Organization Development Interventions on Procurement Practice and Budgetary Control at Nakuru Municipal Council in Kenya, Africa

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Abstract

The research sought to determine the effects of Organization Development Interventions on Procurement Practice and Budgetary Control in Municipal Council of Nakuru. A comparative study was used to determine the organizational problems and the significance of OD Interventions on procurement practice and budgetary control in Municipal Council of Nakuru. The research study was conducted at municipal council of Nakuru, a local government authority that has the mandate to collect, budget and spend the revenues independently. The research participants included the Town clerk, Heads of Departments, The assistant Heads of Departments, Section Heads, Principal Administrative Officer, Administrative officers and the procurement officer. An action research case study was used by use of Organization Development Interventions in order to improve procurement practices and the budgetary control in the Nakuru municipality. The total target population was 59 and 50% of the population was used to make a sample size of 30 respondents through random sampling. A pre-test assessment was done and indicated that income and expenditure variations existed. A post-test exercise was carried out after OD Interventions with the same respondents. Questionnaires were self administered. A research instrument was adopted from the original tool of Kustuv Ray (2003) Internal Control Questionnaire. It contained six control values. A paired t-test was used to test the significant difference in ratings after the implementation of the organization development interventions. The p-values were tested at 0.05 alpha levels. The results indicated improvement on contingency planning and budget control measures. New internal control systems were put in place and employees were able to participate fully in budget setting exercise. The study indicates that the OD Interventions administered to improve the budgetary control values had a great significance on maintaining the income and expenditure variations. Therefore the organizational analysis showed that the procurement practice and budgetary control could improve by conducting interventions to master the budgetary assessment internal controls.

Key Words: Organization Development Interventions, Budgetary Control