

**EFFECT OF STAKEHOLDERS SUPPORT ON PERFORMANCE OF ORPHAN
AND VULNERABLE CHILDREN HOMES IN NAKURU COUNTY**

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**A Research Project Submitted to the Institute of Postgraduate Studies of Kabarak
University in Partial Fulfillment of the Requirement for the Award of Master of
Science in Project Management Degree**

KABARAK UNIVERSITY

NOVEMBER, 2024

DECLARATION

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The research project is entitled **“Effect of Stakeholders Support on Performance of Orphan and Vulnerable Children Homes”** written by **Cynthia Cheptoo** is presented to the Institute of Postgraduate Studies of Kabarak University. We have reviewed the research project and recommend it be accepted in partial fulfillment of the requirement for award of the degree of Master of Science in Project Management.

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DEDICATION

I wish to dedicate this work to my family for their tireless efforts in offering financial, spiritual and moral assistance accorded to me for the entire duration of this course.

ACKNOWLEDGEMENT

I would like to express my deepest and sincere gratitude to my University Kabarak University and School of Business for the conducive learning environment and for the exceptional lectures who have enabled me to learn and grow academically. I also sincerely appreciate my supervisors Dr. Nehemiah Kiplagat and Dr. Zakayo Tallam for the excellent, selfless guidance, caring, patience and providing me with excellent atmosphere for doing this research project.

ABSTRACT

The number of orphans and vulnerable children in the developing world have reached crisis proportions. The number of orphaned children in Sub-Saharan Africa has increased, putting a strain on the ability of many countries to care for them. The main aim of this study was to determine the effect of stakeholder's support on performance of orphan and vulnerable children homes in Nakuru County. The specific objectives of the study were; to establish the effect of donor support on performance of orphan and vulnerable children homes in Nakuru County, Kenya, to evaluate the effect of community support in performance of orphan and vulnerable children homes in Nakuru County, Kenya, to ascertain the effect of County government support on implementation orphan and vulnerable children homes in Nakuru County, Kenya and to determine the effect of Employee Support on performance of orphan and vulnerable children homes in Nakuru County, Kenya. The study adopted the social exchange theory and stakeholder theories. The target population of the study was 188 respondents responsible for daily activities in the children homes from the 38 registered and operational children homes in the county. The sample size was 128 respondents obtained using Tora Yamane's formula. The data was collected through the administration of structured closed-ended questionnaires. Content validity in the study questionnaires was achieved through expert judgment of the research supervisors. The Cronbach's Alpha test was used to test the reliability of the instruments with a threshold of greater than 0.7. Descriptive and inferential statistics was used to analyze data. The results of the study were presented in tables, figures and frequency tables. The study revealed that the support provided by the county government is enough to enable the children home run without facing challenges. The study also revealed that the financial support from the county government has enabled the homes to provide quality care to the children. The study found that there was a moderate positive and statistically significant correlation between donor support and performance of orphan and vulnerable Children homes in Nakuru County, Kenya, ($r = 0.632$; $p=0.015$). The study also found that there was a moderate positive correlation existed between community support on performance of orphan and vulnerable Children homes in Nakuru County, Kenya, ($r = 0.464$; $p=0.000$). Moreover, the study found that there was a moderate positive correlation existed between county government support and performance of orphan and vulnerable Children homes in Nakuru County, Kenya ($r = 0.469$; $p=0.000$). The study concluded that donor, community, county government and employee support all have a moderate positive and statistically significant impact on the performance of orphan and vulnerable children homes in Nakuru County Kenya. Based on these findings, it is recommended that existing policies be reinforced through better implementation and oversight to enhance donor, community, county government and employee support for orphan, ensuring county government allocate sufficient resources following best practices and improve employee welfare through standardized training and career development programs. This study proposes further research to explore the long-term impact of donor and community support on child outcomes, to evaluate the effectiveness of county-level government policies and to assess the role of public-private partnerships in enhancing service delivery.

Keywords: *Donor Support, Community Support, County Government Support, Employee Support, Orphan and Vulnerable Children*

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LIST OF ABBREVIATIONS OR ACRONYMS

CDC	Centers for Disease Control and Prevention
MOGCSD	Ministry of Gender, Children, and Social Development's
NGO	Non-Governmental Organizations
OVC	Orphan and Vulnerable Children
PEPFAR	U.S. President's Emergency Plan for AIDS Relief
RBV	Resource Based View
UNAIDS	The Joint United Nations Programme on HIV/AIDS
UNICEF	United Nations Children's Fund
USAID	United States Agency for International Development

CONCEPTUAL AND OPERATIONAL DEFINITION OF TERMS

Community Support: Community support involves the active participation and contribution of community members towards a shared goal (Brown & Davis, 2020). In the context of this study, it is measured by the community's involvement in decision-making, security issues, and advocacy policy engagement for the orphan and vulnerable children homes in Nakuru County, Kenya.

County Government Support: County government support refers to the resources and services provided by local government to aid in the functioning of organizations or initiatives (Williams & Taylor, 2022). In this study, it is quantified by the financial support, healthcare, and education programs provided by the Nakuru County government to the orphan and vulnerable children homes.

Donor Support: Donor support is the assistance provided by individuals or organizations to facilitate the operations of a cause or project (Smith & Johnson, 2021). In this study, it is operationalized as the financial support, in-kind donations, and technical support received by orphan and vulnerable children homes in Nakuru County, Kenya.

Employee Support: Employee support is the assistance provided by staff members to ensure the successful execution of an organization's objectives (Miller & Thompson, 2021). In this study, it is operationalized as the measures taken by employees to ensure children's safety and security, and their involvement in training and development programs in the orphan and vulnerable children homes in Nakuru County, Kenya.

Performance: Performance refers to the extent to which an organization meets its objectives effectively and efficiently, contributing to its overall success. In this study, performance is measured by the ability of OVC homes in Nakuru County to achieve their goals which includes food security, meeting set targets and successfully rescuing and supporting vulnerable children.

CHAPTER ONE

INTRODUCTION

1.1 Background of the Study

The history of stakeholder involvement in OVC homes dates back to the emergence of child welfare movements in the late 19th and early 20th centuries. These movements were driven by societal concerns about child labor, exploitation, and inadequate care for orphaned and vulnerable children (UNICEF, 2018). Reformers, social workers, and philanthropists began to establish institutions and shelters to provide care, education, and protection for these children. Over time, the focus shifted from institutional care to family-based care, recognizing the importance of a nurturing and stable environment. In recent years, the significance of stakeholder engagement has gained prominence, paralleling global efforts to prioritize the rights and well-being of children.

Stakeholders have taken on various roles, from policy development to direct involvement in program implementation. This study seeks to contribute to the evolving understanding of stakeholder support's role in enhancing the performance and outcomes of OVC homes. To develop and grow into a healthy and responsible adult, every child needs basic needs (UNICEF, 2017). In the early phases of growth, a kid requires parental love, care, and safety. A kid's immediate familial environment is crucial in shaping how that child develops because it is in this context that they are nourished, experiencing love and acceptance, a sense of belonging, safety and security, and establishing trust, respect, and confidence. Disadvantaged groups, according to Gaventa and Blauert (2016), are unappreciated, devalued, or ridiculed by the greater society. The disadvantaged group includes vulnerable children and orphaned children, according to the United Nations Children's Education Fund (UNICEF, 2017). The Vulnerable children (VC) continue to face significant challenges in the areas of food, shelter, and

education. This is because their vulnerability has been exacerbated by a lack of supportive socioeconomic factors such as good health, income, and changing demographics.

According to a UNICEF-led study published in 2013, there were approximately 145 million children aged 0 to 17 without one or both parents around the world. Sickness, disagreement, and mishaps contributed to the situation. According to the report, 15 million children have been orphaned worldwide as a result of AIDS, with 11.6 million of those orphaned in Sub-Saharan Africa alone (UNICEF, 2013). As a result, national governments, NGOs, international organizations, and local stakeholders have recognized Orphan and Vulnerable Children as a problem with economic, social, and human rights implications. As a result, meeting the needs of Orphan and Vulnerable Children and reducing the hardships they face has become a global concern.

Globally, the impact of stakeholder support on the performance of orphan and vulnerable children (OVC) homes has garnered increasing attention due to its crucial role in improving the well-being and outcomes of these children. Orphan and vulnerable children face multifaceted challenges, ranging from lack of basic necessities to limited access to education and healthcare. Stakeholder support, provided by governmental bodies, non-governmental organizations, international agencies, and philanthropic foundations, plays a pivotal role in addressing these challenges. According to UNICEF (2020), an estimated 140 million children worldwide have lost one or both parents, and this number is projected to rise. The collaboration between stakeholders across the globe has led to significant advancements in ensuring that OVC homes are adequately equipped to provide not only for the material needs of these children but also for their emotional, psychological, and social development.

In Asia, for instance, countries such as India and China have recognized the importance of partnership between government agencies and non-profit organizations to enhance the quality of care for orphaned and vulnerable children (World Bank, 2019). This region accounts for a substantial portion of the global orphan population, with millions of children affected by the loss of parental care due to factors such as poverty and disease. Similarly, in the United States and the United Kingdom, collaborations between public and private entities have resulted in comprehensive support systems for OVC homes (Smith et al., 2021). The emphasis on family-based care models, foster care, and adoption services reflects the evolving understanding of how stakeholder support can shape the lives of these children.

Orphan and vulnerable children are the primary concerns of developing governments in Africa, particularly in Sub-Saharan Africa. According to UNAIDS (2010), 14.8 million children (aged 0–17) who have lost one or both parents to AIDS live in Sub-Saharan Africa. Orphan and vulnerable children account for 5.5 million children in Ethiopia, or around 6% of the overall population (Orphan and Vulnerable Children). Orphan and Vulnerable Children account for around 12% of Ethiopia's overall kid population. Over 83 percent of these Orphan and Vulnerable Children live in rural areas, with 855,720 orphaned children as a result of the HIV/AIDS-related deaths of one or both parents (Save the Children UK, 2020). With the incapacitation and death of their parents, Sloth-Nielsen (2014) observes that most children find themselves without proper social support due to an economically weakened and overstretched traditional African extended family system that can no longer work effectively to address the high Orphan and Vulnerable Children burden.

According to Liyong (2019), several NGO-funded projects in Uganda are easily vandalized by the intended project recipients because they were started with little

stakeholder involvement. He proposed that efficient project execution necessitated the participation of beneficiaries as essential players, because without a sense of ownership, project beneficiaries become project foes. Causes and effects of various factors on project time and cost overruns in Tanzania, Uganda, Nigeria, South Africa, and Mozambique by various causes of delays and disruptions such as design changes, delays in payment to information delays, funding problems, poor effective planning, compensation issues, and disagreement on the valuation of work done. Delays and disruptions, on the other hand, cause time and expense overruns, negative social impact, resource idle, and disagreements. According to Kikwasi (2018), there are still a variety of causes of delays and disruptions, and their effects put projects in jeopardy and have an impact on their performance.

When compared to less vulnerable children in Kenya, vulnerable children are related with malnutrition, sickness, lower school enrolment rates, drugs and substance abuse, lack of clothing and shelter, and poor school involvement. Kenya has yet to conduct a full study, but the government estimates that the country's orphaned and disadvantaged children number close to 3 million (UNICEF, 2017). According to Afwai (2018), the situation of the Orphan and Vulnerable Children in Kenya is a source of concern. In 2013, approximately 2.4 million orphan were believed to exist in the country, with 47 percent orphaned as a result of HIV and AIDS and many more vulnerable owing to a variety of other circumstances. Afwai goes on to say that the statistics around the growing population and the resulting increase in children in vulnerable conditions provide a bleak picture of the future, one that necessitates long-term intervention. In Kenya, more than a quarter of the population lives on less than \$1 a day, and 12-15 percent of homes are led by an orphan sibling. These orphan can become antisocial as a

result of the pain of losing their parents amid a society that appears to be oblivious to their suffering (Afwai, 2018).

In response to Orphan and Vulnerable Children concerns, the Kenyan government has taken steps to ensure that Orphan and Vulnerable Children receive not only basic education but also financial support from their caregivers. The Kenya Orphan and Vulnerable Children Secretariat is housed in the Ministry of Gender, Children, and Social Development's (MOGCSD) department of children's and gender services (MOGCSD, 2019). A multi-sector National Orphan and Vulnerable Children Steering Committee was also formed to provide advice to the government on Orphan and Vulnerable Children policy, practice, and implementation, as well as to monitor Orphan and Vulnerable Children programming. Members include the National AIDS Control Council (NACC), the National AIDS and STI Control Program (NASCO), and development partners, as well as major ministries such as finance, education, and health. The steering group, chaired by the Permanent Secretary of the MOGCSD, meets on a regular basis to examine and advise the government on Orphan and Vulnerable Children concerns (MOGCSD, 2019).

Children who are orphaned or in vulnerable situation Kenyan programs face a shortage of skilled project chiefs as well as a large number of project administrators with the necessary skills to carry out project administrations in a timely and efficient manner. Fizzled initiatives or delays in project execution are two ways that inadequate project management skills typically manifest themselves (Githenya&Ngugi, 2014). Despite the fact that numerous orphan and vulnerable children programs have been launched in order to improve the living conditions of the constituency, little has been accomplished. Many undertakings have started but never finished. Orphan and Vulnerable Children initiatives have been halted due to a slew of issues, including recurring accusations of

financial mismanagement, patronage based on excessive power, incomplete projects, and a lack of technical capacity, bad planning, and a slew of other flaws that threaten to jeopardize the county's very success. The government will reduce fraud, increase transparency in tendering, and improve the responsibility and accountability of government personnel by utilizing these linkages and digitization (Shair, 2016).

Despite the fact that both national and international entities have worked hard to help Orphan and Vulnerable Children in Kenya, the aid has not been sustainable. Furthermore, some aid projects are vulnerable to donor-country politics, and their services are terminated when those politics shift. As a result of the abrupt changes in aid flow, many Orphan and Vulnerable Children have become more traumatized, dropping out of school, running out of food, and lacking medical attention (Kiambi & Mugambi, 2017). Orphan and vulnerable children (Orphan and Vulnerable Children) in Nakuru County, Kenya, face many challenges due to the loss or absence of one or both parents. These children are often left without adequate care and support, and are at risk of poor physical and mental health, developmental delays, and poor educational outcomes. To address this problem, Orphan and Vulnerable Children homes have been established in Nakuru County to provide care and support for these children. These homes are run by the government, non-governmental organizations, and other community-based organizations, and aim to provide a safe and nurturing environment for the children, as well as access to basic necessities such as food, clothing, and healthcare (Save the Children, 2014).

1.2 Statement of the Problem

Every child has fundamental necessities in order to develop into a healthy and responsible adult. In the early phases of growth, a kid requires parental love, care, and safety. Providing care and support for vulnerable children is one of the most difficult

tasks that Kenya has today, as the rising population outnumbers available resources. AIDS, exacerbated by severe socioeconomic levels, is a major factor to vulnerable children prevalence in Kenya. Understanding the breadth of the problem and the socio-demographic characteristics of vulnerable children helps lay the groundwork for developing programs with suitable design, size, and scope.

However, despite the recognized importance of stakeholder support, there exists a gap in understanding its specific impact on the performance of OVC homes, particularly in Nakuru East Sub County. While previous research has examined the role of stakeholders in the broader context of child welfare and development, few studies have delved deeply into the unique dynamics of stakeholder support within OVC homes in this specific region. According to (Nakuru County Integrated Development Plan, 2018), Nakuru East and West Sub Counties collectively host the highest total of OVC, with 2298 children, followed by Naivasha with 645, Gilgil with 580, Rongai with 271, Molo with 182, and Bahati with 73.

While Nakuru East and West maintain a substantial OVC population, the specific conditions and complexities that contribute to this high number necessitate a more in-depth examination. Despite this notable prevalence, there is a dearth of studies that have comprehensively investigated the nuanced effects of stakeholder engagement on the performance of OVC homes within this sub county. As a result, this study focuses specifically on Nakuru East Sub County, which itself accounts for a significant portion of the overall OVC count. The decision to narrow the investigation to Nakuru East Sub County stems from its critical role as a hub of OVC-related concerns and needs within the broader context of Nakuru County. This study aims to examine the effect of

stakeholder's support on performance of orphan and vulnerable children homes in Nakuru County.

1.3 General Objective of the Study

The main aim of this study was to determine the effect of stakeholder's support on performance of orphan and vulnerable children homes in Nakuru County.

1.3.1 Specific Objectives of the Study

- i. To establish the effect of donor support on performance of orphan and vulnerable Children homes in Nakuru County, Kenya.
- ii. To evaluate the effect of community support on performance of orphan and vulnerable Children homes in Nakuru County, Kenya.
- iii. To ascertain the effect of county government support on performance of orphan and vulnerable Children homes in Nakuru County, Kenya.
- iv. To determine the effect of employee support on performance of orphan and vulnerable Children homes in Nakuru County, Kenya.

1.4 Research Hypothesis

H₀₁: There is no statistically significant relationship between Donor Support and the performance of orphan and vulnerable Children homes in Nakuru County, Kenya.

H₀₂: There is no statistically significant relationship between Community Support and the performance of orphan and vulnerable Children homes in Nakuru County, Kenya.

H₀₃: There is no statistically significant relationship between County Government Support and the performance of orphan and vulnerable Children homes in Nakuru County, Kenya.

H0₄: There is no statistically significant relationship between Employee Support and the performance of orphan and vulnerable Children homes in Nakuru County, Kenya.

1.5 Significance of the Study

The study on the effect of stakeholder's support on performance of orphaned vulnerable children homes in Nakuru County, Kenya has several important implications, including:

The findings of the study can help to identify the most effective forms of support that can be provided to orphan and vulnerable children homes in Nakuru, which can lead to improved outcomes for the children.

The study results can provide valuable insights to policymakers and practitioners on how to improve the support mechanisms for orphan and vulnerable children homes in Nakuru. This can result in the development of more effective policies and programs that can better meet the needs of these children.

The study can also help to strengthen the engagement of stakeholders, including donors, communities, county governments, and employees in the management of orphan and vulnerable children homes. This can lead to more effective and sustainable support for these homes. Finally, the study can contribute to enhancing the understanding of the dynamics of stakeholders' support and their impact on performance of orphaned vulnerable children homes. This can inform future research in this area and guide the development of more effective strategies for supporting orphan and vulnerable children.

The study's findings provide a rich library of empirical data and insights that can be used by academics and researchers interested in child welfare, social support systems, and community development. The research adds to the current body of knowledge by diving into the subtle dynamics of stakeholder support and its consequences on orphan and

vulnerable children households. Future researchers can build on this foundation by utilizing the study's techniques, results, and conclusions to widen and deepen their studies.

1.6 Justification of the Study

Nakuru County, now recognized as a city since 2021, harbors a substantial population of orphaned and vulnerable children due to factors such as poverty, HIV/AIDS, and other health issues. According to the Kenya National Bureau of Statistics, Nakuru County's populace exceeds 2.1 million, encompassing an estimated 216,000 children under five years old (Kenya National Bureau of Statistics, 2019). This high prevalence of vulnerable children positions Nakuru City as an ideal research locale, offering a representative cross-section of Kenya's orphaned and vulnerable children population.

Nakuru City's recent elevation to city status augments its importance as a research focus. Urban environments, especially in newly developing cities, often introduce unique dynamics that can exacerbate the challenges faced by vulnerable populations. The evident presence of orphaned and vulnerable children in the city streets underscores the urgency for comprehensive support systems within this evolving urban landscape.

Crucial stakeholders, including the county government, non-governmental organizations, and individual donors, actively engage in supporting orphan and vulnerable children homes across Nakuru City. Their involvement significantly shapes the well-being and longevity of these homes. Therefore, comprehending the tangible impact of stakeholder support on the sustainability of these homes becomes vital for both policy-making bodies and organizations committed to enhancing the welfare of vulnerable children.

Furthermore, Nakuru City hosts a diverse array of orphan and vulnerable children homes, managed by entities ranging from the government to faith-based and community-

based organizations. This diversity offers a unique opportunity to dissect the effectiveness of different home management models. The rapidly evolving urban landscape of Nakuru City implies that the challenges encountered by these homes are likely to be dynamic as well. Consequently, delving into the dynamics and outcomes of these varied home models becomes indispensable for understanding their long-term viability and unearthing best practices applicable to similar urban contexts.

1.7 Scope of the Study

The study was conducted in March 2023 in the Nakuru County, Kenya. Considering that the study sought to determine the effect of stakeholder's support on performance of orphan and vulnerable children homes, Nakuru County was adequate scope for the study and also, operations across children's homes are more or less the same with the other regions. The study targeted 188 operational managers and supervisors who are responsible for daily activities at the homes cutting across from the general management, logistics and general welfare from the 38 orphan and vulnerable children homes in the county. The sample size was 128 respondents arrived using Yamane's formula. The study was carried out between May 2023 and May 2024.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter entails what has been done in the past in the study topic. The chapter outlined the empirical literature, the theoretical literature, summery and gaps to be filled by the study, and the conceptual framework that clearly outlines the variables.

2.2 Theoretical Review

The study was guided by Social Exchange Theory and Stakeholder Theory.

2.2.1 Social Exchange Theory

The Social Exchange Theory, proposed by sociologist George Homans in the 1950s, holds that people participate in social relationships based on cost-benefit analysis. According to Homans (1958), in their interactions, people attempt to maximize benefits while reducing expenses, aiming for positive results while limiting bad ones. According to this idea, relationships are similar to economic transactions in which individuals spend resources (such as time, effort, emotions, and support) to accomplish desired outcomes. They weigh the trade-off between what they put in and what they get back, which determines their commitment and continuous involvement in the relationship (Homans, 1958).

The Social Exchange Theory may be extremely significant in the setting of orphan and vulnerable children (OVC) homes in Nakuru East Sub County. Caregivers, employees, and volunteers devote their time, energy, and emotions to supporting and caring for the children. Donors, community members, and government organizations are among those that provide resources to these houses. According to the idea, the degree to which these stakeholders support the OVC homes may have an influence on their performance. If

stakeholders believe that their investments are producing favorable results, they are more inclined to continue supporting the houses, resulting in increased performance. If stakeholders sense an imbalance between their contributions and the advantages they receive, their support may dwindle, thereby impacting the running of the houses (Homans, 1958).

Recent research has expanded the Social Exchange Theory to better understand how it relates to diverse situations and interactions. Researchers have investigated how the theory functions in nonprofit organizations and social service contexts, offering information on resource exchange dynamics and their implications on organizational results (Blau, 2018;). Using this theory in the context of orphan and vulnerable children homes allows for a study of how stakeholder support, based on cost-benefit analyses, impacts the functioning of the institutions. The study intends to give insights into how continuous assistance positively improves the well-being and development of the children in these families by taking into account stakeholders' views of incentives and costs associated with their engagement (Blau, 2018).

2.2.2 Stakeholder Theory

The Stakeholder Theory of organizational management and business ethics, which addresses morals and values in managing an organization, was first presented by Freeman in 1984. The stakeholder theory, according to Freeman, et al., (1984), examines how an organization influences both its internal and external environments. The researcher claims that it is critical for those implementing Orphan and Vulnerable Children homes to understand how their operations are influenced by others, as well as how they influence others, by applying this theory to this study. The orphanage project's leadership should focus on the firm's interactions with its stakeholders, identifying ways to balance and absorb the various ties and objectives that a firm can have.

According to Freeman et al., (1984), an organization's leadership should divide its stakeholders into primary and secondary stakeholders, with primary stakeholders receiving higher priority. The communities in which they operate, financiers, workers, and the Orphan and Vulnerable Children they assist are all potential stakeholders. The effect of management on these stakeholders, as well as the effect of these stakeholders on the Orphan and Vulnerable Children objectives, should be prioritized. Government, the media, and other special interest organizations could be secondary stakeholders.

Stakeholder theory argues that for an organization to achieve long-term success, it needs to create value not just for its shareholders but also for all its stakeholders, including customers, employees, suppliers, and the community at large (Freeman, 1984). In the case of orphan and vulnerable children homes in Nakuru County, stakeholders such as donors, the community, the county government, and employees all play a critical role in the performance of these homes. Donors provide financial support, the community provides social support, the county government provides policy and regulatory support, and employees provide the necessary care and support for the children. By evaluating the effects of stakeholder support on performance of these homes, this study aligns with the principles of stakeholder theory, which emphasizes the importance of considering the interests and expectations of all stakeholders in achieving long-term success.

2.3 Empirical Review

2.3.1 Donor Support and Performance of Orphan and Vulnerable Children Homes

In-kind donations refer to the provision of non-cash items such as food, clothing, medicine, and other essential supplies. Studies have shown that in-kind donations can help Orphan and Vulnerable Children homes reduce their operating costs (Kang'ethe, 2014). Several studies have evaluated the effect of donor support on performance of orphaned vulnerable Children homes. A study by Kiarie *et al.*, (2018) in Kenya found

that donor support in terms of financial aid, material donations, and volunteers contributed significantly to the performance of Orphan and Vulnerable Children homes. The study found that the aid provided by donors improved the living conditions of children, increased their access to basic needs, and enhanced their educational opportunities. Similarly, a study by Awori et, al (2020) in Uganda found that donor support played a significant role in enhancing the quality of care provided to Orphan and Vulnerable Children. The study found that donor support contributed to the provision of basic needs such as food, clothing, and shelter, and also improved access to healthcare, education, and vocational training.

A study conducted by Frimpong-Manso (2021) on the funding mechanisms of orphanages in Ghana aimed to explore the sources of financial support and its implications for orphans. The objectives included identifying the main sources of funding for orphanages, examining the sustainability of these funding streams, and assessing the impact on the social-emotional well-being and rights of orphans. The research employed a qualitative design, utilizing literature review and case studies from Ghana and other low-income countries. The methodologies involved analyzing existing studies and reports on orphanage funding and child welfare. Findings indicated that most orphanages rely heavily on donations from private organizations and individuals, primarily from developed countries. This dependency on external donations was found to be unsustainable and often led to negative outcomes such as abuse, unnecessary institutionalization, and stigma. The study concluded that government intervention is necessary to provide subsidies, regulate donations and volunteering, and support unlicensed orphanages in transitioning to family strengthening services. Recommendations include increasing government subsidies, regulating donations, and promoting family-based care alternatives.

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A study conducted by Shawar and Shiffman (2023) on the global prioritization of care for orphan and vulnerable children aimed to investigate the factors influencing the inadequate prioritization of these issues. The objectives included understanding how global policy communities define and govern the problem, and identifying the challenges in communicating and implementing care strategies. The research utilized agenda-setting scholarship and triangulated data from 32 expert interviews, peer-reviewed literature, and organizational reports. The methodologies involved thematic analysis to construct a historical narrative on childcare reform efforts. Findings revealed that divisive disagreements on deinstitutionalization—a strategy that replaces institution-based care

with family-based care—hindered prioritization efforts. Contributing factors included contradictory evidence on care strategies, divergent national experiences, socio-cultural and legal challenges, commercial interests supporting residential facilities, and conflicting views from impacted stakeholders. These disagreements led to governance and coordination difficulties, lack of trusted leadership, and challenges in securing funding and policy action. The study concluded that better management of disagreements on deinstitutionalization is crucial for advancing global prioritization of children’s care. Recommendations include fostering consensus on care strategies and improving coordination among international organizations and donor agencies.

A study conducted by Frimpong-Manso (2021) on the funding mechanisms of orphanages in Ghana aimed to explore the sources of financial support and its implications for orphans. The objectives included identifying the main sources of funding for orphanages, examining the sustainability of these funding streams, and assessing the impact on the social-emotional well-being and rights of orphans. The research employed a qualitative design, utilizing literature review and case studies from Ghana and other low-income countries. The methodologies involved analyzing existing studies and reports on orphanage funding and child welfare. Findings indicated that most orphanages rely heavily on donations from private organizations and individuals, primarily from developed countries. This dependency on external donations was found to be unsustainable and often led to negative outcomes such as abuse, unnecessary institutionalization, and stigma. The study concluded that government intervention is necessary to provide subsidies, regulate donations and volunteering, and support unlicensed orphanages in transitioning to family-strengthening services. Recommendations include increasing government subsidies, regulating donations, and promoting family-based care alternatives.

The provision of financial support is critical to the performance of Orphan and Vulnerable Children homes. Studies have shown that financial support enables Orphan and Vulnerable Children homes to provide the necessary resources and infrastructure needed to ensure that Orphan and Vulnerable Children receive appropriate care and support (Alford, 2014; Farina, 2015). The financial support enables the homes to hire qualified staff, purchase food, clothing, and other essential items. Thus, it is essential to ensure that Orphan and Vulnerable Children homes receive financial support to operate successfully. Financial support is crucial for the performance of orphan and vulnerable children homes. It enables the homes to provide basic needs such as food, shelter, and clothing, as well as education and healthcare services.

According to a study by Ekanem and Odey (2015), financial support is necessary for the daily operations of the homes, including the payment of salaries for staff, maintenance of infrastructure, and purchase of necessary equipment. Financial support can also help to sustain the homes in the long term by enabling them to invest in income-generating activities, such as agriculture or small-scale businesses. Despite the benefits of financial support, there are challenges such as donor fatigue and the lack of transparency and accountability. To address these challenges, Nkwake and Akenji (2015) recommend that orphan and vulnerable children homes should develop strong financial management systems, establish partnerships with multiple donors, and create clear communication channels with donors to enhance transparency and accountability.

2.3.2 Community Support and Performance of Orphan and Vulnerable Children Homes

Several studies have explored the role of community support in the performance of Orphan and Vulnerable Children homes. A study by Kamauet, *al.*, (2020) in Kenya found that community support contributed significantly to the performance of Orphan

and Vulnerable Children homes. The study found that the involvement of community members in decision-making, resource mobilization, and policy formulation enhanced community ownership of the homes and improved transparency and accountability. Similarly, a study by Kimani-Murage *et, al.*, (2017) in Kenya found that community support played a critical role in promoting the development of Orphan and Vulnerable Children. The study found that community support through mentorship, educational and vocational opportunities, and guidance contributed significantly to the social and emotional well-being of Orphan and Vulnerable Children.

Schenk (2009) conducted a comprehensive literature review focusing on community interventions aimed at providing care and support to orphan and vulnerable children (OVC) in high HIV-prevalence African settings. The study reviewed 21 evaluations of various interventions, including educational assistance, home-based care, legal protection, and psychosocial support. Methodologies employed in the evaluations encompassed quantitative and qualitative approaches, such as surveys, costing studies, focus groups, interviews, and participatory review techniques. The findings indicated the value of community interventions in improving child and family well-being, although the quality and rigor of evidence varied across studies. The review emphasized the need for a strategic research agenda to inform resource allocation and program management decisions, advocating for the inclusion of quasi-experimental and process evaluation approaches, as well as participatory qualitative methodologies and costing studies, to broaden the evidence base. Strengthening local technical capacity and monitoring and evaluation systems was deemed imperative to collect sound empirical evidence for informing the development and scale-up of OVC programs.

A study conducted by Tsweleng (2023) on community-based services and resources aimed to enhance the emotional and psychosocial well-being of AIDS-orphaned

adolescents and their primary caregivers in South Africa. The objectives included identifying available services, assessing their impact on orphans and caregivers, and recommending improvements. Utilizing a qualitative methodology with a narrative inquiry approach, in-depth face-to-face interviews were conducted with six purposefully selected stakeholders from various sectors. The findings indicated that stakeholders provided services such as bereavement counseling, homework assistance, home visits, group therapy, and life skills activities, which positively impacted the socio-emotional and cognitive functioning of orphans. Additionally, caregivers, primarily grandmothers, benefited from support groups, communication workshops, and self-actualization activities like sewing and gardening, enhancing their self-confidence and coping abilities. However, the study noted a gap in clinical psychological interventions necessary for addressing unresolved grief and post-traumatic stress among orphans and caregivers. The study concluded that government-initiated clinical interventions are crucial for optimal psychosocial functioning, and there is a need to expand caregiver-focused programs to support more primary caregivers in low-income communities.

Sitienei and Pillay (2019) conducted a study to explore the psychosocial support received by orphan and vulnerable children (OVC) in a community-based organization (CBO) in Kericho, Kenya. The research employed a mixed approach, utilizing both qualitative and quantitative methods for data collection. Qualitative data were gathered through individual interviews with OVC, social workers, and child counseling psychologists, focusing on psychological, educational, and social interventions. Quantitative data were collected using structured and unstructured questionnaires, enabling the respondents to freely express their views on the psychosocial support provided within the CBO. The findings revealed that the OVC received psychological support through counseling and peer-group support, while educational intervention included the provision of school

uniforms and materials. However, there was a noted need to encourage families to engage in income-generating activities to foster independence and alleviate strain on the CBO's resources. The study suggests the necessity for additional resources to comprehensively evaluate the effectiveness of these services in improving the lives of OVC and recommends increased support from governments, donors, and international bodies to address the growing number of OVC globally, particularly in Kenya. This research provides valuable insights into the importance of psychosocial support for OVC within CBOs and offers directions for policy and program development.

A study conducted by Visagie and Pillay (2020) explored the roles and challenges of lay community health workers in a palliative care environment for orphan and vulnerable children in rural Bronkhorstspuit, South Africa. The study aimed to understand the knowledge and skills required by these workers and identify organizational challenges impacting their work experiences. Using a descriptive phenomenological case study design, data were collected through individual interviews, focus groups, observations, and document analysis. Findings highlighted the need for career patching, career guidance, and improved employment processes such as staff retention and promotion. The study concluded with a framework to enhance the work experiences of lay community health workers, emphasizing the necessity of addressing their skills and knowledge needs to improve their effectiveness in providing care. The framework can be applied to similar organizations across various sectors affected by the HIV/AIDS epidemic.

A study conducted by Visagie and Pillay (2021) explored the needs and challenges of lay community health workers in providing palliative care for orphan and vulnerable children in rural South Africa. This research aimed to understand the essential knowledge and skills required by these workers and the organizational challenges they

face. Employing a descriptive phenomenological case study design, the study gathered data through interviews, focus groups, observations, and document analysis. Results indicated that lay health workers needed specific skills and knowledge for effective care. Organizational challenges included a lack of career pathing, career guidance, and inadequate employment processes such as staff retention and promotion. The study concluded with a framework to enhance the work experiences of these workers by addressing their skills and knowledge needs. This framework is relevant not only for the health sector but also for other sectors affected by the HIV/AIDS epidemic.

Orphan and vulnerable children's homes are a critical safety net for children who lack parental care. These children often face multiple challenges, including abuse, neglect, and lack of access to basic needs such as food, shelter, and education. Stakeholders, such as communities, have an essential role to play in supporting Orphan and Vulnerable Children homes. This literature review focus on the impact of community support on performance of Orphan and Vulnerable Children homes, with particular attention to involvement in decision-making, security issues, advocacy policy engagement, and child development.

Communities can play a vital role in the performance of Orphan and Vulnerable Children homes by being involved in decision-making. This can include participation in strategic planning, resource allocation, and policy formulation. Involvement in decision-making can improve community ownership of the Orphan and Vulnerable Children home, increase transparency and accountability, and lead to more sustainable solutions. A study by Brouwer and colleagues (2017) found that community participation in decision-making contributed to improved access to resources and services, enhanced social cohesion, and increased community resilience. Additionally, when community members

are involved in decision-making, they can provide valuable insights into the cultural and social contexts that shape the lives of Orphan and Vulnerable Children.

Community support is essential for the safety and security of Orphan and Vulnerable Children homes. Community members can play an active role in ensuring that Orphan and Vulnerable Children homes are protected from harm, including abuse, exploitation, and neglect. Involving communities in security issues can create a sense of shared responsibility and accountability, and improve the quality of care provided to Orphan and Vulnerable Children. A study by Umeora and colleagues (2017) found that community involvement in security issues led to improved security and safety of Orphan and Vulnerable Children homes, reduced the risk of abuse and neglect, and created a sense of belonging among the Orphan and Vulnerable Children.

Community support can influence advocacy and policy engagement for Orphan and Vulnerable Children homes. Advocacy and policy engagement are essential in securing the necessary resources and support for Orphan and Vulnerable Children homes. Communities can advocate for policies and funding that support the needs of Orphan and Vulnerable Children and Orphan and Vulnerable Children homes. A study by Kietiet *al.*,(2018) found that community advocacy played a critical role in securing resources and support for Orphan and Vulnerable Children homes, such as funding, healthcare, and education. Community engagement in policy formulation can also help to ensure that policies and programs are culturally appropriate and responsive to the needs of Orphan and Vulnerable Children.

Community support can play an essential role in promoting the development of Orphan and Vulnerable Children. Communities can provide support, guidance, and mentorship to Orphan and Vulnerable Children, enhancing their social and emotional well-being. In addition, communities can provide educational and vocational opportunities that help

Orphan and Vulnerable Children build skills and knowledge that contribute to their future success. A study by Kimani-Murage and colleagues (2017) found that community involvement in child development led to improved social and emotional well-being, increased school attendance, and improved academic performance.

2.3.3 County Government Support and Performance of Orphan and Vulnerable

Children Homes

Studies have shown that county government support can significantly influence the implementation and performance of Orphan and Vulnerable Children homes. A study by Kinyanjui et, al (2017) in Kenya found that county government support in terms of funding, policy formulation, and monitoring and evaluation contributed significantly to the performance of Orphan and Vulnerable Children homes. The study found that county government support improved the quality of care provided to children, increased access to basic needs such as food and healthcare, and enhanced educational opportunities. Similarly, a study by Ndlovuet, *al* (2020) in Zimbabwe found that county government support contributed to the performance of Orphan and Vulnerable Children homes. The study found that county government support through funding, policy formulation, and provision of basic needs such as food, clothing, and shelter improved the physical and mental well-being of Orphan and Vulnerable Children and enhanced their educational opportunities.

County governments play a crucial role in providing support to orphan and vulnerable children homes. Financial support, healthcare, and education programs are some of the sub-variables that are essential in the performance of Orphan and Vulnerable Children homes. Financial support is crucial in the running of these homes as they depend on donations and grants from county governments and other stakeholders. County governments play a significant role in providing financial support to Orphan and

Vulnerable Children homes. According to a study by Kanyi et al. (2018), the performance of Orphan and Vulnerable Children homes in Kenya is significantly influenced by the government's financial support. The study found that there is a significant relationship between the level of financial support from county governments and the performance of Orphan and Vulnerable Children homes.

Education programs are also essential in the performance of Orphan and Vulnerable Children homes. Education is a fundamental right, and every child deserves access to quality education. County governments play a critical role in providing education programs to Orphan and Vulnerable Children homes. Education programs provide an opportunity for children in Orphan and Vulnerable Children homes to gain knowledge and skills that will help them later in life. According to a study by Adelman, Kilburn, & Mahoney (2018), education programs are crucial in reducing the vulnerability of Orphan and Vulnerable Children. The study found that children in Orphan and Vulnerable Children homes who have access to education are less vulnerable to exploitation and abuse.

A study conducted by Ayuku et al. (2021) on the "Cash Transfer to Orphan and Vulnerable Children" (CT-OVC) program in Kenya aimed to compare the socioeconomic status, school enrollment, nutritional status, and future outlook of children receiving the cash transfer versus those not receiving it. The study utilized baseline data from a cohort of children under 19 years old in 300 randomly selected households in Uasin Gishu County. Multivariable logistic and Poisson regression analyses were performed to compare the outcomes between the two groups. Findings indicated that children in households receiving the CT were less likely to miss school (AOR: 0.62, 95% CI: 0.42-0.94) and less likely to experience height stunting (AOR: 0.65, 95% CI: 0.47-0.89). Additionally, those aged 10 years and above in CT households

had a more positive future outlook (AOR: 1.72, 95% CI: 1.12-2.65). Despite some material deprivation, the study concluded that the CT-OVC program positively impacted nutritional status, school attendance, and future optimism. Recommendations include considering the expansion of the CT-OVC program to further alleviate poverty and improve the well-being of orphan and vulnerable children in Kenya.

A study conducted by Bryant, Beard, Sabin, Brooks, and colleagues (2021) evaluated the effectiveness of the President's Emergency Plan for AIDS Relief (PEPFAR) interventions for orphan and vulnerable children in East Africa and southern Africa. The study aimed to assess the impact of PEPFAR's support, focusing on school enrollment rates and psychosocial well-being. Five studies were conducted, highlighting beneficial changes in these areas. However, empirical demonstration of the impact of most PEPFAR initiatives was challenging due to a lack of baseline data and clear outcome indicators. The study also noted that many programs were thinly spread across a vulnerable population, raising concerns about resource sufficiency. Recommendations included better measurement of program effects through baseline data collection and rigorous evaluations. This underscores the importance of improving the effectiveness of interventions for orphan and vulnerable children in resource-limited settings.

Maingi (2019) conducted a study on the influence of educational support on the academic performance of orphan and vulnerable children (OVC) in public primary schools in Kalama Sub County, Machakos County, Kenya. Despite government efforts to provide essential services like education, healthcare, and psychosocial support to OVC, challenges persist in meeting their needs in the study area. The research aimed to examine the impact of class teacher's individualized support, school provision of OVC feeding programs, and teacher/caregiver cooperation on OVC academic performance. The study, grounded in Abraham Maslow's hierarchy of needs motivational theory,

employed a descriptive survey design. Data from 36 teachers and 11 head teachers were collected through questionnaires and interviews. Descriptive and inferential statistics, including multiple regression analysis, were used for data analysis. Results showed that school provision of OVC feeding programs had the most significant influence on academic performance, followed by teachers' individualized support and teacher/caregiver cooperation. The study recommended proactive measures by School Management Committees to support homegrown school food programs and collaboration with community welfare groups to extend support to OVC families.

A study conducted by Apedaile et al. (2022) on the effect of care environments on educational attainment among orphaned and separated children and adolescents in Western Kenya aimed to compare educational outcomes between those living in Charitable Children's Institutions (CCIs) and those in family-based settings. The study utilized follow-up data from a cohort of OSCA in 300 randomly selected households and 17 institutions, employing Poisson regression to estimate primary and secondary school completion rates. The methodologies included a bootstrap method with 1000 replications to estimate risk ratios and confidence intervals. Findings indicated that children in institutions were significantly more likely to complete primary school (aRR: 1.18, 95% CI: 1.10–1.28) and at least one year of secondary school (aRR: 1.28, 95% CI: 1.18–1.39) than those in family-based settings. However, they were less likely to complete all four years of secondary school (aRR: 0.79, 95% CI: 0.43–1.18). The study concluded that while institutional care supports primary and early secondary education, policies requiring orphan to leave institutions at age eighteen may hinder full secondary school completion. Recommendations include providing additional support to improve educational outcomes for orphan in both care settings and revisiting policies on age-based institutional exit.

2.3.4 Employee Support and Performance of Orphan and Vulnerable Children Homes

Effective management of employees in Orphan and Vulnerable Children homes is crucial to the performance of the homes. A study by Kimemia and Ngumi (2018) found that employee commitment and job satisfaction have a positive effect on performance of orphan of orphan and Vulnerable Children homes. Employee support, in terms of training and development, also contributes to the performance of Orphan and Vulnerable Children homes. The study further highlights the need for employee motivation and recognition to enhance employee performance and commitment. In another study, Ssewamalaet, al (2018) found that providing financial incentives and recognition to employees contributed to improved job satisfaction, commitment, and retention rates in Orphan and Vulnerable Children homes.

Sitienei and Pillay (2019) conducted a mixed-methods study to investigate the psychosocial support received by orphan and vulnerable children (OVC) in a community-based organization (CBO) in Kericho, Kenya. Through individual interviews and structured/unstructured questionnaires, qualitative and quantitative data were collected to explore the OVC's perspectives on the support provided. The findings revealed that the CBO effectively provided psychosocial support to OVC, including psychological support through counseling and peer-group sessions, as well as educational interventions such as the provision of school uniforms and materials. However, the study identified the need for families to engage in income-generating activities to foster independence and reduce the burden on the CBO's resources. Despite limitations in sample size, the study shed light on the valuable psychosocial support OVC receive within CBOs, highlighting the importance of government, donor, and international support to address the increasing number of OVC worldwide. This research

contributes to policy and program development targeting OVC in Kenya and beyond, emphasizing the significance of psychosocial well-being in improving the lives of vulnerable children.

Employee support is a crucial aspect in ensuring the performance of orphan and Vulnerable Children homes. This involves creating an enabling environment for employees to carry out their duties efficiently and effectively. The sub-variables under employee support are children safety, children security, training and development. Ensuring the safety of children is one of the most critical aspects of running an Orphan and Vulnerable Children home. A study by the World Health Organization (2018) revealed that children who live in institutions such as orphanages are at higher risk of violence and abuse, hence the need to have measures in place to safeguard their safety. According to Van Rooyen et al. (2017), employee support is essential in ensuring children's safety. They argue that employees must have adequate training on child protection policies and procedures to identify and report any potential abuse or violence. Moreover, it is essential to have a clear protocol for responding to child safety incidents to prevent reoccurrence.

Effective communication and teamwork among employees are also critical to the performance of Orphan and Vulnerable Children homes. A study by Akwara *et al.*, (2017) found that teamwork and effective communication among employees contributed to the successful implementation of programs and activities in Orphan and Vulnerable Children homes. The study highlights the need for effective leadership and management to create a positive work environment and foster effective communication and teamwork. In another study, Akintoyeet, al (2019) found that employee participation in decision-making contributed to increased job satisfaction, commitment, and motivation, which in turn contributed to the performance of Orphan and Vulnerable Children homes.

As pointed out by Bhatia and Petracca (2018), in their study, training and development can also motivate employees, resulting in improved job satisfaction and reduced staff turnover. This, in turn, ensures consistency and continuity of care for the children in the home. However, there are several challenges to ensuring employee support. One of the main challenges is inadequate resources, including staff and financial resources, as highlighted by Koffi et al. (2018) in their study. This can lead to burnout and high staff turnover rates, which can negatively impact the children's care. Additionally, the lack of clear policies and procedures can also be a challenge, leading to inconsistencies in practice, and potentially putting the children at risk.

2.3.5 Performance of Orphan and Vulnerable Children Homes

The performance of orphan and vulnerable children's homes is a crucial variable in the well-being of children living in these homes. Success can be defined in terms of the ability of the homes to provide basic needs, such as shelter, food, education, and healthcare. The variable is complex and is influenced by several sub-variables, including food security, education of vulnerable children, staff-to-child ratio, and financial stability.

Food security is a crucial sub-variable in the performance of Orphan and Vulnerable Children homes. According to Kinyanjui et al. (2017), food insecurity is a significant problem among Orphan and Vulnerable Children homes in Kenya, with many homes struggling to provide adequate and nutritious meals for the children. The authors noted that food insecurity negatively impacts the physical and mental well-being of the children, which can lead to poor health outcomes and lower academic performance. Therefore, stakeholders' support towards food security programs such as food donations, farm projects, and nutrition education can positively impact the performance of Orphan and Vulnerable Children homes.

Performance in Orphan and Vulnerable Children homes can be measured through various metrics that reflect the effectiveness and efficiency of their services. Key indicators include the quality of care provided, educational outcomes, the safety and well-being of the children, staff-to-child ratios and the extent of stakeholder support for programs. Previous scholars emphasize the importance of educational opportunities for vulnerable children as a critical factor in operational performance. For instance, Kamau (2018) argues that education is essential for breaking the cycle of poverty equipping OVC with the skills necessary for self-sufficiency. Similarly, Brouwer et al. (2017) highlight the significance of the staff-to-child ratio in measuring performance. They argue that a lower staff-to-child ratio can lead to inadequate supervision and care, potentially compromising the safety and well-being of children. These insights illustrate that performance in Orphan and Vulnerable children homes is multifaceted, with education and staffing being pivotal areas that require focused attention and support from stakeholders.

2.4 Conceptual Framework

The conceptual framework visually outlines the connections between independent variables community support, county government support, and employee support and the dependent variable of orphan and vulnerable children homes' sustainability. This framework illustrates how stakeholder engagement, financial assistance, healthcare provision, education programs, staff training, and employee well-being collectively contribute to the overall effectiveness and continuity of these homes. The arrows denote the directional influences among the variables, providing a structured understanding of how diverse forms of support performance of orphan and vulnerable children homes in Nakuru County. Increased donor support directly improves the resources available for the homes enabling them to enhance their services such as nutrition healthcare and

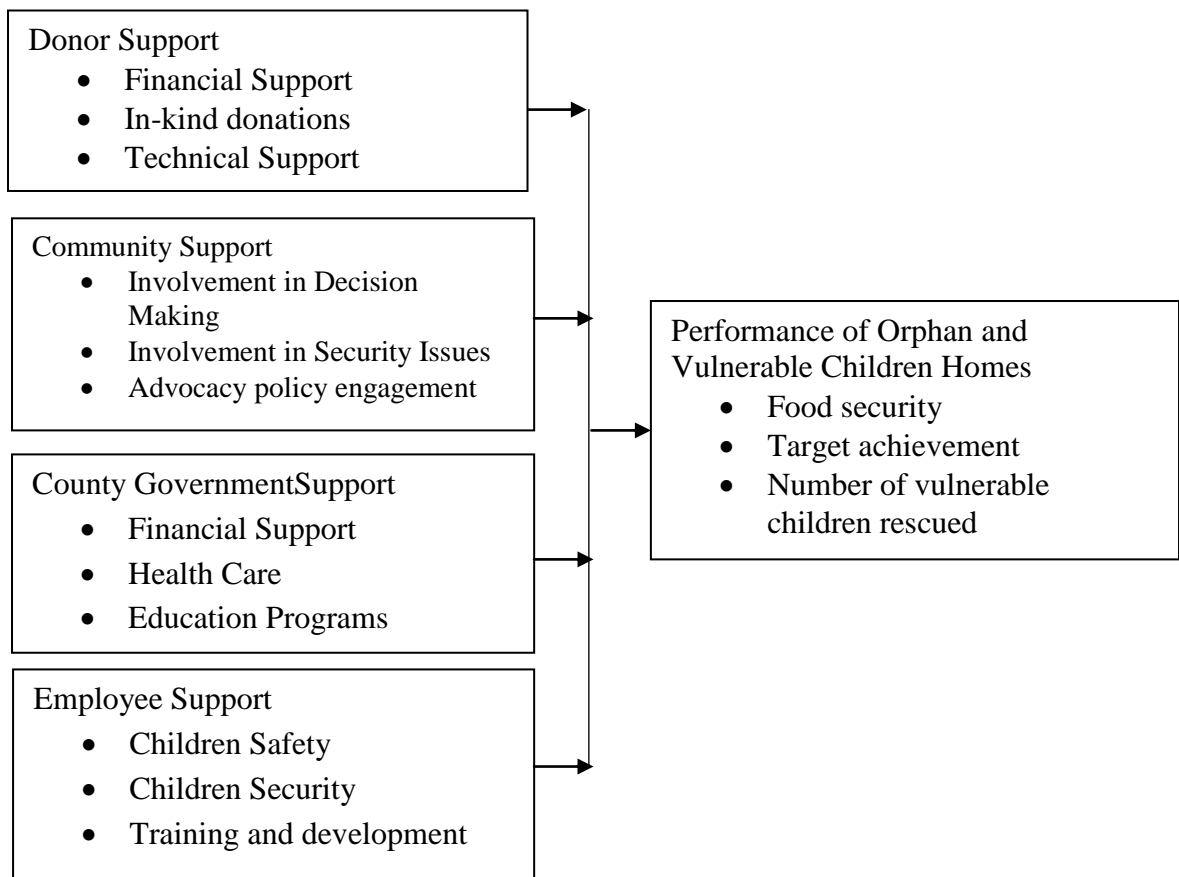
education opportunities. Strong community support can lead to increased awareness and advocacy for the needs of OVC homes resulting in more substantial resources and support. Effective county government support can lead to the establishment of favorable policies and funding mechanisms that ensure the sustainability of OVC homes. A well-supported staff leads to better care supervision of children in OVC homes, which is vital for their development. This section shows the relationship between the independent variables and the dependent variable as shown in Figure 1.

Figure 1

Conceptual Framework

Independent Variables

Dependent Variable



Source: Author (2024)

2.5 Summary of Literature and Research Gaps

Table 1

Research Gaps

Authors	Purpose of the Study	Major Findings	Gaps Identified	Areas of Focus by Current Study
Kiarie et al. (2018)	Investigated donor support impact on OVC homes	Donor support significantly improves living conditions, access to basic needs, and education.	Methodological Gap - Target Population	Measure the impact of donor support on project goal achievement with specific measures.
Awori et al. (2020)	Assesses donor support's role in OVC care	Donor support enhances quality of care, access to basic needs, healthcare, education, and training.	Methodological Gap - Measurement of Donor Support	Measure donor support's influence on project goal achievement using precise metrics.
Kamau et al. (2020)	Explored community involvement in OVC homes	Community involvement improves ownership, transparency, and accountability in OVC homes.	Contextual Gap - Geographic Focus	Investigate community support dynamics within Nakuru County, Kenya.
Kimani-Murage et al. (2017)	Examined community support's impact on OVC	Community support promotes social and emotional well-being through mentorship and opportunities.	Knowledge Gap - Community Involvement	Further explore the role of community involvement in decision-making and policy formulation.
Kinyanjui et al. (2017)	Evaluate county government support in OVC care	County government support improves care quality, access to basic needs, and educational opportunities.	Contextual Gap - Geographic Focus	Analyze county government support's influence specifically within Nakuru County, Kenya.
Ndlovu et al. (2020)	Investigate county government's role in OVC care	County government support enhances physical and mental well-being and educational opportunities.	Knowledge Gap - County Government Support	Explore the impact of county government support on orphan and vulnerable children homes in Nakuru County.
Kimemia and Ngumi (2018)	Studied employee support in OVC homes	Employee commitment and job satisfaction positively affect OVC home performance.	Methodological Gap - Measurement of Employee Support	Measure the influence of employee support on project goal achievement using specific metrics.
Ssewamala et al. (2018)	Examined employee motivation in OVC homes	Financial incentives and recognition improve job satisfaction, commitment, and retention.	Knowledge Gap - Employee Motivation and Recognition	Investigate the role of employee motivation and recognition in enhancing job satisfaction and commitment.

CHAPTER THREE

RESEARCH DESIGN AND METHODOLOGY

3.1 Introduction

This chapter presents the research design and methodology employed in the study. This chapter describes the study's research design, including the target population and area, sampling frame, sample size, and sampling technique. It also outlines the data collection instruments, procedures for data collection, analysis, and management, as well as ethical issues that were considered during the study.

3.2 Research Design

This study used quantitative survey research design to collect data which was based on the measurement of quantity or amount. It is applicable to phenomena that can be expressed in terms of quantity, and statistical methods used in processing data (Kothari 2004). Quantitative methods were adopted in this study since the data on employee performance can be clearly communicated through statistics and numbers.

3.3 Location of the Study

The location of this study was in Nakuru county. Nakuru is a city in Rift Valley region of Kenya and serves as the county's main city. Geographically, Nakuru county is defined by specific latitudes and longitudes, approximately situated between -0.35° to -1.4° Latitude and 35.8° to 37.2° longitude. The county is bordered by several neighboring counties, including Bomet County to the south, Kericho county to the southwest, Uasin Gishu County to the northwest and Laikipia County to the north and Nyandarua County to the East. Nakuru is strategically located about 160 kilometers from Nairobi, Kenya's capital along the Nairobi- Nakuru Highway.

3.4 Population of the Study

According to records at the Nakuru County 2023, there are 38 registered and operational children homes which was the unit analysis of this study. The target population of the study was 188 operational managers and supervisors who are responsible for daily activities at the homes cutting across from the general management, logistics and general welfare of the 38 registered and operational children homes in the county as shown in Table 2. There were no anticipated risks associated with the project since it just seeks to inform what support could be most preferred by the children homes to capitalize and enhance their projects.

Table 2*Target Population*

Children Homes	Operational Managers	Supervisors	Sub-Total
Amani Children's Home Nakuru	3	2	5
Israel Faith Children's Home Nakuru	2	4	6
Arap Moi Children's Home	3	2	5
Holy Family Children's Home	3	3	6
Holding Hands Children's Home	3	3	6
Mama Elizabeth Children Home Nakuru	2	2	4
Amazing Grace Children's Home Nakuru	2	4	6
children's Home	3	2	5
Jammi Homecare Foundation	2	2	4
Upendo Child Care	3	4	7
LAGCA Children Home Foundation	2	2	4
Upendo Children's Home.	2	2	4
Hope Foundation Movement	3	2	5
Bethesda Children's Home	4	3	7
Rhonda orphanage home for destitute	2	4	6
Newlife Home Trust Nakuru	3	2	5
Springs of Hope Children's Home	3	2	5
St Jerome Center	3	2	5
Children Rescue Organization	4	2	6
QK Children's Home	2	2	4
International Humanitarian Foundation (IHF)	2	3	5
Bernkish homes	3	4	7
LAGCA Camp	4	2	6
East Africa Mission Orphanage		1	1
Nakuru Home-Schooling	4	2	6
Baraka Children's Home	1	1	2
Children In Freedom Schools Nakuru	3	3	6
Mission in Action	3	2	5
Nakuru Street Children Centre	2	3	5
Loving Hands Safe House Gilgil	2	2	4
Nelmas Holiday home	4	1	5
Tumaini Children Home	3	3	6
Visoi Children's Home	3	2	5
Mt Moriah Children's Home	2	1	3
Nakuru Meadows	2	1	3
Barut children's home	2	1	3
Grace Children Centre	3	2	5
SCANN children's home	2	4	6
Total	99	89	188

Source: County Government of Nakuru (2023)

3.5 Sampling Procedure and Sample Size

The formula used to determine the sample size in simple random sampling is widely accepted in statistics and research methodology. This study adopted Tora Yamane's formula in determining the sample size. Yamane's formula is a commonly used statistical formula for determining the appropriate sample size for a given population. The formula takes into account the desired level of precision, level of confidence, and population size to calculate the minimum sample size required to obtain accurate results. The formula is expressed as follows;

$$n = N / (1 + N(e)^2)$$

Where;

n is the required sample size from the population under study

N is the whole population that is under study

e is the precision or sampling error which is usually 0.05

Substituting the values, we get:

$$n = 188 / \{1 + 188*(0.05^2)\}$$

$$n = 127.89 \text{ (rounded up to 128)}$$

Therefore, a sample size of 128 respondents will be sufficient for the study.

To ensure that the sample accurately reflects the diverse population of operational managers and supervisors across the various children homes, proportional sampling was utilized. This method guaranteed that each children home was represented in the sample according to its proportion of the total population. Using this approach, we calculated the sample sizes for each children home, ensuring that the total number of respondents selected across all homes equals 128. For example, Amani Children's home Nakuru, which has a total of 5 individuals, the sample size was:

Sample Size for Amani-(1885) \times 128=3.40 (rounded to 3). This proportional allocation was performed for each home and the final selected sample was representative of the operational structure of the registered children's homes in Nakuru County

3.6 Instrumentation

The study made use of primary data which was collected using closed ended questionnaires. A structured questionnaire was used as the data collection instrument. Closed ended questions were considered appropriate in this study since they are simple and easy to analyze. The questionnaires was in two sections, section A contained background information of the respondent, and the section B the questionnaires in relation to study variables. They also guide the respondents thus leading to a control over the responses made by the respondents. The questionnaires was written in a form of Likert scale of 1-5 whereby (5 – Strongly Agree; 4 - Agree; 3 - Neutral; 2 – Disagree; 1 – Strongly Disagree) where the respondents indicated their level of agreement in each case. Respondent indicates degree of agreement and disagreement with a variety of statements about some attitude, object, person or event (Taherdoost, 2017). This study used drop and pick method to administer questionnaires. This helped in improving the response rate.

3.6.1 Pilot Study of Research Instrument

A pilot study was conducted using 10% (6) of the total questionnaires in Kericho County. The sample for the pilot study consisted of operational managers and supervisors from four children homes. Selecting 10% of the total questionnaires for the pilot study is a commonly used method to balance the cost and time required for the pilot study, while still allowing for meaningful results (Cooper & Schindler (2003). The researcher randomly selected four children homes in Kericho, the following children homes was used for the pilot study: Kericho children's home, Tumaini, Hope and Agape Children homes. The pilot study was conducted to test the viability of the research

design, to refine the research instruments and ensure that the study procedures are feasible and effective and to make any necessary adjustments before the main study.

3.6.2 Validity of Research Instrument

Validity refers to whether a questionnaire is measuring what it purports to measure (Bryman & Cramer 2007). McMillan and Schumacher (2006) describe validity as the degree of congruence between the explanations of the phenomena and the realities of the world. Content validity was used in this study. This helped the researcher to ensure that there is content validity of the instruments to be used. Content validity measured the degree to which data that is collected by use of particular instruments, can represent specific concepts (Tiampati, 2018).

To ensure content validity, the research instruments, specifically the questionnaires, were developed through an extensive review of existing literature and consultation with subject matter experts in the field of orphan and vulnerable children's welfare. This process helped to ensure that the questions comprehensively cover the dimensions of stakeholder support and orphan and vulnerable children homes' sustainability relevant to the study context. Construct validity was established by aligning the questions and items in the research instruments with the theoretical framework and concepts defined in the study. This involved verifying that the measurements accurately represent the theoretical constructs, ensuring that respondents' answers reflect the intended concepts and relationships.

Criterion validity was assessed by comparing the measurements collected through the research instruments with external criteria that are theoretically related to orphan and vulnerable children homes' sustainability. For instance, the extent to which stakeholder support measurements predict specific outcomes in terms of the homes' sustainability can

be examined, confirming the instruments' ability to predict relevant criteria. While the study's primary focus was on orphan and vulnerable children homes in Nakuru County, external validity was addressed by discussing the study's limitations and contextual factors that may affect the generalizability of the findings. Additionally, findings were discussed in relation to existing literature and similar contexts to explore potential implications beyond the study area.

3.6.3 Reliability of Research Instrument

Reliability refers to the repeatability, stability or internal consistency of a questionnaire (Jack & Clarke, 2008). A questionnaire with a high reliability would receive similar answers if it is done again or by other researchers (Cooper & Schindler, 2014). The reliability of the questionnaires was determined through the Cronbach alpha method. Cronbach alpha which provides a good measure of reliability because holding other factors constant the more similar the test content and conditions of administration are, the greater the internal consistency and reliability. Bryman (2012) recommended that a reliability test which produces Cronbach alpha (α) values of greater than 0.70 is sufficient in making the questionnaires reliable. The Cronbach's Alpha test was conducted on all the independent and dependent variables to give the threshold which should be greater than 0.7. According to George and Mallery (2008), a Cronbach alpha coefficient greater or equal to 0.7 is acceptable.

3.7 Data Collection Procedures

Authorization for this study was obtained from the Kabarak University Research Ethics Committee (KUREC) and the National Council of Science, Technology and Innovation (NACOSTI). Once approvals were secured, self-administered questionnaires were used to collect data. It's important to note that after NACOSTI's approval, a subsequent step involves obtaining an introduction letter from the Ministry of Social Services at the

county or sub-county level. This letter will facilitate formal engagement with orphan and vulnerable children homes, ensuring adherence to ethical protocols and transparent communication of the study's purpose. There were no risks in this project. There was no personal identification of information that was included in the questionnaire. The collected data then was stored under lock and key.

3.8 Data Analysis and Presentation

The data gathered was analyzed using descriptive statistics such as mean and standard deviation. Research findings was analyzed using correlation, descriptive and regression analysis. The statistical tool for the analysis was the Social Sciences Statistical Package (SPSS) version 25 to generate regression model results. The results of the survey were presented in tables and frequency tables that show the means, standard deviation and frequencies.

The regression model was as follows;

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \varepsilon$$

Where;

Y=Performance of orphan and vulnerable Children Homes

β_0 = Constant Term

β_1 - β_4 = Beta coefficients of variables

X_1 = Donnor Support

X_2 = Community Support

X_3 = County Government Support

X_4 = Employee Support

ε = Error term which is normally distributed about a mean of zero.

3.9 Ethical Considerations

The Kabarak University Research Ethics Committee (KUREC), gave permission. The National Council of Science, Technology, and Information (NACOSTI), provided a permission letter as well as a research warrant. This clarified the aim of the research and the nature of the study thus improving cooperation from the respondents during data collection. After the authorization, the researcher arranged with the management of Children homes to confirm the dates for data collection and get the consent to carry the research. This is to eliminate conflicts which might arise from the respondents. The researcher also sought consent from the participants to indicate the willingness to participate. The researcher also ensured confidentiality of the information given by the respondents. This was done by informing the respondents not to indicate their names on the research questionnaires.

The data was collected through drop and pick method and information collected safely stored under lock and key to be protected before and after analysis to avoid any exposure. The PI was responsible for monitoring the data throughout the study by reviewing the data as it comes to ensure accuracy, completeness and compliance with ethical guidelines. The results were disseminated to concerned parties upon request. Confidentiality of the respondents was observed by respondents consenting before they fill the questionnaire. All the research data was stored securely in locked filing cabinets that have limited access to the authorized personnel only, ensuring that the physical storage locations are secure from theft or unauthorized entry.

CHAPTER FOUR

DATA ANALYSIS, PRESENTATION AND DISCUSSION

4.1 Introduction

The purpose of the study was to determine the effect of stakeholder's support on performance of orphaned vulnerable children homes' in Nakuru County. This chapter presents and discusses the research findings of the respondent's profile followed by both the descriptive and inferential analyses of the study objectives. The chapter also discusses the findings and their implications to the study.

4.2 Response Rate

The response rate is a critical indicator of the reliability and validity of the data collected in a study. Table 3 illustrates the response rate of the sampled respondents who returned the questionnaires, providing insight into the level of participation achieved in the research.

Table 3

Response Rate

Sampled No. of respondents	No. of Questionnaires	
	Returned	Response Rate (%)
128	100	78

The study sample size of 128 respondents out of which 100 filled and returned the questionnaires giving a response rate of 78%. Twenty-eight questionnaires were not obtained from the respondents 22 % response failure. With a 78% response rate, the study had a considerable sample size adequate for the research. According to Barbie (2014), a high response rate is advantageous since it greatly reduces non-response bias as compared to a low response rate.

4.3 Demographic Characteristics

The study analyzed the demographic profile of the respondents based on the gender of the respondents, age of the respondents, education level of the respondents, duration of the respondents and duration the respondents has been working in the organization.

4.3.1 Respondents by Gender

The respondents were also asked to indicate the gender representation of the study subjects. The findings are as presented in Table 4.

Table 4

Respondents by Gender

Gender	Frequency	Percentage
Male	61	61
Female	39	39
Total	100	100

According to the findings, 61% of the respondents were male while 39% were female. This shows that majority of the employees in orphan and vulnerable Children Homes in Nakuru County were male. This predominance of male employees raises important considerations for human resource policies, the data suggests a need for HR policies that promote gender equity and diversity within these organizations.

4.3.2 Respondents by Age

The respondents were asked to indicate the age of the respondents. The findings were as shown in Table 5.

Table 5*Age of the Respondents*

Age of the respondents	Frequency	Percentage
Below 20 Years	7	7
20-30 years	21	21
31-40 years	17	17
41-50 Years	36	36
51 years and above	19	19
Total	100	100

From the findings, 7% of the respondents indicated that they were below 20 years, 21% indicated that they were in age bracket of 20-30 years, 17% were in age bracket of 31-40 years, 36% were in age bracket of 41-50 years while 19% were in age bracket of 51 years and above. This implies that majority of the respondents working in orphan and vulnerable Children Homes in Nakuru County were in age brackets of 20-30 years and 41-50 years. A high percentage of respondents in the 41-50 age group suggests experienced staff, which could enhance the performance and stability of the homes. Conversely, a low percentage in the below 20 years group indicates less involvement from younger individuals, potentially impacting the future workforce sustainability in these homes.

4.3.3 Respondents' Highest Level of Education

The respondents were asked to indicate their highest level of education. The findings are as shown in Table 6.

Table 6*Respondents' Highest Level of Education*

Level of Education	Frequency	Percentage
College Certificate	17	17
First Degree	34	34
Masters	47	47
Others	2	2
Total	100	100

From the findings, 17% of the respondents indicated that they had attained college certificate, 34% indicated that they had attained first degree, 47% stated that they had attained masters degree while 2% indicated that they had other qualification. This shows that majority of the employees in orphan and vulnerable Children Homes in Nakuru County were well educated having masters and first-degree education. The high percentage of respondents with master's degrees suggests a highly educated workforce, which could enhance the quality of care and administrative efficiency in the homes. Conversely, the low percentage of those with other qualifications indicates limited diversity in educational backgrounds, which might affect the variety of skills available in the workforce.

4.4 Descriptive Statistics

The section describes descriptive statistics for the study variables. This section focused on the presentation of findings from objectives which included donor support on performance of orphan and vulnerable Children homes, community support on performance of orphan and vulnerable Children homes, county government support on performance of orphan and vulnerable Children homes and employee support on performance of orphan and vulnerable Children homes. The findings is presented in form of percentage, mean and standard deviation.

4.4.1 Descriptive Statistics for Donor Support

The respondents were asked to indicate their level of agreement on the effect of donor support on performance of orphan and vulnerable Children homes in Nakuru County, Kenya. The findings were as indicated in Table 7.

Table 7

Descriptive for Donor Support

Statements	SA	A	U	D	SD	Mean	STD
	%	%	%	%	%		
The support we get from the donors are enough to enables us run activities within the children home	46	44	4	3	3	4.64	0.876
The in-kind donations from donors are enough and have contributed to the well-being of the children in the homes.	43	52	2	3	0	4.82	0.765
Technical support from donors has helped in improving the management of the orphan and vulnerable children homes.	41	52	2	3	2	4.46	0.567
Advocacy support from donors has helped in raising awareness on the needs of orphan and vulnerable children.	47	33	10	7	3	4.17	0.641
The extent of financial support received from donors has helped in improving the quality of care for orphan and vulnerable children.	52	33	6	4	5	4.23	0.643
Average						4.464	0.698

According to the findings, majority of the respondents (90%) agreed that the support we get from the donors are enough to enables us run activities within the children home with a mean of 4.64 and a standard deviation of 0.876. The findings further indicated that majority of the respondents (95%) agreed that the in-kind donations from donors are

enough and have contributed to the well-being of the children in the homes with a mean of 4.82 and a standard deviation of 0.765

Majority of the respondents (93%) agreed that technical support from donors has helped in improving the management of the orphan and vulnerable children's homes with a mean of 4.46 and a standard deviation of 0.567. The findings further indicated that majority of the respondents (80%) agreed that advocacy support from donors has helped in raising awareness on the needs of orphan and vulnerable children with of mean 4.17 and a standard deviation of 0.641. In addition, majority of the respondents (85%) agreed that the extent of financial support received from donors has helped in improving the quality of care for orphan and vulnerable children with a mean of 4.23 and a standard deviation of 0.643. The study findings also agree with the findings of Ekanem and Odey (2015) who revealed that financial support from donors is instrumental in enhancing the quality of care provided to orphan and vulnerable children.

4.4.2 Descriptive Statistics for Community Support

The respondents were asked to indicate their level of agreement on the effect of community support on performance of orphan and vulnerable Children homes in Nakuru County, Kenya. The findings were as indicated in Table 8.

Table 8*Descriptive for Community Support*

Statements	S	A	U	D	SD	Mean	STD
	%	%	%	%	%		
The community gives enough support needed for the running of the children's home.	37	34	10	16	3	3.855	1.185
The community are willing to provide security to the orphanage	55	34	8	1	2	4.403	0.778
The local community are very happy with the existence of the orphanage among them	44	46	7	3	0	4.307	0.738
The local community feel part of the orphanage project and are always willing to ensure that the orphanage activities are in line with organization goals	48	48	2	2	0	4.26	0.231
Involving the community in project activities enhances project success	52	38	4	5	1	4.28	0.534
Average						4.221	0.693

According to the findings majority of the respondents (71%) agreed that the community gives enough support needed for the running of the children's home with a mean of 3.855 and a standard deviation of 1.185. Majority of the respondents (89%) also agreed that the community are willing to provide security to the orphanage with a mean of 4.403 and a standard deviation of 0.778. They further agreed (90%) that the local community are very happy with the existence of the orphanage among them with a mean of 4.307 and a standard deviation of 0.738. The study findings agree with the findings of Brouwer and colleagues (2017) the local community's profound satisfaction with the presence of the orphanage among them is a testament to the positive impact it has on their collective well-being. This happiness stems from the orphanage not only fulfilling a

crucial social need but also symbolizing the community's shared values of compassion and support for vulnerable members.

Moreover, (89%) also agreed that the local community feel part of the orphanage project and are always willing to ensure that the orphanage activities are in line with organization goals with a mean of 4.26 and a standard deviation of 0.231. Finally (90%) agreed that involving the community in project activities enhances project success with a mean of 4.28 and a standard deviation 0.534. The study findings are in tandem with the findings of Kimani-Murage *et al.*, (2017) who revealed that involving the community in project activities stands as a cornerstone of ensuring the success and sustainability of orphanage initiatives. By actively engaging community members in various aspects of project planning, implementation, and evaluation, the orphanage fosters a sense of ownership and shared responsibility.

4.4.3 Descriptive Statistics for County Government Support

The respondents were asked to indicate their level of agreement on the effect of County Government Support on performance of orphan and vulnerable Children homes in Nakuru County, Kenya. The findings were as indicated in Table 9.

Table 9*Descriptive for County Government Support*

Statements	S	A	A	U	D	SD	Mean	STD
	%	%	%	%	%	%		
The support provided by the county government is enough to enable the children home run without facing challenges.	60	16	12	6	3		4.32	0.472
The financial support from the county government has enabled the homes to provide quality care to the children.	51	44	1	3	1		4.42	0.745
The provision of health care services by the county government has improved the health status of the children in the homes.	58	24	8	4	6		4.18	0.912
The implementation of education programs by the county government has contributed to the education of orphan and vulnerable children.	40	48	4	5	3		3.98	1.032
The county government's support has led to improved infrastructure and facilities for the children in the homes.	49	31	14	6	0		4.62	0.323
Average							4.304	0.6964

According to the findings majority of the respondents (76%) agreed that the support provided by the county government is enough to enable the children home run without facing challenges with a mean of 4.32 and a standard deviation of 0.472. Majority of the respondents (95%) also agreed that the financial support from the county government has enabled the homes to provide quality care to the children with a mean of 4.42 and a standard deviation of 0.745. The study findings are in line with those of Jansen, Blake, & Kalala (2019) who found that the financial support provided by the county government has been instrumental in ensuring that the orphanage homes can deliver quality care to the children under their care. This support enables the homes to allocate resources

towards essential needs such as food, clothing, education, and healthcare, ensuring that the children receive the care and attention they deserve.

Majority of the respondents also (82%) agreed that the provision of health care services by the county government has improved the health status of the children in the homes with a mean of 4.18 and a standard deviation of 0.912. In addition, majority of the respondents (88%) agreed that the implementation of education programs by the county government has contributed to the education of orphan and vulnerable children with a mean of 3.98 and a standard deviation of 1.032. In addition, majority of the respondents (80%) agreed that county government's support has led to improved infrastructure and facilities for the children in the homes with a mean of 4.62 and a standard deviation of 0.323. The study findings are also in line with the findings of Adelman, Kilburn, & Mahoney (2018) who revealed that the county government's support has directly contributed to the improvement of infrastructure and facilities within the orphanage homes. With adequate funding, the homes have been able to undertake renovation projects, upgrade existing facilities, and invest in essential amenities that enhance the living conditions for the children. This includes initiatives such as constructing new dormitories, refurbishing recreational areas, and improving sanitation facilities to ensure a safe and conducive environment for the children's growth and development.

4.4.4 Descriptive Statistics for Employee Support

The respondents were asked to indicate their level of agreement on the effect of employee support on performance of orphan and vulnerable Children homes in Nakuru County, Kenya. The findings were as indicated in Table 10.

Table 10*Descriptive for Employee Support*

Statements	S	A	U	D	SD	Mean	STD
	%	%	%	%	%		
The employees at the home are always willing to provide needed support at the home	50	34	8	4	4	4.15	0.921
The employees provide a safe and secure work environments at the home	54	36	2	5	3	4.56	0.608
There is a very stable workforce at the home thus improving overall performance of the homes.	48	40	3	5	4	4.13	0.513
There is effective communication and coordination among employees at the home	63	32	0	3	2	4.60	0.670
This home employs qualified employees to ensure it operates effectively	68	23	2	4	3	4.23	0.886
Average						4.334	0.7196

According to the findings majority of the respondents (84%) agreed that the employees at the home are always willing to provide needed support at the home with a mean of 4.15. Majority of the respondents (90%) also agreed that the employees provides a safe and secure work environments at the home with a mean of 4.56. They further agreed (88%) that the there is a very stable workforce at the home thus improving overall performance of the homes with a mean of 4.13. The study agrees with the findings of Bhatia and Petracca (2018) who revealed that the stability of the workforce at the orphanage homes significantly contributes to their overall performance and effectiveness in caring for the children. A consistent and stable workforce fosters continuity, trust, and familiarity, which are essential elements in creating a nurturing and supportive environment for the children. With a stable team in place, there is greater consistency in

care giving practices, routines, and relationships, leading to improved emotional well-being and sense of security among the children.

In addition, majority of the respondents (95%) agreed that there is effective communication and coordination among employees at the home with a mean of 4.60. Finally, majority of the respondents (91%) agreed that the home employs qualified employees to ensure it operates effectively with a mean 4.23. The standard deviation ranged from 0.607 to 1.185 indicating that majority of the respondents agreed with the issues raised. The study agrees with the findings of Koffi et al. (2018) who revealed that the orphanage homes prioritize employing qualified personnel who bring expertise, dedication, and compassion to their roles. By recruiting individuals with relevant qualifications, experience, and a genuine passion for working with children, the homes ensure that they can effectively meet the diverse needs of the children under their care. Qualified employees possess the necessary knowledge and skills to implement best practices in child care, education, and support services, thereby enhancing the quality of care and outcomes for the children.

4.4.5 Descriptive Statistics for Performance of Orphan and Vulnerable Children Homes

The respondents were asked to indicate their level of agreement on performance of orphan and vulnerable Children homes in Nakuru County, Kenya. The findings were as indicated in Table 11.

Table 11*Performance of Orphan and Vulnerable Children Homes*

Statements	S	A	U	D	SD	Mean	STD
	%	%	%	%	%		
We have enough food at the children home	56	34	4	4	2	4.45	0.876
The provision of quality education to vulnerable children has led to improved cognitive and social development.	47	43	2	3	5	4.22	0.453
We are always able to achieve our targets in the children's home	56	34	3	5	2	4.46	0.321
Number of vulnerable children rescued in this home is very high as compared to the home capacity.	47	34	13	4	3	4.20	0.432
High staff retention rates have led to more stable and consistent care for the children in the homes.	59	31	5	2	3	4.02	0.521
Average						4.27	0.5206

Further, the findings revealed that majority of the respondents agreed (90%) that they have enough food at the children home with a mean of 4.45 and a standard deviation of 0.876. The findings further indicated that majority of the respondents (90%) agreed that the provision of quality education to vulnerable children has led to improved cognitive and social development with a mean of 4.22 and a standard deviation of 0.453. Also, the findings indicated that majority of the respondents (90%) agreed that they are always able to achieve our targets in the children's home with a mean of 4.46 and a standard deviation of 0.321. According to Kinyanjui et al. (2017) the consistent achievement of targets in the children's home is a testament to the dedication, efficiency, and effectiveness of the staff members. High staff retention rates play a pivotal role in this success, as they contribute to a more stable and consistent care giving environment for

the children. When staff members remain with the home for extended periods, they develop strong relationships with the children, understand their individual needs and preferences, and can provide personalized and consistent care and support.

Further majority of the respondents (80%) agreed that number of vulnerable children rescued in this home is very high as compared to the home capacity with a mean of 4.20 and a standard deviation of 0.432. Majority of the respondents (90%) also indicated that high staff retention rates have led to more stable and consistent care for the children in the homes with a mean of 4.02 and a standard deviation of 0.521. According to Kamau (2018) stable staffing enhances organizational cohesion, communication, and teamwork, enabling the home to effectively plan, implement, and evaluate programs and initiatives aimed at achieving targets and meeting the needs of the children.

4.5 Correlation Statistics

4.5.1 Donor Support and Performance of Orphan and Vulnerable Children Homes

The study sought to establish the correlation between donor support on performance of orphan and vulnerable Children homes in Nakuru County, Kenya. The findings of the study are as shown in Table 12.

Table 12

Donor Support and Performance of Orphan and Vulnerable Children Homes

		Performance of Orphan and Vulnerable Children Homes
Donor Support	Pearson Correlation	.632*
	Sig. (2-tailed)	.015
	N	100

*. Correlation is significant at the 0.05 level (2-tailed).

As indicated in Table 12, the study indicates that there was a moderate positive and statistically significant correlation between donor support and performance of orphan and vulnerable Children homes in Nakuru County, Kenya, ($r = 0.632$; $p=0.015 < 0.05$). This implies that better donor support enhances performance of orphan and vulnerable Children homes in Nakuru County, Kenya. The study findings agree with the findings of Nkwake and Akenji (2015) who recommended that orphan and vulnerable children homes should develop strong financial management systems, establish partnerships with multiple donors, and create clear communication channels with donors to enhance transparency and accountability.

4.6.2 Community Support and Performance of Orphan and Vulnerable Children Home

The study further examined the correlation between community support and performance of orphan and vulnerable Children homes in Nakuru County, Kenya. The results of correlation analysis are outlined in Table 13.

Table 13

Community Support and Performance of Orphan and Vulnerable Children Home

		Performance of Orphan and Vulnerable Children Homes
Community Support	Pearson Correlation	.464*
	Sig. (2-tailed)	.000
	N	100

*. Correlation is significant at the 0.05 level (2-tailed).

The study as shown in Table 13 established that a moderate positive correlation existed between community support on performance of orphan and vulnerable Children homes in Nakuru County, Kenya ($r = 0.464$; $p=0.000 < 0.05$). The results of the correlation

analysis indicated that better community support enhance performance of orphan and vulnerable Children homes in Nakuru County, Kenya. The study findings are in tandem with the findings of Kieti and colleagues (2018) who found that community advocacy played a critical role in securing resources and support for Orphan and Vulnerable Children homes, such as funding, healthcare, and education. Community engagement in policy formulation can also help to ensure that policies and programs are culturally appropriate and responsive to the needs of Orphan and Vulnerable Children.

4.5.3 County Government Support and Performance of Orphan and Vulnerable Children Homes

The study further examined the correlation between county government support and performance of orphan and vulnerable children homes. The results of correlation analysis are outlined in Table 14.

Table 14

County Government Support and Performance of Orphan and Vulnerable Children Homes

		Performance of Orphan and Vulnerable Children Homes
County Government Support	Pearson Correlation	.469*
	Sig. (2-tailed)	.000
	N	100

*. Correlation is significant at the 0.05 level (2-tailed).

The study as shown in Table 14 established that there was a moderate positive correlation existed between county government support and performance of orphan and vulnerable Children homes in Nakuru County, ($r = 0.469$; $p=0.000 < 0.05$). The results of

the correlation analysis indicated that better county government support enhances performance of orphan and vulnerable Children homes in Nakuru County, Kenya County Government Support on performance of orphan and vulnerable Children homes in Nakuru County, Kenya. The study findings conquer with the findings of Kanyi et al. (2018), who revealed that performance of Orphan and Vulnerable Children homes in Kenya is significantly influenced by the government's financial support. The study found that there is a significant relationship between the level of financial support from county governments and the performance of Orphan and Vulnerable Children homes.

4.5.4 Employee Support and Performance of Orphan and Vulnerable Children Homes

The study further examined the correlation between employee support and performance of orphan and vulnerable children homes. The results of correlation analysis are outlined in Table 15.

Table 15

Employee Support and Performance of Orphan and Vulnerable Children Homes

		Performance of Orphan and Vulnerable Children Homes
Employee Support	Pearson Correlation	.392*
	Sig. (2-tailed)	.000
	N	100

*. Correlation is significant at the 0.05 level (2-tailed).

The study as shown in Table 15 established that there was a moderate correlation existed between employee support and performance of orphan and vulnerable Children homes in Nakuru County, Kenya ($r = 0.392$; $p = 0.000 < 0.05$). The results of the correlation analysis indicated that better employee support enhances performance of orphan and vulnerable

Children homes in Nakuru County, Kenya County Government Support on performance of orphan and vulnerable Children homes in Nakuru County, Kenya. The study agrees with the findings of Van Rooyen et al. (2017), which revealed employee support is essential in ensuring children's safety. They argue that employees must have adequate training on child protection policies and procedures to identify and report any potential abuse or violence. Moreover, it is essential to have a clear protocol for responding to child safety incidents to prevent reoccurrence.

4.6 Regression Analysis

The study carried out a regression analysis to evaluate the combined effect of donor support, community support, county government support and employee support on performance of orphan and vulnerable Children homes in Nakuru County, Kenya was established as shown in the model summary in Table 16.

Table 16

Model Summary

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate	Sig. F Change
1	.875a	.766	.761	.37699	.000

The R-Squared is the proportion of variance in the dependent variable which can be explained by the independent variables. The R-squared in this study was 0.766, which shows that the four independent variables (donor support, community support, county government support and employee support) can explain 76.6% of on performance of orphan and vulnerable Children homes in Nakuru County, Kenya, while other factors explain 23.4%.

Table 17*Analysis of Variance*

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	99.344	4	24.836	77.612	.000 ^b
	Residual	30.414	95	0.320		
	Total	129.757	99			

a. Dependent Variable: Performance of Orphan and Vulnerable Children Homes

b. Predictors: (Constant), Donor support, community support, county government support and employee support

The analysis of variance in this study was used to determine whether the model is a good fit for the data. From the findings, the p-value was 0.000 which is less than 0.05 and hence the model is good in predicting how the four independent variables (donor support, community support, county government support and employee support) affect performance of orphan and vulnerable Children homes in Nakuru County, Kenya. Further, the F-value was (77.612) which shows that the model was fit in predicting the effect of the independent variables on the dependent variable.

Table 18*Regression Coefficients*

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	A standard deviation. Error	Beta		
	(Constant)	2.445	.309		
Donor Support	.143	.092	.191	1.554	.022
1 Community Support	.183	.139	.230	1.316	.031
County Government Support	.247	.107	.304	2.310	.023
Employee Support	.130	.089	.190	1.461	.018

Table 18 shows the overall significant test results for the hypothesized research model. The interpretations of the findings indicated the following regression model.

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \varepsilon$$

Therefore, from the regression coefficients in Table 18, the final model will be;

$$Y = 2.445 + 0.143X_1 + 0.183 X_2 + 0.247X_3 + 0.130 + \varepsilon$$

According to the intercept (β_0), when the three independent variables are held constant, the value of performance of orphan and vulnerable Children homes in Nakuru County, Kenya will be 2.445. In addition, holding all the other independent variables constant, a unit increase in donor support (X_1) would lead to a 0.143 improvement in performance of orphan and vulnerable Children homes in Nakuru County, Kenya. Further, holding all the other variables constant, a unit increase in community support (X_2) would lead to a 0.183 improvement in performance of orphan and vulnerable Children homes in Nakuru County, Kenya. Moreover, holding all other variable constant, a unit increase in county government support (X_3) would lead to a 0.247 improvement in performance of orphan and vulnerable Children homes in Nakuru County, Kenya. Finally holding on the other independent variables constant, a unit increase in employee support (X_4) would lead to a 0.130 improvement in performance of orphan and vulnerable Children homes in Nakuru County, Kenya. From these findings we can infer that donor support is affecting performance of orphan and vulnerable Children homes in Nakuru County, Kenya, most, followed by county government support, employee support and community support.

4.7 Hypothesis Testing Results

The study carried a hypothesis testing using p-values in Table 19.

The study sought to test the hypothesis that: H_{01} : There is no statistically significant relationship between Donor Support and the performance of orphan and vulnerable

Children homes in Nakuru County, Kenya. The p-value was 0.022 which was less than 0.05 significant level. Consequently, the null hypothesis is rejected, indicating a statistically significant relationship between Donor Support and the performance of orphan and vulnerable Children homes in Nakuru County, Kenya. These results align with Kamwesiga and Barya (2016), who noted that in-kind donations help to reduce the operational costs and provide essential goods and services beyond financial support.

The study sought to test the hypothesis that: H₀₂: There is no statistically significant relationship between Community Support and the performance of orphan and vulnerable Children homes in Nakuru County, Kenya. The p-value was 0.031 which was less the 0.05 significant level, leading to the rejection of the null hypothesis. This suggests that community support positively affects performance of orphan and vulnerable Children homes in Nakuru County, Kenya. This finding is consistent with Umeora and colleagues (2017) who observed that community involvement enhances security, reduces abuse and fosters a sense of belonging among orphan and vulnerable children.

The study sought to test the hypothesis that: H₀₃: There is no statistically significant relationship between County Government Support and the performance of orphan and vulnerable Children homes in Nakuru County, Kenya. With a p-value was 0.023 which was less the 0.05 significant level the null hypothesis is rejected indicating a significant relationship between County Government Support and performance of orphan and vulnerable Children homes in Nakuru County, Kenya. This result is supported by Kanyi et al. (2018), who found that government financial support significantly influences the performance of these homes.

The study sought to test the hypothesis that: H₀₄: There is no statistically significant relationship between Employee Support and the performance of orphan and vulnerable Children homes in Nakuru County, Kenya. The p-value was 0.018 which was less the

0.05 significant level leading to the rejection of the null hypothesis, suggesting that employee support has a significant effect on the performance of orphan and vulnerable Children homes in Nakuru County, Kenya. This finding aligns with Van Rooyen et al. (2017), who emphasized the importance of adequate training and clear protocols for ensuring the safety and well-being of children in care.

Table 19

Hypothesis Testing

Variable	P-value	Decision
Donor Support	0.022	Fail to accept
Community Support	0.031	Fail to accept
County Government Support	0.023	Fail to accept
Employee Support	0.018	Fail to accept

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

This chapter provides a detailed summary of the major findings of the actual study; it then draws conclusions and discusses implications emanating from these findings. Finally, it makes some recommendations and suggestions on areas of further study. The main aim of this study was to determine the effect of stakeholder's support on performance of orphan and vulnerable children homes in Nakuru County.

5.2 Summary of the Findings

The study sought to determine the summary of key major findings of the study. The summary was categorized in terms of specific objectives.

5.2.1 Donor Support and Performance of Orphan and Vulnerable Children Homes

Donor support has a mean score of 4.45 (SD=0.876), indicating high perceived support. Correlation analysis shows a strong positive relationship ($r=0.632$, $p=0.015$) between donor support and home performance. Regression analysis confirms that donor support accounts for 76.6% of the variance in home performance. These findings support the hypothesis that increased donor support significantly improves home performance.

5.2.2 Community Support Performance of Orphan and Vulnerable Children Homes

Community support has a mean score of 4.22, (SD=0.453), indicating a generally positive perception of support from the local community. The correlation analysis reveals a moderate positive correlation coefficient of (0.464, $p=0.000$) between community support and home performance. The regression analysis supports this finding, with community support contributing significantly to explaining home

performance variance. These findings support the hypothesis that increased community support moderately improves home performance.

5.2.3 County Government Support Performance of Orphan and Vulnerable Children Homes

County government support has a mean score of 4.46 (SD=0.321), indicating a generally positive perceived support. Correlation analysis shows a moderately strong positive relationship ($r=0.469$, $p=0.000$) between county government support and home performance. Regression analysis confirms the significant impact of county government support on explaining the variance in home performance. These findings support the hypothesis that increased county government support improves home performance.

5.2.4 Employee Support Performance of Orphan and Vulnerable Children Homes

Employee support has a mean score of 4.20 (SD=0.432), indicating a generally positive perceived support. Correlation analysis shows a moderately positive relationship ($r=0.392$, $p=0.000$) between donor support and home performance. Regression analysis confirms the significant impact of employee support on explaining the variance in home performance. These findings support the hypothesis that increased employee support improves home performance.

5.3 Conclusions

Based on the findings of the study on donor support and performance of orphan and vulnerable children homes, the study concluded that the support from the donors is enough to enable running of activities within the children home. Also, the study concluded that technical support from donors has helped in improving the management of the orphan and vulnerable children homes. Further, the study concluded that the extent of financial support received from donors help in improving the quality of care for orphan and vulnerable children. Finally, the study concluded that there was a moderate

positive and statistically significant correlation between donor support and performance of orphan and vulnerable Children homes in Nakuru County, Kenya.

From the findings of the study on community support and performance of orphan and vulnerable children homes, the study concluded that the community gives enough support needed for the running of the children's home. The study also concluded that the local community is very happy with the existence of the orphanage among them. Further, the study concluded that involving the community in project activities enhances project success. Finally, the study concluded that established that a moderate positive correlation existed between community support on performance of orphan and vulnerable Children homes in Nakuru County, Kenya.

Regarding the findings of the study on County Government support and performance of orphan and vulnerable children homes, the study concluded that the support provided by the county government is enough to enable the children home run without facing challenges. The study also concluded that the provision of health care services by the county government has improved the health status of the children in the homes. In addition, the study concluded that the county government's support has led to improved infrastructure and facilities for the children in the homes. Finally, the study concluded that there was a moderate positive correlation existed between county government support and performance of orphan and vulnerable Children homes in Nakuru County.

Based on the findings of the study on employee support and performance of orphan and vulnerable children homes, the study concluded that the employees at the home are always willing to provide needed support at the home. The study also concluded that there is a very stable workforce at the home thus improving overall performance of the homes. Moreover, the study concluded that the homes employ qualified employees to ensure it operates effectively. Finally, the study concluded that there was a moderate

correlation existed between employee support and performance of orphan and vulnerable Children homes in Nakuru County, Kenya ($r = 0.392$; $p=0.000 < 0.05$).

5.4 Recommendations

5.4.1 Recommendations for Policy and Practices

The study recommends that OVC homes establish diversified partnerships with multiple donors to reduce reliance of single funding source and ensure financial stability, introducing donor appreciation programs such as tax incentives can motivate continued contributions from corporate and individual donors.

To maximize the benefits of community involvement, homes should promote awareness campaigns to encourage volunteerism and enhance local fundraising efforts. Strengthening partnerships with community-based organizations can further ensure culturally based appropriate care and long-term sustainability of the homes.

The study advises that county governments adopt structured policies that guarantee predictable funding for OVC home, focusing on healthcare, education and food security. County governments should formalize collaborative agreements with OVC homes to streamline service delivery, providing clear roles and responsibilities for both parties to optimize support.

To improve employee retention and performance OVC homes should invest in continuous professional and development programs, establish competitive compensation packages and clear career progression paths that can boost employee motivation and reduce turnover hence ensuring staff remain committed to delivering quality care for the children.

5.4.2 Recommendation for Further Studies

Future studies could explore how long-term donor support influences the financial sustainability and effectiveness of OVC homes to provide insights into donor retention strategies. Also, conducting comparative studies across different counties can identify best practices and challenges in county government support, leading to more effective policy interventions. Studies could also examine how employee well-being, motivation, and retention impact the quality of care and development outcomes for children in OVC homes.

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APPENDICES

Appendix I: Introduction Letter

Dear Respondent,

Re: Invitation to participate in a Research Study as a Respondent

I am a postgraduate student at Kabarak University conducting a research study as part of the requirement for the award of a Master of Science in Project Management. The purpose of this study is to identify the *effect of stakeholders support on performance of orphan and vulnerable children homes in the Nakuru County*.

This is an academic research study and confidentiality is of utmost importance. Your name will not appear anywhere in the report. I kindly request that you spare your time to complete the questionnaire.

Your participation in this research study is greatly appreciated and will contribute to the advancement of knowledge in the field of project management.

Thank you in advance for your participation.

Sincerely,

Cynthia Cheptoo

Appendix II: Questionnaire

Please find the questionnaire for the study on "Effect of Stakeholders Support on performance of orphan and vulnerable Children Homes in Nakuru County," which aims to determine the effect of donor, community, county government, and employee support on performance of these homes.

Section A. Respondents Background

1. Kindly indicate your gender (optional)

Male []

Female []

2. Kindly indicate your age bracket

Below 20 years []

20-30 Years []

31 – 40 years []

41 – 50 years []

51 years and above []

3. Kindly indicate your highest academic qualification level

College certificate []

First Degree []

Masters []

Others, Specify

Section B: Donor Support

4. The following statements are about the impact of donor support on performance of orphaned vulnerable children homes. Please indicate your level of agreement using a scale of 1-5, where 1 represents "SD - strongly disagree," 2 represents "D - disagree," 3 represents "N - neither agree nor disagree," 4 represents "A - agree," and 5 represents "SA - strongly agree."

Statements	1	2	3	4	5
The support we get from the donors are enough to enables us run activities within the children home					
The in-kind donations from donors are enough and have contributed to the well-being of the children in the homes.					
Technical support from donors has helped in improving the management of the orphan and vulnerable children homes.					
Advocacy support from donors has helped in raising awareness on the needs of orphan and vulnerable children.					
The extent of financial support received from donors has helped in improving the quality of care for orphan and vulnerable children.					

Section C: Community Involvement

5. The following statements are about the impact of community support on performance of orphan and vulnerable children homes. Please indicate your level of agreement using a scale of 1-5, where 1 represents "SD - strongly disagree," 2 represents "D - disagree," 3 represents "N - neither agree nor disagree," 4 represents "A - agree," and 5 represents "SA - strongly agree."

Statements	1	2	3	4	5
The community gives enough support needed for the running of the children’s home.					
The community are willing to provide security to the orphanage					
The local community are very happy with the existence of the orphanage among them					
The local community feel part of the orphanage project and are always willing to ensure that the orphanage activities are in line with organization goals					
Involving the community in project activities enhances project success					

Section D: County Government Support

6. The following statements are about the impact of county government support on performance of orphan and vulnerable children homes. Please indicate your level of agreement using a scale of 1-5, where 1 represents "SD - strongly disagree," 2 represents "D - disagree," 3 represents "N - neither agree nor disagree," 4 represents "A - agree," and 5 represents "SA - strongly agree."

Statements	1	2	3	4	5
The support provided by the county government is enough to enable the children home run without facing challenges.					
The financial support from the county government has enabled the homes to provide quality care to the children.					
The provision of health care services by the county government has improved the health status of the children in the homes.					
The implementation of education programs by the county government has contributed to the education of orphan and vulnerable children.					
The county government's support has led to improved infrastructure and facilities for the children in the homes.					

Section E: Employee Support

7. The following statements are about employee support on performance of orphan and vulnerable children homes. Please indicate your level of agreement using a scale of 1-5, where 1 represents "SD - strongly disagree," 2 represents "D - disagree," 3 represents "N - neither agree nor disagree," 4 represents "A - agree," and 5 represents "SA - strongly agree."

Statements	1	2	3	4	5
The employees at the home are always willing to provide needed support at the home					
The employees provides a safe and secure work environments at the home					
There is a very stable workforce at the home thus improving overall performance of the homes.					
There is effective communication and coordination among employees at the home					
This home employs qualified employees to ensure it operates effectively					

Section F: Performance Of Orphan And Vulnerable Children Homes

8. The following statements are about performance of orphan and vulnerable children homes. Please indicate your level of agreement using a scale of 1-5, where 1 represents "SD - strongly disagree," 2 represents "D - disagree," 3 represents "N - neither agree nor disagree," 4 represents "A - agree," and 5 represents "SA - strongly agree."

Statements	1	2	3	4	5
We have enough food at the children home					
The provision of quality education to vulnerable children has led to improved cognitive and social development.					
We are always able to achieve our targets in the children's home					
Number of vulnerable children rescued in this home is very high as compared to the home capacity.					
High staff retention rates have led to more stable and consistent care for the children in the homes.					

----The End----

Appendix III: KUREC Approval Letter



KABARAK UNIVERSITY RESEARCH ETHICS COMMITTEE

Private Bag - 20157
KABARAK, KENYA
Email: kurec@kabarak.ac.ke

Tel: 254-51-343234/5
Fax: 254-051-343529
www.kabarak.ac.ke

OUR REF: KABU01/KUREC/001//05/04/24

Date: 25th April 2024

CYNTHIA CHEPTOO
GMPM/NE/0500/01/21
Kabarak University

Dear Cynthia,

RE: EFFECT OF STAKEHOLDERS SUPPORT ON PERFORMANCE OF ORPHAN AND VULNERABLE CHILDREN HOMES IN NAKURU COUNTY

This is to inform you that **KUREC** has reviewed and approved your above research proposal. Your application approval number is **KUREC-050424**. The approval period is **25/04/2024 – 24/04/2025**.

This approval is subject to compliance with the following requirements:

- i. All researchers shall obtain an introduction letter to NACOSTI from the relevant head of institutions (Institute of postgraduate, School dean or Directorate of research)
- ii. The researcher shall further obtain a RESEARCH PERMIT from NACOSTI before commencement of data collection & submit a copy of the permit to **KUREC**.
- iii. Only approved documents including (informed consents, study instruments, MTA (Material Transfer Agreement) will be used.
- iv. All changes including (amendments, deviations, and violations) are submitted for review and approval by **KUREC**.
- v. Death and life-threatening problems and serious adverse events or unexpected adverse events whether related or unrelated to the study must be reported to **KUREC** within 72 hours of notification.
- vi. Any changes anticipated or otherwise that may increase the risk(s) or affect safety or welfare of study participants and others or affect the integrity of the research must be reported to **KUREC** within 72 hours.
- vii. Clearance for export of biological specimens must be obtained from relevant institutions and submit a copy of the permit to **KUREC**.
- viii. Submission of a request for renewal of approval at least 60 days prior to expiry of the approval period. Attach a comprehensive progress report to support the renewal.
- ix. Submission of an executive summary report within 90 days upon completion of the study to **KUREC**

Sincerely,








Prof. Jackson Kiteu PhD
KUREC-Chairman

Cc Vice Chancellor
DVC-Academic & Research
Registrar-Academic & Research
Director-Research Innovation & Outreach
Institute of Post Graduate Studies



Appendix IV: NACOSTI Research Permit

 REPUBLIC OF KENYA	 NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY & INNOVATION
Ref No: 245252	Date of Issue: 30/May/2024
RESEARCH LICENSE	
	
This is to Certify that Ms.. Cynthia Chirchir Cheptoo of Kabarak University, has been licensed to conduct research as per the provision of the Science, Technology and Innovation Act, 2013 (Rev.2014) in Nakuru on the topic: EFFECT OF STAKEHOLDERS SUPPORT ON PERFORMANCE OF ORPHAN AND VULNERABLE CHILDREN HOMES IN NAKURU COUNTY for the period ending : 30/May/2025.	
License No: NACOSTI/P/24/36165	
Applicant Identification Number: 245252	 Director General NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY & INNOVATION
Verification QR Code	
	
NOTE: This is a computer generated License. To verify the authenticity of this document, Scan the QR Code using QR scanner application.	
See overleaf for conditions	

Appendix V: Evidence of Conference Participation

Certificate of Participation



This is to certify that

Cynthia Cheptoo

Participated in the Education Management Society of Kenya (EMSK) 10th International Research Conference Held in Collaboration with the Kenya Highlands University and the Education and Social Sciences Research Association of Kenya (ESSRAK) on Thursday 3rd & Friday 4th OCTOBER, 2024. The Theme of the Conference was: ***Innovating the Future: Reshaping Education and Social Sciences Research for a Transformative World***

She Presented a Paper Entitled: ***EFFECT OF DONOR SUPPORT ON THE SUCCESS OF ORPHAN AND VULNERABLE CHILDREN HOMES IN NAKURU COUNTYGLOBAL SKILLS GAP***

Dr. Eliud Nyakundi
Chair- EMSK

Prof. Henry Onderi
Chair- Conference Committee

Appendix VI: List of Publication



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EFFECT OF COUNTY GOVERNMENT SUPPORT ON PERFORMANCE OF ORPHAN AND VULNERABLE CHILDREN HOMES IN NAKURU COUNTY, KENYA

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ABSTRACT

The number of orphan and vulnerable children in the developing world has reached crisis proportions. The number of orphaned children in Sub-Saharan Africa has increased, putting a strain on the ability of many countries to care for them. Therefore, the sought to establish the effect of County government support on implementation orphan and vulnerable children homes in Nakuru County, Kenya. The study adopted the stakeholder theory. The target population of the study was 188 respondents responsible for daily activities in the children homes from the 38 registered and operational children homes in the county. The sample size was 128 respondents obtained using Tora Yamane's formula. The data was collected through the administration of structured closed-ended questionnaires. Content validity in the study questionnaires was achieved through expert judgement of the research supervisors. The Cronbach's Alpha test was used to test the reliability of the instruments with a threshold of greater than 0.7. Descriptive and inferential statistics was used to analyze data. The results of the study were presented in tables, figures and frequency tables. The study revealed that the support provided by the county government is enough to enable the children home run without facing challenges. The study concluded that there is a moderate positive correlation relationship between county government support and performance of orphan and vulnerable Children homes in Nakuru County, Kenya ($r = 0.469$; $p=0.000$). The study recommended that county governments should adopt structured policies that guarantee predictable funding for OVC home, focusing on healthcare, education and food security.

Key words: County Government Support, Performance of Orphan and Vulnerable Children

CITATION: Cheptoo, C., Kiplagat, N., & Tallam, Z. (2024). Effect of county government support on performance of orphan and vulnerable children homes in Nakuru County, Kenya. *The Strategic Journal of Business & Change Management*, 11 (4), 1278 – 1290. <http://dx.doi.org/10.68426/sjbcm.v11i4.3141>