EFFECTS OF CHANGE ON THE GROWTH OF PUBLIC UNIVERSITIES IN KENYA

BY

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ABSTRACT

Change is inevitable whether planned or not. This makes change implementation a component of day to day management activities. For successful adoption of change by leaders it requires formulating of vision which directs people to the change. Public universities have under gone a lot of change since the implementation of module II in 1998. This purpose of the study was to determine the effect of change on the growth of public universities in Kenya with specific reference to leadership styles, culture, resistance and communication. The objectives were to find out the extent of employee involvement in change implementation, to determine the role of communication in change management, to determine the effect of change implementation on the growth of public universities, and to find out the factors that influence change implementation in public universities in Kenya.

This study adopted descriptive research design. The study population is the public universities where the accessible population was KU and UoN. From the two populations 2% of the target population was selected as respondents. Stratified random sampling was used in the selection of respondent. Primary data was collected using the questionnaire which was analyzed using quantitative and qualitative techniques with the help of Statistical Package for social Sciences (SPSS). Study results were presented in tables and figures. This study found out that employee involvement and communication affect change implementation. Further, the study found out that change implementation had led to growth in public universities. The study also found out that leadership style, employee resistance, resource availability and change implementation techniques affected change implementation in public universities in Kenya.

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