wamala, P., Acharya, A., & Palmer, N. (2010). Community perceptions and factors influencing utilization of health services in Uganda. *International Journal for Equity in Health*, 1(5), 8-25.
62. WHO. (2012). Integrated health services-what and why? making health systems work. *Technical Brief Journal* (2), 23-35.

REQUEST FOR FEEDBACK

Dear Readers

At the very outset, International Journal of Research in Commerce, IT & Management (IJRCM) acknowledges & appreciates your efforts in showing interest in our present issue under your kind perusal.

I would like to request you to supply your critical comments and suggestions about the material published in this issue, as well as on the journal as a whole, on our e-mail infoijrcm@gmail.com for further improvements in the interest of research.

If you have any queries, please feel free to contact us on our e-mail infoijrcm@gmail.com.

I am sure that your feedback and deliberations would make future issues better – a result of our joint effort.

Looking forward to an appropriate consideration.

With sincere regards

Thanking you profoundly

Academically yours

Sd/-

Co-ordinator

DISCLAIMER

The information and opinions presented in the Journal reflect the views of the authors and not of the Journal or its Editorial Board or the Publishers/Editors. Publication does not constitute endorsement by the journal. Neither the Journal nor its publishers/Editors/Editorial Board nor anyone else involved in creating, producing or delivering the journal or the materials contained therein, assumes any liability or responsibility for the accuracy, completeness, or usefulness of any information provided in the journal, nor shall they be liable for any direct, indirect, incidental, special, consequential or punitive damages arising out of the use of information/material contained in the journal. The journal, neither its publishers/Editors/ Editorial Board, nor any other party involved in the preparation of material contained in the journal represents or warrants that the information contained herein is in every respect accurate or complete, and they are not responsible for any errors or omissions or for the results obtained from the use of such material. Readers are encouraged to confirm the information contained herein with other sources. The responsibility of the contents and the opinions expressed in this journal are exclusively of the author (s) concerned.

ABOUT THE JOURNAL

In this age of Commerce, Economics, Computer, I.T. & Management and cut throat competition, a group of intellectuals felt the need to have some platform, where young and budding managers and academicians could express their views and discuss the problems among their peers. This journal was conceived with this noble intention in view. This journal has been introduced to give an opportunity for expressing refined and innovative ideas in this field. It is our humble endeavour to provide a springboard to the upcoming specialists and give a chance to know about the latest in the sphere of research and knowledge. We have taken a small step and we hope that with the active co-operation of like-minded scholars, we shall be able to serve the society with our humble efforts.

Our Other Journals

