

Examining poultry firms' survival in Kampala: A case of Biyinzika Enterprises Limited

Henry Stanley Mbowa

Business administration (Small business management)

Abstract

The purpose of the study was to assess poultry firms' survival and investigate possible strategies to improving survival of Biyinzika Enterprises Limited (BEL). The study thought to examine the current survival, challenges affecting BEL and establish the possible strategies of improving survivability of Biyinzika Enterprises Limited. The study was carried using a case study design using both qualitative and quantitative approaches of data collection; the Krejcie Morgan (1970) table of sample size determination was used to determine a sample size of 30 employees as the key informants of BEL's departments. Data analysis was done using the Statistical Package for Social Scientists (SPSS) to run descriptive statistics from which interpretations were made thereafter. The results showed that the current performance of BEL was good influenced by appropriate marketing strategies, team work, and good quality of poultry breeds, excellent quality customer service as well as qualified and experienced employees. Findings reveal that the challenges affecting BEL's performance included; unreliable rainfall and drought, unstable and unreliable power supply, high costs of input, theft issues, unstable commodity prices and employee turnover. Basing on the results from the study, it was recommended that BEL should establish and strengthen her internal controls over cash and other financial resources, introduce reward systems, use solar energy system and plant drought resistant crops varieties.

Key words: Poultry, firms' survival, drought resistant plants, internal cash controls, project diversification, on-job training

Determinants of place of delivery among mothers in Heliwa District in Somalia (2012 - 2017)

Omar Mukhtar Omar

Public Health

Abstract

The study focused on the factors influencing the place of delivery among mothers in Heliwa District in Somalia as the case study. The study objectively thought to; investigate the proportion of mothers delivering in the health facility, determine socio-demographics factors that influences mother's choice of place of delivery, examine the maternal factors that influence mothers' choice of place of delivery, establish the cultural factors that influence mothers' choice of place of delivery and to analyze health facility factors that influences mother's choice of place of delivery in Heliwa District. A descriptive cross-sectional study design was used. It involved collecting information using quantitative measures with key informants and interviewee schedules respectively from a sample of 402 respondents were determined using a standard formula of Keish and Leslie. The findings of the study were that there was a strong association between age of women, number of children they have and the number of household members. This is in agreement with observations in other studies for they showed that healthcare services utilization had a strong statistical association with the age of women, number of children they have and the number of household members. The findings revealed that cultural practices had great influence of mothers choice in place of delivery since more than 50% of respondents said that there are some things done by TBA and home that are good but not done in the health facility. The association between the cultural practices and choice of place of delivery was strong ($X^2 = 0.012$, $P\text{-value}=0.913$). Of the 380 respondents, only 19(5%) believes that health workers have a good attitude, of these 4(3.2%) delivered from the health facility. There is strong association between attitude of health workers towards clients and their choice of place of delivery($X^2 = 26.21$, $P\text{-value} < 0.0001$). The study concluded that study concludes that hospital delivery is increasing with time in Heliwa District, Somalia. This is a clear indication that today women are more aware of the need for safe and secure place of delivery where skilled birth attendants are available and in case of emergencies, medical intervention is offered in good time. The study recommends that their involvement of husbands as key decision makers in the choice of place of

delivery during antenatal clinic visits should be one of the best strategies in reduction of home deliveries. The government should focus more on women empowerment through creating entrepreneurship opportunities for them as a measure to make them financially stable and this could of a positive impact on the choices they make during delivery.

Key words: Socio-cultural factors, health facility factors, antenatal care, Traditional birth attendants, place of delivery, mothers, Heliwa District, Somalia

Credit policy implementation and performance of financial institutions in Uganda: A case study of Equity Bank, Wandegya Branch (2013 – 2017)

Onuorah Ugochuwu Telvin

Abstract

The purpose of the study was to establish the relationship between Credit policy implementation and performance of financial institutions in Uganda with reference to Equity Bank, Wandegya Branch. The objectives of the study included to; examine the credit policies implemented, analyze the benefits of credit policies and investigate the challenges of credit policy implementation at equity bank, Wandegya branch. The study employed a cross-sectional survey design which involved the use of both qualitative and quantitative data collection approaches. A total of 50 employees were targeted for the study from Equity bank. Thus, a sample size of 44 respondents was determined to participate and this was determined by the use of Krejcie and Morgan (1970) sample size determination table. Data was elicited with the use interviews, questionnaires, document review, survey and observation. Quantitative data was analyzed with the use of SPSS v.18 while qualitative data was analyzed with labeling and coding in order to recognize their similarities and differences, so content analysis was used to categorize verbal or behavioral data. The results indicate that the common credit policies reported to have been implemented by EBWB included; credit standards, credit terms, collection policy, loan-loss provision policy, capital adequacy, collection effects, supervising and monitoring customers, interest rate and criteria for lending. The benefits of credit policies to the performance of EBWB included maximize bank value, guideline to credit administration, improves market share, and influence accounts receivable, acquisition of new customers, retention of existing customers, risk identification and risk management. Results on the challenges faced in implementing credit polices by Equity bank indicate that majority (67%) of the respondents reported design flaws in conception of the institution itself as a challenges faced the bank while implementing credit policies. Results also showed suffocating level of state intervention (57%), 47% indicated poor supervision and uncontrolled growth respectively as challenges, methodological flaws in credit technology (45%), systematic fraud (40%) while 35% of the respondents reported loss of focus as a challenges. The study recommended that there is a need for the EBWB to impose a proper

policy that will help increase financial performance, EBWB should concentrate on other factors affecting its operations, credit policy and formation of an optimal credit policy.

Key words: Credit policy implementation, performance, financial institutions, standards, credit technology, Equity bank, Wandegeya

Effect of micro finance institutions on poverty alleviation: A case of Bushenyi- Ishaka Municipality, Bushenyi district (2012 – 2017)

Namudu Aisha

Economic policy and planning

ABSTRACT

The general objective of this study was to establish the role of microfinance institutions in poverty alleviation in Bushenyi-Ishaka Municipality, Bushenyi District. The study was guided by the following objectives to; assess the role of microfinance institutions in poverty alleviation in Bushenyi, ascertain challenges of microfinance institutions in poverty alleviation and determine the possible solutions to the challenges facing microfinance institutions in Bushenyi-Ishaka Municipality. The study employed a descriptive cross-sectional design which applied both quantitative and qualitative approaches. Data was collected from selected sample once and for all, these designs were used to compare research variables and establish conclusions. Results revealed that microfinance institutions help in income increase among their clients, women empowerment, household sustainability through integrated programs, mortgage and asset financing, providing access to credit, savings and insurance. It was also asserted that microfinance institutions face; climate change, pests and disease which affects crop farming, poor advisory services to clients by the loans officers, creates large debt and not universal in application. The study also noticed that the possible solutions to the challenges were performance standards, diversification, the policy and regulatory environment, monitoring the market and effective management information system. The study recommended that the municipality should improve technology, should reduce interest rates charged on loans given to their clients to encourage borrowing. Government should formulate and enact a clear credit policy to guiding microfinance credits and also regulate blending and borrowing an appropriate framework. Government should also strengthen savings mobilization through SACCOS to ensure a sustainable source of funds at a lower cost.

Key words: credit policy, poverty alleviation, loan, mortgage and asset financing, saving, sustainability

Reward and staff performance: A case study Busia County Government, Kenya

(2014-2017)

Elijah Nyachaenyakagwa

Public administration and management

Abstract

The purpose of the study was to establish the relationship between reward system and staff performance in Kenya. The objectives of study were: to identify the types of Rewards used, to assess the effect of reward system on staff performance, to examine the possible ways to address challenges in improving reward system at Busia County Government. The research used a cross sectional in nature employing both qualitative and quantitative methods. The total number of 100 staff was targeted for the study and from this a sample of 65 respondents were selected to participate in the study with the use of Somekh and Lewin (2008) guidance. The data processing was accomplished by using statistical package for social scientists version 22.0. The results show an interesting trends of reward system and staff performance at Busia county government, Kenya numerous rewards include, monetary reward factors (basic pay, merit/cost of living, performance bonus) while results non-financial rewards/ non-monetary or non-cash rewards like recognition through appreciation, letters or certificates, sent for seminars/ conferences, praises the bosses as types of rewards commonly used at Busia County Government. Results also revealed that the reward systems used at Busia County Government into excellent performance through health competitions among the staff of Busia County Government. It was also asserted that the current reward system is inadequate, unfair and limited to scope because rewards are given according to level of experience instead of performance. The study recommends that rewards should be done after fair and accurate evaluation of its effects to beneficiaries. Manages should be trained and sensitized about reward system and performance.

Key words: Financial rewards non financial rewards, reward systems, staff performance, Busia, Kenya

An exploration of language shift from Luo to English in Alegokogelo Sub-location, South East Alego location - Siaya County, Kenya (2013 - 2017)

Pamela Anyango Abong'o

English language and literature education

Abstract

Language shift is an inevitable phenomenon as the world is becoming a global market. Nations and peoples are now acquiring languages that are seen to place them in advantage positions globally. This has led to the desire to acquire the big five languages of the world at the expense of the minority vernacular languages. Africa seems to be in the most disadvantaged position since none of its numerous languages seem to be making a significant mark among the high ranking global languages. Therefore, the study investigated the cause and effects of LS from Luo to English in Alego Kogelo Sub location in South East Alego location of Siaya County. This study was completed through establishing the causes of LS from Luo to English in Alego Kogelo, analyzing the effect of LS, and examining the efforts of the Luo language community to maintain Luo language. The study employed a descriptive survey design using qualitative and quantitative approaches that is interview and questionnaire respectively. The study targeted a population of 40 people from which a sample size of 30 was drawn. The sample size included elderly, adults and young. The quantitative data was analyzed using SPSS while qualitative data was analyzed by using thematic framework by coding the data into themes. The study revealed that there was considerable shift from Luo to English especially among the younger generations. Education and language policy seemed to have contributed largely towards this. It was, however, sadly noted that the Luo language community was not making any conscious efforts to reverse this shift. The efforts made so far seemed to be driven by economic gains. The study recommended that language community should established concerted efforts to maintain their own language. In addition, the government should have a commitment to support the maintenance of vernacular languages in schools.

Key words: Language shift, Luo, English, young generations, language policy, vernacular, Alegokogelo, Siaya, Kenya

**Factors affecting academic performance of learners with autism in special units of
Kangema Sub-County, Murang'a County, Kenya (2010 – 2017)**

Mwangi Peter Thuo

Special Needs Education

Abstract

Autism is a complex and lifelong developmental disability that typically appears during the first three years of life and affects the way a person communicates and relates to people. Autism is a condition that affects individuals academically economically and socially. It became a great concern for the researcher to undertake this study after observing the learners with autism sub county results of the year 2014. According to the results the learners had scored grades that were far below average. That means they got about Mean Standard Score (MSS) of about 30% in every subject. The purpose of the study was to investigate the factors affecting academic performance of learners with autism. The study objectives were to; determine the effects of sensory impairments on academic performance of learners with autism, establish the availability of relevant, appropriate teaching and learning resources in special unit and assess the effects of dietary on academic performance of learners with autism. The researcher used descriptive survey design whereas data was collected using questionnaires, interview and observation schedules as research instruments. The study applied non-probability sampling method whereby purposive sampling method technique to select respondents from the target population was used. This enabled the respondents in the target population to obtain equal chances of participating in the study. Therefore, researcher selected 42 teachers who teach learners within special units from a target population of 126 teachers from the 14 schools with special units in Kangema Sub County. The study observed that academic performance of learners with autism was low due to failure to administer dietary intervention to learners with autism and failure to provide teaching and learning resource. It was also revealed that relevant, appropriate teaching and learning

approaches to the learners with autism were individualized instruction, group therapy and social stories, visual schedules, contingency contracting, and flexible programmes. The study found that failure to employ measure like reinforcement, picture exchange communication among others in order to reduce unique characteristics of learners with autism like repetitive behaviour, communication problems among others, causes poor performance of the very learners. The study recommended that the measures employed to learners with autism should reduce frequent exhibition of unique characteristics like repetitive behaviours, motor difficulties among others because these will improve academic performance of the very learners.

Key terms: Autism, group therapy, academic performance, sensory impairment, dietary, learners, special units, Kakamega, Kenya

Effect of internal audit on financial performance: a case study of Cooperative Bank of Kenya in Busia (2011 – 2017)

Okello Wabwire Peter

Business administration (banking and finance)

Abstract

The purpose of study was to establish the effect of internal audit on financial performance of Cooperative bank of Kenya in Busia and objectives were to investigate the effect of internal audit on the financial performances of Cooperative bank of Kenya, determine the effects of External Audit on financial performance within Cooperative bank of Kenya and explore the effects of Audit Qualifications on financial performance of Cooperative bank of Kenya. The study adopted a descriptive cross-sectional research design. The study targeted a population 60 employees/ staff from cooperative bank Kenya. From this number, a sample of 52 respondents were determine to participate in the study; these include 5 top managers, 12 middle managers, and 40 low level managers. Data was analyzed using Statistical Package for Social Sciences. The findings indicated that internal audit had a positive relationship with financial performance of Cooperative Bank of Kenya in Busia. The study also noted that a unit increase in internal audit standards would lead to increase in financial performance of Cooperative bank of Kenya; a unit increase in independence of internal audit would lead to increase in financial Cooperative bank of Kenya. It was revealed that 70% indicated of the respondents indicated that audit qualifications were greatly positively affecting financial performance. This implied that audit qualification had had a positive effect of financial performance of cooperative bank of Kenya, Busia. The study recommends that management in cooperative bank of Kenya, Busia should adopt effective internal audit practices such as internal auditing standards, independence of internal audit, professional competency and internal controls to enhance financial performance of the banks.

Key words: internal audit, external audit, audit standards, financial performance, Cooperative bank of Kenya, Busia

Staff retention and Job performance: A case for Kakira sugar works (2014 – 2017)

Nnaalinya Ruubah

Public administration

Abstract

The purpose of this study was to establish the relationship between staff retention and job performance at Kakira sugar works in Jinja. The study was based on the following objectives to; determine whether retention practice in Kakira sugar works benefit staffs, assess the motivational programmes employed by Kakira sugar works to retain staffs and examine whether staff retention has a relationship with job performance at Kakira sugar works. This study used a descriptive research design. A sample size of 220 (two hundred twenty respondents) were involved in the study that is ten of the top managers (10), one hundred sixty middle/subordinate staff (160), and fifty (50) support staff members. Top managers were purposively selected while the subordinate and support staff members were randomly sampled. The study used self-administered questionnaires and open ended-verbal interviews as the major instruments of data collection. Majority (90%) revealed that retention practices at Kakira sugar Works benefit the staff. They asserted that due to the retention practices at the factory, a number of employees had stayed for a long time. It was revealed by majority (71%) of the respondents company had motivational programs which included achievement, competence, knowledge, independence and salaries/ wages. The respondents also added that these motivational programs should be those that satisfy them to perform as expected. It was also reported that staff retention had positive relationship on job performance at Kakira sugar works. Respondents noted that the more a staff is retained, the more knowledge he or she acquires better skills he/she requires, and the better the performance on job. However, this might depend on appropriate retention practices and motivational programs a company has. The study recommended that the company should sensitize the manager about the need for retention of staffs, the company should create a motivating atmosphere for the staffs for better performance, the management should provide adequate knowledge and skills to change attitude and institute expertise for best performance of the staff.

Key words: Staff retention, job performance, knowledge acquisition, motivation programs, retention practices, Kakira sugar works

Online application system for admission in private Universities: A case study of Kampala International University (2014 to 2017)

Jonathan. M. Rwezaula

Information Technology

Abstract

The policy of education for all has made the number of students to rise greatly in both public and private higher educational institutions. Applicants seeking admission in universities is increasing and the universities have emerged in number to cater higher education for students. Although all great efforts have been made to give access all people in need of higher education, still applicants have problems of applying for admission due to long distance and time barriers. To restraint the challenges of no access to Kampala International University (KIU), therefore KIU can adopt online application system as a platform for applying for admission to academic graduate studies, which can meet with various challenges and limitations. The purpose of this study was to development an online application system for supporting the admission at KIU. For achieving this purpose, the specific objectives were defined; to investigate the level of performance of existing application system, to develop an online application system and to formulate guidelines for design of online application system at KIU. The study employed a design science research and interviews were used as a research tool for collecting data from respondents at Kampala International University. The study targeted 40 people and a sample size of 36 respondents was determined through Slovene's formula and data from the respondents was analyzed using SPSS. The respondents affirmed existing application system of Kampala international university performs at low level including data storage, retrieval and recording is also low. This implied that applicants get their information at very lower level because the existing application system does not produce good reports, thus, they are done manually. The respondents affirmed that the applicants' information is not delivered on time and the way it is used is not so useful for applicants. Results indicated that an Online Application System was designed using HTML, PHP, CSS, Zend Engine, MySQL, SQL, and JS. The researcher recommended that Kampala international university should implement it for its benefits. The parallel system was recommended for conversion. The researcher recommended practically, the guideline to apply for the use and management of this system.

Key words: Online application system, application private universities, data storage, data retrieval, data recording

**Applicability of alternative to conflict resolution and nation building in Puntland-Somalia
(1991-2017)**

Sacdiyo Sheikh Hamud

Diplomacy and international relations

Abstract

The study investigated the applicability of conflict resolution and nation building in Somalia; it was intended to identify the contribution of Somali political leaders and civil society in conflict resolution and nation building in Somalia, to identify the strategies used by politicians and civil society in nation building process in Somalia, to investigate the challenges faced by the politicians and civil society in conflict resolution and nation building process in Somalia. The study used a descriptive case study research design. The target population for the study was 105 from both government institution and private institutions. The used a sample size 84 respondents which include 26 politicians; 38 Elite people; and 20 Academic institutions, determined using Slovenes' formula. Data was analyzed by assessing the frequency of respondents per question. Questions addressed particular theme and followed the sequence which was analyzed. Tabulated frequencies analysis was made using SPSS computing program to present the quantitative data analyses. The findings of this study show that politicians and civil society contribute to conflict resolution and nation building process in Somalia for example organize and arrange seminars and workshops for nation building idea exchanges to disseminate the importance of the nation building, they strengthen community's capacity to manage conflict, and counseling and guidance. Results also indicated that political leaders and civil society in Somalia help to mediate and reconcile parties to the conflicts; they also help in the use of early warning precautions to off-set the conflict, mobilization of the citizens for coexistence, advocate against human right violations and conflict resolution at grassroots levels, negotiate and communicate among the conflicting parties. Findings revealed that warlords, government leaders, power struggle, foreign intervention and lack of government institutions pose challenges to conflict resolution and peace building in Somalia. The study recommends that the government should establish peace and national reconciliation missions and campaigns including all actors of the conflict within the country so as to have a local solution to the problem. Political leaders in Somalia should

strengthen the community's capacity to deal with conflict resolution, in order to reduce the effects of the armed violence for a stable nation.

Key words: Conflict resolution, peace building, warlords, negotiation, reconciliation, mediation, power struggle, foreign intervention

**Effects of inventory management practices and organizational performance: a case study
of Kisumu County Hospital (2012 – 2017)**

Sylvance Otieno Abwao

Business administration

Abstract

Managing stock effectively is important for any organization, running a hospital is no exception because without enough stock, services to patients will come to a halt. Stock represents the largest single investment in assets for most organizations. Health facilities must provide 24 hour services and accordingly, the need to keep stocks of certain medicines and other medical supplies to be able to discharge their duties effectively. It is a generally held opinion that where stock management by health facilities is poor, delivery of healthcare is normally affected. The study investigated the relationship between inventory management practices and organizational performance in Kisumu County Hospital with emphasis on examining the inventory management practices, determining the effects of inventory management practices on the performance levels and investigating the faced challenges with inventory management at Kisumu County Hospital. The study was based on a case study design which used both the qualitative and quantitative research approaches. The target population was 160 staff members of Kisumu County Hospital from whom a sample size of 100 was selected to constitute the study. A questionnaire was used as the main instrument for data collection. Data was entered into a computer and analyzed with the use of Statistical Package for Social Sciences (SPSS). The study revealed that the hospital ensures agreements with supplier for short cycle deliveries (items which do not take long to deliver), ensures accurate prediction of supplier delivery dates and operate Materials Requirements Planning system (MRP). The study also revealed that the hospital ensures Strategic Supplier Partnerships as an Inventory management practice and strictly uses Information Technology in its inventory management practices. The patients were satisfied with the hospital's reliability of healthcare service (24 hour service and full complement of medical staff), completeness of healthcare service, empathy of healthcare staff and affordability of healthcare service and physical appearance of healthcare service. However, among the challenges the hospital faced with inventory management was poor storage of drugs leading to

insufficient inventories, bureaucratic process in procurement, and loss of drugs through inventory shrinkages, conflict of interest, weak management system and insufficient funds for procurement. It was therefore recommended that, there is a need for management to emphasize the importance of inventory management and the hospital should improve the demand forecasting of major medical supplies and adoption of advanced information system such as Electronic Data Interchange (EDI) to link their inventory practices with their service delivery.

Key words: Inventory management practices, organization performance, inventory shrinkages, Requirements Planning system, Kisumu County Hospital

**Head teachers' leadership style on staff performance in St Joseph Ttowa P7 Lwabenge
Sub-County Kanungu-district Uganda (2011 to 2017)**

Ssemakula Joseph

Education Administration and management

Abstract

The purpose of the study was to ascertain the influence of Head teachers' leadership style on performance of staff in primary schools in Uganda. The objectives of the study were to identify the Head teachers' leadership style being used at staff of St Joseph Ttowa P7 Lwabenge Sub-County, to assess the factors affecting the performance of staff of St Joseph Ttowa P7 Lwabenge Sub-County, to investigate the challenges facing staff of St Joseph Ttowa P7 Lwabenge Sub-County and to establish the relationship between Head teachers' leadership style and performance of staff of St Joseph Ttowa P7 Lwabenge Sub-County. This study used descriptive survey design. The study targeted a total population of 102 people from whom, a sample of 81 respondents was selected using Sloven's formula, and comprised of staff and Management of St Joseph Ttowa P7 Lwabenge Sub-County Kanungu-district. The data elicited from the respondents were analyzed by using SPSS. The study revealed that use delegation, democratic, autocratic, transformational, transactional, authoritarian, delegation, laissez-faire are the leadership styles commonly by the head teachers' leadership styles to direct influence amongst staff performance of St Joseph Ttowa P7 Lwabenge Sub-County. The study further revealed that motivation; delegation, performance feedback, communication channels, acknowledgment, clear working conditions, clear goals and achievement, training and experiences are the influencing factors to staff performance at St Joseph Ttowa P7 Lwabenge Sub-County. The findings from the study provide that staff face challenges when performing their duties, and the challenges include financial, lack of training, poor working conditions and poor team work thus affecting their performance at school. The researcher recommended that staff of St Joseph Ttowa P7 Lwabenge Sub-County should use identify and use an appropriate leadership style than using all at the same time, regular performance feedback should be encouraged across all levels at the school, should apply different motivational tools (such as, timely payment, piece rate system, staff fringe

benefits, staff training, improving working conditions and staff involvement in decision making so as to ensure better performance.

Key words: leadership style, staff performance, transformation, autocratic, democratic, authoritarian, ta motivational tools, Lwabenge, Kanungu

**Stress management and employee performance in private sectors in Kenya: A case study of
Wajir Metal fabrics**

Suleiman Nurrow Adan

Education in educational administration

Abstract

The main purpose of the study was to assess stress management on employee performance *An Assessment of Stress Management on Employee Performance in Private sector, a case study of Wanjir Metal Fabric, Kenya*. The research study based on three objectives that is to ascertain the causes of stress, to establish whether stress has any effect on the productivity of employees and examine how employees handle work related stress at Wanjir Metal Fabric, Kenya. The research cross-sectional research design in nature and employed qualitative and quantitative approaches to data collection. The results indicated that stress is as a result of improper management of work, improper management work design, high volumes of tasks, poor working conditions, less of support from colleagues and supervisors and poor leadership styles. It was also revealed that stress results into dissatisfaction at work, low employee morale, demotivation, frustrations at work, decrease in physical and mental strengths of the employees. It was also reported that stress can be handled through proper allocation of tasks, creating good working conditions, clear management roles and responsibilities, personal achievement of goals and seeing better outcomes, good salary payment and mode of payment, establish appropriate commitment mechanisms and create a flexible working environment. The study recommended that Wanjir metal fabrics should introduce stress management training programs to its employees so as to equip them with skills on how to manage stress at work place.

Key words: stress management, employee performance, private sector, working conditions, dissatisfaction, Wanjir, Kenya

**Regime change and democracy in Somalia, Case study Puntland, Electoral Commission
(2010-2017)**

Samira Abdihakim Mohamed

Diplomacy and international relations

Abstract

The purpose of this study was to determine the relationship between regime change and democracy in Somalia. The study was based on three objectives which included; to assess the approaches of Regime Change in Somalia, to analyze the level of democracy in Somali and to establish the relationship between regime change and democracy in Somalia. The study adopted descriptive research design which used both employed qualitative and quantitative approaches to data collection to collect data from 50 respondents in Somalia. The results from the study indicate that the approaches used to regime change include Military, Monarch, Party, and Personal approaches. The results revealed that approaches are significantly related to democracy of a country. Coup attempts under authoritarian regimes into one of four mutually exclusive categories, successful regime change coups, failed regime change coups, and failed leadership, reshuffling coups, failed leadership, reshuffling leadership. During the findings domestic factors that drive regime change in Somali, refer to aspects of a country's history and culture, the political interests in society, and its institutions. It was also asserted that the level of democracy in Somalia was reported to factors such as freedom of practice of religion, language and culture, Acceptance of results, procedures of registration of candidates and parties, inclusion of citizens in registration and voting procedure are highest forms in which democracy is practiced. It was also revealed that leader reshuffling coups in military regimes initiate or accelerate democratic transition when an influential segment of the junta become convinced that the military must withdraw to the barracks this was gained in the findings 55 % of respondents to a very large extent agree that democracy can be brought effectively by military regime, 27% agree that it should be done by personal change, 18% believe it should be initiated by the party while 0% think of mordancy. The research recommends that the government should make it a point that there should a representative parliament with members elected on the basis of universal adult

suffrage. The government should also organize regular and competitive elections with at least eight years for each government. Finally, the state should build a government of compressive unity and represents a national character where the rule of law is made operational.

Key words: regime change, democracy, coup attempts, authoritarian, military, party, monarch, freedom, rule of law, Somalia

**Effect of educational policies on academic performance of secondary schools: A case study
of Muhanga district (2014-2017)**

Opasi Peter

Social work and community development

Abstract

The study assessed effect of educational policies on academic performance of secondary schools; Muhanga district as case study; for period of 2014-2017. This study focused on ascertaining the influence of teacher recruitment on academic performance, establishing how classroom size influences academic performance, examining how students' academic background influences academic performance and assessing how planning of academic activities influences performance in Muhanga district. The study employed a case study design and the researcher elicited data from respondents through direct observation, interview, questionnaires and documentation techniques. The study indicated that education policies are made year by year and their outcome was still critical. Thus, the ineffective educational policy had resulted into poor academic performance among students in Muhanga district. This implies that poor education affects mass education accessibility of students and prevents success of literacy in Muhanga. Teachers' recruitment was based on competence, qualification and experience of the teacher. This implied that quality of teachers played a key role in good performance since teachers are center of educations. It was revealed that a big number of students in classes haphazard students' academic and this was after introducing education for all were excess students in the class especially in twelve years basic education. This asserted that students in small classes performed better as compared to those in big classes who performed poorly. Results also indicated that students' academic background among the poor in Muhanga district meant that many students had bad backgrounds, socially academically and nutritionally due to uneducated family; poor family and family within conflict which affects students' academic performance. The study also found out that good planning of academic activities aids good academic performance. It was noted that it is through academic activities which schools create with partnership and different different stakeholders (political, society, researchers; innovation and creativities) that boosts good grade in a school. The study recommended that in order for students in schools located in Muhanga to attain good academic grades, Muhanga district should involve all stakeholders in

process of making educational policy and make educational policies independently. In order to make effective educational policies making, Ministry of Education (MoE) should build capacity the staff on educational policy reimplementation and reinforcement. Government should also recruit competent, qualified and experienced teachers in the schools in Muhanga district.

Key words: educational policy, academic performance, competence, qualification, experience, socioeconomic factors

**Effect of local government revenue on the delivery of educational service in Galilaya Sub
County Kayunga district, Uganda (2014 – 2017)**

Musisi Boniface

Public Administration

Abstract

This purpose of the study was to examine the effect of local government revenue on delivery of primary education services in Kayunga district local government, Uganda. The objectives of the study were to investigate the effects of local revenue budgeting on services delivery in primary Education, to establish how revenue assessment affects service delivery in primary Education and to establish if there is significant relationship between local government revenue and delivery primary education service in Kayunga district. The researcher adopted a descriptive survey design and based on both quantitative and qualitative data collection approaches. A sample of 205 respondents was determined from a population of 440 people using Sloven's formula (1978). Study findings revealed that all constructs of local revenue (revenue budgeting, revenue assessment and revenue collection) had a significant positive effect on delivery of primary education services in Kayunga district local government, Uganda. The results also revealed that revenue assessment determine the level of service to be offered in primary schools helps pupils to have adequate sitting and writing space, helps local government in construction of feeder roads in primary schools and it was concluded that there is a positive relationship between assessment and primary education service delivery. Nevertheless, a multiple regression analysis using a stepwise method revealed that revenue collection is the most significant predictor contributing 16.2% to the delivery of primary Education services in Kayunga district Local government. Its relationship with primary education service delivery is 0.403; its effect on the total population is 0.158. Its p-value is also given as 0.000 which is less than 0.05 (.356) to the delivery of primary education services in Kayunga district local government. The study recommend that local authorities should explore other sources of local revenue collection for example fines and fees imposed by local council courts, annual bicycle license user charges, fees and property rates to improve revenue mobilization to effectively improve efficient education

service delivery. Kayunga Local government should increase sensitization, mobilization and publicity to the community about the importance of revenue collection. The local councils should also engage themselves in educating the people on the role of paying taxes and the dangers of not paying, this will increase the tax turn over and the easiness of the tax payers to pay their taxes and this will guarantee effective tax collection, assessment and compliance.

Key words: Local government, Revenue collection, revenue assessment, primary education services, Kayunga district

Reward system on staff performance: A case study of Ndegeya PTC (2014-2017)

Nambalirwa Jane Patricia

Educational Management

Abstract

The purpose of the study was to examine the relationship of reward system on staff performance in Ndegeya PTC. It focused on identifying the types of Rewards used, examining the effects of reward system on staff performance and establishing possible ways of addressing challenges in improving reward system at Ndegeya PTC. The study adopted a descriptive case study design, and adopted both qualitative and quantitative methods. Thus, data was collected using questionnaires and interview guide and then data processing was accomplished by using statistical package for social scientists version 22.0. The result shows interesting trends of Reward System and staff performance at Ndegeya PTC. The common rewards system used at Ndegeya PTC include monetary reward factors (basic pay, merit/cost of living, performance bonus) and non-monetary reward factors (recognition, learning opportunity, challenging works and career advancement) were tested. It was also revealed that reward system affect performance of staff in different ways. Never the less, it was concluded reward system affects performance. The study also viewed that there is general perception that individuals' efforts are recognized. Staff feels the reward system helps them to see how they contribute to organization as whole and improve work relations and communication. The current system of reward system is still inadequate, unfair and limited scope because rewards are given according to level of experience instead of performance thus; the performance was low as per the study. This means that the reward based systems should be based on performance considerations. Therefore, the study recommended that rewards on non-performance considerations should be done after fair and accurate evaluation of its effects to beneficiaries. Management of the college should be trained and sensitized about reward system and performance.

Key words: Reward system, staff performance, non-financial rewards, financial rewards, Ndegeya PTC

**Motivation and teachers' performance: A case study of Moticho/Otendo Zone, Etago
Division South Gucha District (2013- 2016)**

Moses Makworo Maroko

KUMECE 148192

Early Childhood Education

Abstract

This cross-sectional descriptive study assessed the relationship between Motivation and teachers' performance in Moticho/Otendo Zone, Etago Division South Gucha District. Specifically, the study examined the relationship between financial motivation and teachers' performance in primary in Moticho/Otendo Zone, Etago Division South Gucha District; and examined the relationship between non-financial motivation and teachers' performance in primary in Moticho/Otendo Zone, Etago Division South Gucha District. Data was collected using questionnaire, interview guide and documentary review methods. Purposive sampling was used to select 10 head teachers from 10 primary in Moticho/Otendo Zone, Etago Division South Gucha District, and 212 teachers out of 383 teachers from ten schools in Moticho/Otendo Zone, Etago Division South Gucha District. Findings indicated that there was significant positive relationship between financial motivation and teachers' performance in primary school teachers ($r=0.692$ at 0.000 significant level) as well as nonfinancial motivation being significantly positively related to performance of teachers in Moticho/Otendo Zone, Etago Division South Gucha District ($r=0.616$ at 0.000 significant level). Financial motivation impacts on performance of teachers by 69.2% while non-financial motivation impacts by 61.6%. The value of r square when all variables were operating at the same time was 50.7%. This demonstrates that difference in teacher performance can be explained by the differences in non-financial and financial factors. Other factors that affect teacher performance would explain 49.3% of the difference in teacher performance. Therefore there is a need to use both financial and non-financial rewards, although the financial motivation has more impact.

Key words: Financial rewards, non financial rewards, motivation, performance, Etago Division South Gucha District

Evaluating risk factors of acute malnutrition among under five Children in Mengo Hospital, Uganda (2011-2017)

Abdifatah Omar Jimale

KUMPH 16217

Public Health

Abstract

The purpose of the study was to evaluate risk factors of acute malnutrition among under five Children in Mengo Hospital, Uganda. The study laid emphasis on the following objectives; to investigate the prevalence of malnutrition in children of less than five years at Mengo Hospital, to determine the effect of family income on malnutrition of children of less than five years at Mengo Hospital and to examine the effect of feeding practices in causing malnutrition to children of less than five years at Mengo Hospital. The study applied a case study research design to reflect aspects of perception, feelings, experiences, facts and emotional feelings of the study respondents in finding out risk factors of acute malnutrition among under five Children. The study targeted 240 people who included, 40 Mengo Hospital Medical staff, 130 Women with under five children at the hospital, 70 local people who were available. A sample size of 150 respondents was determined through calculation with Slovic's formula (1978). Data was collected through interviews and questionnaires, processed and analyzed with SPSS. Results indicated that the prevalence of malnutrition was high (59%) implying that the malnutrition under five was so ban and intense. It was also noted that due to malnutrition, the children could fall sick almost every month. Thus, there is a need for health officials to do in order to overcome malnutrition and improve on the nutritional status of these children, Kampala. Findings also indicated that the income levels of the respondents were below Ugx 100,000/=, the money they report that could not support the day to day activities. Therefore, the low incomes had had a negative impact to the nutrition status of the children under five. The respondents asserted that they could not even afford buying quality food (balanced diet) for their young ones. On the feeding practices, it reported that feeding practices had adverse impacts to nutrition among children under five. This was common due to the failure to initiate breast feeding by mothers to the children, because they did know and also not aware (ignorance) of the value of initial breast feeding to the children under five. The respondents asserted that there is a need for the government to create awareness to the mothers about the importance of breast feeding to the

child, as this will break ignorance and hence improving nutrition on the children under five. The study recommends that the government under the ministry of health should encourage mother to undertake exclusive breastfeeding and proper supplementary feeding to their children, promoted awareness among the mothers the importance of appropriate breastfeeding practices and the importance to the children.

Key words: Risk factors, acute malnutrition, child under five, supplementary feeding, income, breast feeding practices

Contribution of youth organizations to peace building in Somalia: A case study of Somali Youth Development Network (SOYDEN) in Abdiiaziz District, Mogadishu (2011-2016)

Abdirahman Isak Hussien

KUMPC/159613

Peace and Conflict Studies

Abstract

The purpose of study was to investigate how Somali Youth Development Network (SOYDEN) influences peace building and conflict resolution in Mogadishu. The objective of the study included to identify the activities of Somali Youth Development Network (SOYDEN) leading to peace building and conflict resolution in Somalia, to examine the challenges faced by Somali Youth Development Network (SOYDEN) in peace building in Mogadishu and to establish possible measures to overcome the challenges faced by Somali Youth Development Network (SOYDEN) in peace building in Mogadishu. The study was based on descriptive co-relational design which used qualitative and quantitative approaches to select Somali Youth Development Network (SOYDEN) officials, community leaders and local peasants in Mogadishu, Somalia. The study targeted a population of 98,714 people from Abdiiaziz District who included SOYDEN staff, District staff, community leaders and the beneficiaries of SOYDEN. The sample size of the study was 398 respondents selected from the target population using Sloven's formula (1978). Data collected from the respondents was done using statistical package of social science (SPSS) under the tools mean and standard deviation. The results indicated that the activities carried out by SOYDEN included helping the youths to express their opinions (19%), enhancing the peace-building knowledge and skills of young people (15%), suggested building trust between youths and governments (5.8%), SOYDEN engages in promoting intergenerational exchange (20%), SOYDEN engages in strengthening monitoring and evaluation (20%) and support the youths who are positively contributing to their communities (20%). The results concluded that SOYDEN played a vital role in peace building and conflict resolution in Abdiiaziz District of Mogadishu, Somalia. Results also revealed that SOYDEN is faced with challenges while undertaking its activities in conflict resolution among the youths and they included; Coercion

and forcible recruitment (18%), Grievance (20%), Youth crisis (24%), political exclusion and voice (10%) and displaced youths (13%) among others like structure exclusion, youth bulges and economic incentives. The study found out that revealed that the need to provide youth with increased soft skills (24%), provision of civic leadership trainings youth (22%), work with the whole education system (18%), promote and support youth in providing community development (18%) and involve youth with working with other youths (23%). The study recommended government should create as well as lead peace movement against the racism, and militarism, focus on work for democracy, human rights and gender justice and SOYDEN should enhance networks among the youths organizations that are dedicated to peace and prosperity.

Key words: Peace building, conflict resolution, democracy, justice, civic leadership, SOYDEN

Procurement planning and organizational performance of industries in Uganda: A case study of Mukwano Industry (U) Ltd (2013 - 2017)

Abdirahman Osman Bule

KUMBA149304

Business Administration

Abstract

The purpose of the study was to establish the impact of procurement planning in the organizational performance of Mukwano industry (U) Ltd. Specifically, the study focused on examining the role of procurement planning on the performance at Mukwano industry (U) Ltd, investigating the challenges to effective procurement planning at Mukwano industry (U) Ltd and assessing the effects of procurement planning on the performance at Mukwano industry (U) Ltd. The study adopted a cross-sectional research design. The study population of 240 was targeted from Mukwano Industry (U) Ltd. A sample size of 150 respondents were selected from the target population using the Slovic's formula (1978). Results indicated that procurement planning play a key role to the performance of Mukwano group of industries which included; analyzes the strengths and weakness, creates awareness of opportunities of the external environment, match procurements to the funds and cash flows, ensures that there on-going workshop to tackle emerging issues at the company, provides lead time and resourcing, cost minimization and fraud detection. It was also found out that a number of challenges affect effective procurement planning and included; inadequate procurement personnel, inadequate training and education, inadequate funding, delay in releasing funds, poor contract management, political interference, lack of cooperation of the user departments and misplaced priority. Findings from the study revealed that procurement planning resulted into proper decision making, emphasize training and development programs, identification of key procurement and supplies, cooperation between departments, and ensures creativity and innovation. The researcher recommends that the industry should establish a procurement unit with qualified, skilled and knowledgeable personnel to spearhead the procurement operations and planning in order to stream line most of the existing weaknesses in the procurement controls, should release of funds on time and the management should strengthen supervision at all stages of contracting, and delivery of works.

Key words: Procurement planning, organization performance, cash flows, read time, resourcing

**An evaluation of food hygiene; knowledge, attitude and practice of street food vendors in
Katsina Metropolis (2013 – 2016)**

Abdul Malik Bishir

KUMEVS 159604

Environmental Science

Abstract

Food is an important basic necessity which is essential for health and wellbeing of humans. Therefore, ensuring safe food handling and preparation is of paramount importance yet food borne diseases remain a major environmental health challenges globally. The purpose of the study was to evaluate the food hygiene of Katsina metropolis, looking at the knowledge, attitudes and practice of the food vendors in the state. The study focused on the following: to assess how knowledge of food vendors contributes to the food hygiene in Kastina metropolis, to examine evaluate how the attitude of the food vendors contributes to the food hygiene in Katsina metropolis and analyze how the practices of the food vendors influence the food hygiene in Katsina metropolis. The research design was a cross-sectional study. The study used a sample of 69 respondents calculated from 100 people using Solven's formula. Data was analyzed using SPSS version 20. Results indicated that lack of knowledge regarding food hygiene dominates among the street food vendors and yet food borne diseases are still among the widest spread health problem , hence posing substantial health burden ranging from severity mild disposition of fatal illness to death. The findings showed that unhygienic practices like safe food handling, personal hygiene, and hair covering while preparing and serving the food, attitude towards tap water and where food vendors dump waste. The study concluded that the food vendors would be willing to do better on hygiene but they are less equipped with knowledge capable of shaping their attitudes and guiding their actions while dispensing their roles as food vendors. The study recommended that ministry of health should food trained the vendors to change their mind set towards food handling, and also close the knowledge gap on food handling and management.

Key words: knowledge, attitude, practice, food vendors, unhygienic practices

Reward system on employee performance Ilade Oil Company Ltd, in Kampala (2014-2017)

Adna Abdihakim Mohamed

KUMHR159600

Human Resource Management

Abstract

The purpose of the study was to examine the relationship of reward system on employee performance in Ilade Oil Company. The study focused on analyzing the types of Rewards used by Ilade Oil Company, evaluating the impact of Reward system on employee performance at Ilade Oil Company and establishing how reward system can be improved at Ilade Oil Company. The research adopted a cross sectional research design employed both qualitative and quantitative data collection approaches. The total number of employees is 100 ILADE oil company were targeted and researcher used 65 key informants to represent the entire population as per Somekh and Lewin, 2008. It was revealed that ILADE Oil Company had two types of rewards (financial and non financial rewards). The financial rewards were salary, bonus, commission, and allowance while non financial rewards include praise from boss, recognition, and end of year party. It was also found out that both financial and non financial rewards had an impact to employee performance. Findings reveal that a reward system can be improved through designing strategic frameworks, constant application and recognition of its value. The study recommended that the management should revise the current salary scale, encourage team work and the company should undertake performance appraisal so as to ensure better performance.

Key words: Rewards systems, financial rewards, non financial rewards, strategic frameworks, performance appraisal, employee performance

Impact of NGOs' Intervention on Humanitarian Service Delivery in Somalia (2013-2017)

By

Ahmed Abdullahi Isse

KUMPP159581

Abstract

This study investigated the impacts NGOs intervention on humanitarian service delivery in Somalia, The objectives of the study were to investigate the level of NGO interventions in humanitarian assistance in Somalia, to establish the level of humanitarian service delivery by Non-governmental Organizations in Somalia and to examine the factors that constrain the NGOs' contributions on service delivery in Somalia. The study was conducted through a cross sectional survey research design; data was collected using questionnaire forms from 171 respondents who included field workers, managers, beneficiary groups, civil society organization. The data was analyzed using descriptive statistics analyses techniques and presented in frequency distribution and percentages. The results revealed that the level of NGOs intervention in humanitarian service delivery was high and it was in the form of food stuff provision, medical supplies, temporary shelter, counseling and education service delivery in Somalia. The study also recognized that the problems within the organizations, the problems that originate or bring the humanitarian services and the obstacles faced at the time of implementations are the major challenges that faced by the NGOs delivering humanitarian services in Somalia. This study concludes that Humanitarian NGOs need Increasing funding to enhance their financial capability in addressing humanitarian crisis in affected areas within their vicinity. Quite often, NGOs have been incapacitated due ill funding, such that in times of crisis, they sometimes remain irrelevant to the affected community. The study recommended that NGOs should improve their accountability and transparency; NGOs should improve their networking systems to strengthen their capacity, and the Government of Somalia should be more strict measures laid by policy makers towards effective humanitarian service delivery.

Key words: Humanitarian intervention, service delivery, capacity building, Somalia

**Role of commercial banks on the economic growth of Somalia: A case study of Bosaso
Town (2014-2016)**

Ahmed Mire Seid

REG NO: KUMBA/BF16995

Business Administration (Banking and Finance)

Abstract

The study focused on the assessment of the role of commercial banks on the economic growth of Somalia a case study of Bosaso town. The study objectively thought to: examine the indicators of commercial banks development and to measure the effect of those indicators in the Somalia's economic growth, to examine the control variables like government expenditure, export and inflation and to determine their impact in the Somalia economic growth and to examine the relationship between the development of commercial banks and the economic growth. The study adopted a case study design. This involved in-depth study of the research problem and this particular case was in Somalia's Bosaso town. In this case, both qualitative and quantitative approaches were used. A sample of 104 respondents was selected using purposive and simple random sampling and data was analyzed using the computer package called SPSS to generate tables and graphs. The findings of the study were that respondents were agreed that there are liquid liabilities of commercial banks, credit to the private sector, interest rate spread and government expenditure. Findings also revealed that lack of banks is a binding constraint to businesses as views from the respondents were quoted "this is very true because banks helps us in the transaction without business partners, banks gives us credit inform of loans. The study concluded that Somalia's private sector has done surprisingly well, as it is not only surviving, but growing in conditions of a free market supported by steady remittance flows. Even so, there are pitfalls to a conflict economy without a state, the most important being failure to provide public goods and failure to correct negative externalities. Although it is true that the private sector and the NGOs picked up provision of key services after the "exit" of the state from this arena, this provision has been extremely narrow in scope. While remittances play an important role in the Somali economy, they cannot become a source of long- term sustainable growth. The study

recommends that, lower growth rates like the one achieved in 2008 should be avoided by properly managing the political risk that is believed to have lowered the growth rate, the study recommends that Changes in amounts lent by commercial banks cannot be used as strong indicators of economic growth in Somalia. Government should encourage the creation of more commercial banks since they have a positive effect on economic growth.

Key words: Commercial banks, economic growth, interest rate, remittance flows, Bosaso town

**Microfinance institutions and poverty alleviation in Uganda: A case of FINCA
microfinance, Kampala Uganda (2010 -2017)**

Ahmed Nur Jama

KUMEPP16223

Economic policy and planning

Abstract

This research project was carried out to FINCA microfinance (head office) Kampala with a purpose of examine the contribution of micro finance institutions on poverty alleviation in Uganda. The objectives of the study were to evaluate the common applicable credit policies used by FINCA Kampala, to assess the impact of microfinance on poverty eradication and to establish relationship between the role of microfinance institution in poverty eradication. The study adopted mixed research methods approach it combined quantitative and qualitative of collecting and analyzing data in a single study. The study targeted a total of 256 people at FINCA microfinance from different department and her clients. A sample size of 156 respondents was selected randomly from the population and the collected data was analyzed using Statistic Package for Social Scientists (SPSS, V.11). It was found out that the credit policies imposed by shareholders are not fit for poverty eradication hence affecting the borrowing potential of the clients. It was noted that most of the businessmen fear from taking loan because of the poor policies. FINCA microfinance has improved people's livelihoods and alleviated poverty through financing poor students to go to school, empowered women through group lending, contributed revenue to the government hence easing improved the social services. The researcher recommended that clear sensitization should undertaken before people are given the loans, the interest rate and repayment period should be revised to enable the client to pay back the loans and FINCA microfinance also should meet client's needs like, needs for information in different languages, need of flexibility and either loans with shorter term.

Key words: Microfinance institution, poverty reduction, payback period, loan, credit policies, mixed research methods, FINCA

Factors influencing road traffic accidents in Somalia: A case study of Mogadishu (2010 – 2017)

Abdullahi Omar Alasow

KUMPH 159588

Public Health

Abstract

The study sought to examine the factors influencing road traffic accidents in Somalia, Somalia. The study objectives were; to analyze road traffic accidents and their trends in Mogadishu, Somalia, to analyze causes and contributing factors related to road traffic accidents and road safety decision making in Mogadishu, Somalia and to determine consequences of road traffic accidents in Mogadishu, Somalia. An explanatory research design was used in the course of the study. Both qualitative and quantitative data was gathered in order to examine the factors influencing road traffic accidents. The sample size involved 154 participants where 34 were road traffic officers, 45 drivers, 55 passengers and the remaining were 20 officials from Ministry of Works and Transport who were found available. Purposive sampling was also used to select only respondents for the researcher to attain the purpose of the study. Data was collected from primary and secondary sources using questionnaires and interviews. After collecting data, the researcher organized well-answered questionnaire, data was edited and sorted for the next stage. The data was presented in tabular form, pie charts and bar graphs with frequencies and percentages. The study found out that the estimated road traffic death rate is 27.5/100,000 populations per year and the number of traffic deaths predicted using negative binomial regression) is 3,669. The results indicated that RTA is attributed to increases in urbanization, increases in motorization without matching road engineering and functional RTA prevention programmes. The study further reveals that recklessness by the drivers is one of the causes of RTI, for example, overtaking when there is oncoming vehicle, changing lanes without signaling, or stopping where there is no stop sign. Drivers also have a tendency of not stopping at red traffic light and following other vehicles too close resulting in a lot of accidents. It was also found out that RTA resulted into burden of injury, severe trauma, organ-related diseases and deaths. Therefore, is a need to manage risk exposure with land-use so as to minimize on the rate of road traffic accidents. It is also important to ensure proper road conditions, minimize on rapid population growth, and ensure safety features in cars proper road maintenance.

Key words: Accidents, traffic, motorization, road engineering, Mogadishu

Postpartum hemorrhage of health mothers in Rubaga division (2012-2017)

Amina Hassan Mohamoud

KUMPH169105

Public Health

Abstract

The study aimed at determining the effect of postpartum hemorrhage of health mothers in Rubaga division. The objectives of the study were to establish the socio-demographic factors that cause postpartum hemorrhage mothers in Rubaga division, to establish the Risk factors causing postpartum hemorrhage, to determine the Health provider factors that cause postpartum hemorrhage, to establish the relationship between postpartum hemorrhage and mothers under health. The study adopted a cross sectional research design that was used for full representation of all the staff of Rubaga division. This research design focused on both qualitative and quantitative. Data was collected from 175 respondents from Rubaga division, Kampala determined through calculation using Sloven's formula. Findings indicated that income, age, education, incomes, marital status and culture were causing postpartum hemorrhage mothers in Rubaga division. It was concluded that Mothers' health is a blend of physical, emotional, social, cultural and spiritual wellbeing. The risk factors causing postpartum hemorrhage mothers in Rubaga division were by unskilled personnel, uterine atony which includes prolonged first and/or 2nd stage of labour, augmented labour. Results showed health factors causing postpartum hemorrhage mothers in Rubaga division as Uterine vascular malformations, Retained placenta uterine rupture, lower genital tract trauma, uterine inversion, and consumptive coagulopathy. Results established that there were a correlation between PPH and Health mothers with a positive and insignificant relationship ($r = 0.032$, $p \leq 0.01$).

The study recommended that policy makers should allocated resources to reduce PPH among mothers of reproductive age, hence reducing maternal and child mortality, Screening mothers for PPH should be one among services given every day in the maternal and child clinic by health officials, and the division should sensitize mothers and create awareness about the symptoms and characteristics of PPH.

Key words: Postpartum hemorrhage, coagulopathy, placenta, Uterine vascular malformations, genital tract trauma, Rubaga division

Factors influencing sexually transmitted infections in internally displaced persons (IDPS)

Camp of Hodan District Mogadishu, Somalia (2010-2016)

Ayan Ibrahim Ali

KUMPH 16998

Public Health

Abstract

The Purpose of the study was to assess the factors that influence sexually transmitted infections in IDPs Camp of Hodan District, Mogadishu, Somali. The study objectives were; to identify the socio-demographic factors of sexually transmitted infections in Hodan IDPs Camp, to determine risk factors of sexually transmitted infections in Hodan IDPs camp and to examine the strategies used to prevent sexually transmitted infections in Hodan IDPs camp. The study employed a case study research design. Qualitatively, the researcher conducted key informant interviews with selected health workers in Hodan IDPs. Data was collected from top authorities of IDP Camps and from selected internally displaced persons. A sample size of 80 respondents was drawn from Hodan District and this included; District Health Officers, Officials from Ministry of Health, Top authorities of Hodan IDP Camp and elected residents of Hodan IDP Camp. The study used purposive sampling techniques. Simple random sampling was used for IDPs (Hodan District) and District Health Officers to give every respondent an equal chance. Data was collected from primary and secondary sources using questionnaires and interviews. After collecting data, the researcher organized well-answered questionnaire, data was edited and sorted for the next stage. The study found out that age, gender, income levels, education, food, accommodation, health, care, necessities, and marital status as the socio-demographic factors of sexually transmitted infections in Hodan IDPs Camp. Results also revealed that prostitution/ commercial sex, inadequacy to land, limited economic activities, drug abuse, congestion in the camp, improper sexual practices, poor living conditions and sex harassment of young girls and women were the risk factors leading to sexually infections in the camp. The findings revealed that provision of condoms, monitoring HIV/AIDS prevention activities, improve the coverage of health care system, training health care services, control measures on alcohol and idleness and decongest the camp. The study recommended that there is need to understand the underlying factors producing stigma, integrate action on these into programs wherever possible including participatory reflection and action in and by the communities concerned.

Key words: sexually transmitted infections, HIV/AIDS, prostitution, sex practices, sex, health care services

Foreign intervention and peace building in Mogadishu Somalia (2013 – 2017)

Burhan Abdi Ali

REG: KUMPA16205

Public Administration and Management

Abstract

The purpose of the study was to investigate foreign intervention and peace building in Mogadishu, Somalia. The objectives of the study were to identify the foreign interventions in Mogadishu, Somalia, to establish the impact of foreign intervention on sustainable peace building in Mogadishu, Somalia and to establish the peace building strategies used in foreign intervention to foster peace building in Somalia. The study adopted a case study design where both quantitative and qualitative approaches were used to obtain data about the research objectives. Results indicated that the most impact of foreign actors towards peace building in Somalia were; public administration, urban sector support, information communication technology, financial services, the private sector support and the skills development. In the second objective, the study concluded that the majority of the most noticeable impact of foreign intervention on sustainable peace building in Mogadishu, Somalia was; provision of safe clean water, livestock, and farmland and community empowerment among others. The study found out that foreign intervention led to the provision of safe and clean water (33%), provision of farmlands to the local population (21%), local people were given live stock to enhance their livelihoods (17%) and also promoted community empowerment especially the women (30%) thus, fostering sustainable peace building. Results revealed that foreign interventions used strategies like marriage as a tool of peace (17%), the bottom-up approach as a multi-dimensional process (29%), role of women (25%), time (21%) among other were the common appropriate strategies in sustainable peace building in Somalia. It was recommended that the provisional government in Somalia should adhere to conflict resolution and peace dialogues with the warring factions. The International Community should not sit and watch as Somalis suffer to create a peaceful nation. Somalia's neighboring countries should offer foreign support and assistance to see that their counterparts can achieve a successful nation peace building process. It is recommended that there should be more involvement of the International Community in the peace and reconciliation process in Somalia. It is also recommended that women league should endeavor to advocate for women's rights as a way of addressing the conflict in the region.

Key words: Foreign intervention, international community, sustainable peace building, reconciliation, Mogadishu

Effect of NGO based micro credit on household economic empowerment in Somalia: the case of selected households in Banaadir (2010 – 2017)

Abdullahi Yusuf Bu'ul

KUMPP159203

Project planning and management

Abstract

The study examined the effect of NGO based microcredit on household economic empowerment in selected households in Banaadir- Somalia. Specifically, the objectives of study were to investigate the level microcredit accessibility by targeted Households in Banaadir through microcredit outreach programmes, to examine the role of microcredit access on economic empowerment of households in Banaadir and to determine the challenges influencing effective household empowerment by the Microfinance Sector in Banaadir-Somalia. The study employed a descriptive and cross sectional survey designs with both Quantitative and Qualitative research approach to data collection. From a population of 120, a sample size of 92 determined by Sloven's formula and used as respondents for the study. Data was analyzed using SPSS Version 20.0 and presented using tables. The study found out that households that accessed NGO based microcredit, were more economically empowered than those that did not access. Interest rate and investment climate played a fundamental role in influencing household's access to microcredit. Specifically, on overall, the respondents revealed that investment climate was more crucial in determining house hold's decision to access NGO based microcredit, implying that the households were willing to borrow at any rate provided the investment climate is conducive. The findings from the study revealed that access to microfinance has contributed immensely to the economic empowerment of households through improvement in their businesses. Besides, the study shows that access to microfinance has improved the status of household both at the family level and in society as a whole. The study therefore recommends that NGOs should endeavor to extend more credit facilities to clients to expand their businesses. The study recommended that the Government of Somalia should formulate an enabling environment for effective operation of NGOs in the region since there mandates are to seek economic, social protection, and regional development with peace and stability. There is also a need to establish and support institutions that supports local investment initiative, Instituting and operationalizing the investment

Authorities in Banaadir. Households should be provided equal opportunity in each and every sector of development activities.

Key words: NGO, microcredit, economic empowerment, investment climate, social protection, Somalia

Effects of Islamic banking on profitability of banking institutions: A case of Salaam Somali Bank in Mogadishu, Somalia (2013-2017)

Dayah Abdi Kulmie

KU MBA/BF 159594

Business Administration

Abstract

The study was undertaken to examine the effect of Islamic banking on profitability of financial institutions – a case of Salaam Somali bank in Mogadishu Somalia. Specifically, it sought to examine: the effect of Mudarabah (Islamic banking profit sharing) on profitability of Salaam Somali bank in Mogadishu Somalia, the effect of Murabaha (cost-plus Islamic banking) on profitability of Salaam Somali bank in Mogadishu Somalia and the effect of Musharakah (Islamic banking partnership) on profitability of salaam Somali bank in Mogadishu Somalia. The study adopted a correlational research design to establish the relationship between dependent and independent variables of the study. Data was collected from respondents by use of self-administered questionnaires. Census and Stratified random sampling techniques were used to select 56 respondents out of a population of 65 employees in Salaam Somali bank in Mogadishu Somalia. Pearson correlations and multiple regression analysis were used to establish the relationship among the study variables. The correlations revealed that Mudarabah has a statistically significant positive effect on profitability of Salaam Somali bank ($r = 0.776$, $p < 0.05$), Murabaha has a statistically significant positive effect on profitability of Salaam Somali bank ($r = 0.662$, $p < 0.05$) and Musharakah also has a statistically significant positive effect on profitability of Salaam Somali bank ($r = 0.882$, $p < 0.05$). This therefore means that a significant increase and adherence to all the three components of Islamic banking (Mudarabah, Murabaha and Musharakah) is likely to significantly improve profitability of Salaam Somali bank. Nevertheless, a multiple regression analysis indicated that Musharakah is the most significant variable to profitability of Salaam Somali bank in Mogadishu Somalia. Its relationship with profitability of Salaam Somali bank in Mogadishu Somalia is 0.884; its effect on the sample is 0.782 while its effect on the population is 0.0778. The results further indicated that the combination of Musharakah and Mudarabah would explain up to 81.9% change in profitability of Salaam Somali bank on the selected sample and 81.2% on the total population. The study recommended that if the contribution of Islamic banking towards profitability of Salaam Somali

bank in Mogadishu Somalia is to be strengthened, then management should engage in the management of the business ventures it finances especially in matters pertaining to policies, operating systems, budgeting and evaluation of performance of the business ventures. Moreover, in cases where, the entrepreneur is found to be engaging in misconduct or even negligent, he should also be made to pay for the losses made by the business instead of putting the whole burden on the bank. Management also needs to start putting into consideration clients' credit rating while determining the selling price or the mark-up value and at the same time carry out regular visits to their partner clients to gain an insight into the operations of the joint venture businesses and also remind them to clear their obligations. If such proposals are adopted, there is a possibility that Islamic banking would significantly improve profitability of Salaam Somali bank in Mogadishu Somalia.

Key words: Islamic banking, Murabaha, Musharakah, profitability

**Factors associated with exclusive breast feeding among postnatal mothers attending Isnino
MCH Bosaso Puntland Somalia (2014-2017)**

Farhiya Ali Hussien

KUMHSM 158492

Health Service Management

Abstract

The study examined the factors associated with exclusive breastfeeding of postnatal mothers attending Isnino MCH in Puntland, with specific emphasis on the characteristics of exclusive breastfeeding, socioeconomic and contextual factors of exclusive breastfeeding and the maternal knowledge, attitudes and beliefs on exclusive breast feeding postnatal mothers attending Isnino MCH Bosaso. This study employed a cross-sectional research design where a total of 220 people were targeted for the study and from this a sample of 171 respondents were determined using (Katzenellenbogen *et al.*, 2002) and Cochran in Israel (1992). Data was collected through questionnaires and focus group discussion and then analyzed using SPSS, ANOVA and transcription for both quantitative and qualitative respectively. Results indicated that the socioeconomic and contextual factors had no significant association with exclusive breastfeeding. Maternal morbidity and presence of breastfeeding complications were negatively associated with exclusive breastfeeding. Contextual issues; place of delivery home or health facility and type of delivery; normal delivery or caesarian delivery were investigated to establish their influence on exclusive breastfeeding. Results showed no significant associations between the place of delivery and continuous exclusive breastfeeding since birth (OR: 1.11, 95% CI=0.06-2.06, P=0.76) and exclusive breastfeeding as determined by 24 hour recall (OR: 1.25, 95% CI=0.68-2.30, P=0.47). Also others had correct knowledge on duration of exclusive breastfeeding, knowledge that semisolid/solid food should be introduced at six months and knowledge that breastfeeding delays pregnancy was more likely to practice exclusive breastfeeding. Overall, the mothers were knowledgeable on breastfeeding. Almost all the mothers (99.4%) said that breastfeeding should be the baby's first feed while 95.3% of them stated that colostrums should be fed to the baby. While 55.6% of the mothers said the baby should be put to the breast immediately after birth, 44.4% said that the baby should be put to

breast after one hour to allow the mother to rest. The study recommended that the Ministry of Public Health and Sanitation should review the efficiency of the implementation of BFHI in the health facilities and breastfeeding promotion messages for mothers offered it should also emphasize the importance of prompt health seeking behavior as maternal and child morbidity influenced the practice of EBF; correct knowledge on breastfeeding issues particularly the health benefits of exclusive breastfeeding.

Key words: breastfeeding, maternal morbidity, exclusive breastfeeding, postnatal mothers

**Factors affecting TB occurrence among children under five in Wardigley district
Mogadishu (2014-2017)**

Fartun Hassan Mohamed

KUMHSM/149221

Health service management

Abstract

The purpose of this study was to investigate the factors influencing TB occurrence among children under five using Wardigley district Mogadishu as the case study. The objectives of the study were; **to determine the factors responsible for TB occurrence among children under five years, to examine the effects of TB occurrence among children under five years and to establish the mitigating measures for TB decrease among children under five years in Wardigley district.** The research used a cross-sectional design, and the study targeted 141 people from whom 104 respondents determined by Krejcie and Morgan (1970). The results indicated that malnutrition (38%), microbial virulence (24%), and poor hygiene (18%) were most risk factor influencing TB among the children under five. The study found out that death, inability to breastfeed, malnutrition and low humanity among the children under five due the occurrence of TB. Results also shown that TB was mitigated through LTBI or Chemoprophylaxis, providing balanced diet, immunization and other factors (improved health care, health education, environmental health and follow-up MCH), all the above mitigation measures were accessible through hospitals, MCH, houses, and A&B. The study recommended that ministry of health should improve specimens obtained, improve bacteriological detection including rapid resistance analysis, and improve immunological diagnosis.

Key words: children under five, TB, breastfeed, malnutrition, microbial virulence, Chemoprophylaxis, balanced diet, Wardigley district

**Impact of performance appraisal on employee performance: a case study of Dahabshiil
Bank Kisenyi, Kampala Capital City Authority (2014-2017)**

Yusuf Ali Yusuf

KUMHR159579

Human resource management

Abstract

The purpose of the study was to assess the impact of performance appraisal on employee performance in Dahabshiil Bank. Specifically the study thought to examine the levels of performance appraisal of employees of Dahabshiil Bank, to investigate the challenges facing performance appraisal of employees of Dahabshiil Bank, to assess the level of employee performance in Dahabshiil Bank and to examine the relationship between performance appraisal and employee performance in Dahabshiil Bank. The research was cross sectional in nature employing both qualitative and quantitative methods. Data for the study was collected from 62 respondents out of the 72 employees of Dahabshiil using interviews, questionnaire, and later it was analyzed with statistical package for social scientists version 22.0 for tabulation presentation. The study revealed that performance appraisal was undertaken by the bank and the performance levels were high achieved through effective monitoring and training of staff. Results showed that inadequate communication channels, lack of performance feedback, unclear objectives of the bank, incompetent appraisers, poor commitment of the staff and management were the major challenges affecting performance appraisal at Dahabshiil bank. The study findings showed performing appraisal has a significant effect on employee performance as it is a tool to show how well the bank is performing. The study concludes that communication between team leaders and their team members should be enhanced, and appraisers should be equipped knowledge on rewards skills and systems.

Performance appraisal, employee performance, monitoring, communication channel

**Student's indiscipline and management strategies employed by University Authorities in
Uganda: A case study of Makerere and Kampala Universities (2010-2017)**

Njuguna Wambui Mary Sr

Reg No: 152391

BGC (KU)

Guidance and counseling

Abstract

In Uganda, universities response to students' indiscipline through setting up committees to investigate the root causes of indiscipline and establish solutions to avert student's indiscipline. This has been characterised by riots spoiling of property. The purpose of the study was to establish the student's indiscipline and management strategies employed by university authorities at Makerere University (MUK) and Kampala University (KU) in Uganda. The objectives of this study were to explore the causes of indiscipline among university students, to analyze the strategies used by university authorities to manage student indiscipline and to establish measures put in place to reduce the indiscipline among university students in MUK & KU. The study employed a descriptive cross-sectional survey and case study research designs, targeting a population of 90 university students leaders (Kampala University and Makerere University) 4 university counselors, 2 deans of students and 4 administrative staff in the two universities. Therefore, a census technique was used to determine 100 respondents who participated in the study. The whole target population was used because the population regarded as small for this study. Data from the study was collected using questionnaire and interview and then analyzed descriptively. Based on the research findings, the common causes of indiscipline were: noise making, bullying, fighting, failing to complete assignments, drug abuse, and sexual deviance, and stealing other students' property and general defiance of school authority and rules. The causes of indiscipline these include Family/Home, Curriculum, Environment, the Peer Group Influence, Political, social and economic factors are a major cause disciplinary. Results also indicated that universities uses the following methods to manage indiscipline; Guiding and counseling, team-work among educators, more commitment on the part of educators, Suspension/temporary exclusion, Dialogue is the way out, Moral punishment and deprivation of

privilege. It was noted from the inquiries that majority of the respondents agreed that Guiding and counseling, team-work among educators, Student council, More commitment on the part parents and dialogue would promote discipline among university students. The study recommends the need to effectively use available means of communication, Parents should avoid the hands-off mindset on matters concerning discipline of their children at school, at home and when engaging in other activities outside the home and school environment. Ministry of Education, Science and Technology should ensure that curriculum provide for activities that teach social, emotional and behaviour competencies as well as provide opportunities for students to apply the skills and competencies learned, there is also a need to strengthen guidance and counseling in institution of higher learning to stem out the problem of student indiscipline and the curriculum should be reviewed to include the teaching of moral values in schools as an independent subject.

Key words: indiscipline, guidance & counseling, peer group influence

Role of financial accountability on project performance in Uganda: A case study of World Food Program (WFP), Kampala (2010-2017)

Sainab Awil Ahmed

KUMPP 159582

Project planning and management

Abstract

The study sought to examine the financial accountability and project performance in Kampala, Uganda. The study objectives were; to assess the indicators of financial accountability at World Food Programme (WFP) in Kampala –Uganda, to examine the indicators of project performance at World Food Programme (WFP) in Kampala –Uganda and to examine the if there is a relationship between the financial accountability and project performance of World Food Programme (WFP), Kampala, Uganda. This study employed a correlation research design. This research design was used in the course of the study. Both qualitative and quantitative approaches were used in the study. Qualitative approach was used to analyze the qualitative data offered during the interviews and the quantitative approach was used to analyze the questionnaire responses to look for trends in the data. This design was used because it brought out clearly the relationship between financial accountability and project performance. The target population for the study was 149 who were at the time employees at WFP, Kampala. Out of the total population of 149, a sample size of 109 was selected, by using Slovene’s formula. Purposive sampling was also used to select only respondents for the researcher to attain the purpose of the study. Data was collected from primary and secondary sources using questionnaires and interviews. After collecting data, the researcher organized well-answered questionnaire, data was edited and sorted for the next stage. The data was presented in tabular form, pie charts and bar graphs with frequencies and percentages. It was found out that most of the respondents were male as they formed 84 (80.8%) while the female respondents constituted only 20 (19.2%). This shows that financial incentives did not always favor women employees. In WFP of PSA, Bill brook man foundation and DSC- Kampala, it involved manual and highly skilled labor that women were deficient. The study concludes that to be accountable essentially means being required to answer, to take responsibility, for one’s actions. Perhaps the narrowest concept of accountability for a nonprofit would require merely following the law for example, obeying the non-distribution

requirement, avoiding conflicts of interest, treating staff without discrimination, and filing IRS reports as required. The study recommends that there is need to ensure proper records management which should be done through documenting all transactions comprehensively so as to leave no room for error and provide reference where necessary.

Key words: Financial accountability, project performance, error, transactions, WFP

Factors affecting effective utilization of services in prevention of mother-to-child transmission of HIV/AIDS in antenatal care of Mengo hospital, Kampala (2009 – 2017)

Salad Abdi Hassan Ibrahim

KUMPH/16224

Public health

Abstract

The purpose of the study was to examine factors affecting effective utilization of services in prevention of mother-to-child transmission of HIV/AIDS in antenatal care of Mengo Hospital, Kampala. The objectives of the study were; to identify the socio-economic factors influencing effective utilization of services in prevention of mother-to-child transmission of HIV/AIDS in antenatal care, to establish demographic factors influencing effective utilization of services in prevention of mother-to-child transmission of HIV/AIDS in antenatal care and to examine the possible ways of improving PMTCT service utilization at Mengo Hospital. The study applied a case study research design to reflect aspects of perception, feelings, experiences, facts and emotional feelings from the respondents. The study targeted 250 people from Mengo hospital, Kampala. Thus, the researcher selected 154 participants who included pregnant women, medical staff and local people. Data analysis was analyzed using simple statistical percentages and frequencies and thereafter was presented in charts. Results also revealed that income levels, medical professionals, food and nutrition and culture were among the socioeconomic factors influencing effective utilization of services in prevention of mother-to-child transmission of HIV/AIDS in antenatal care. It was found out that, education, religion, marital status and pregnancy were the demographic determinants of effective utilization of services in prevention of mother-to-child transmission of HIV/AIDS in antenatal care. The findings from the study revealed that Antiretroviral (ARV) drugs, full integration of the PMTCT services and breastfeeding were among the strategies undertaken to prevent MTCT in women attending to antenatal services care at Mengo hospital. Therefore, the study recommended that education, sensitization and dissemination of information on PMTCT should be provided, the government through the ministry of health should open more referral centres for HIV services to reduce the

distance and cost, and there is a need for ministry of health to provide social counseling and psycho social support to reduce the level of blame and shame to those already sick.

Key words: Transmission, HIV/AIDS, antenatal care, Antiretroviral (ARV) drugs, PMTCT, sensitization, Mengo hospital

**Effect of community stakeholders on students performance: A case study of Kahama
District Shinyanga Region, Tanzania (2013 – 2017)**

Coelestine Pelius

KUMED 1512622T/INS

Educational management and administration

Abstract

The research focused on investigating the effect of community stakeholders on student's performance in community secondary school in Kahama District Tanzania. The specific objectives of this study were to find out the roles played by parents on student's performance, to assess the influence of local leaders on student performance, to examine the roles of district education officers in the performance of secondary school students in Kahama. The study mainly used mixed research design where a descriptive cross sectional survey design was applied in which questionnaire was applied to collect data from respondents. The method of data collection was questionnaire, and interview guide. Data obtained were translated descriptively and then analyzed using thematic data analysis according to the research questions. The study findings revealed that parents paid school fees, bought scholastic materials for their children, career guidance their children, and also participate in school meetings when called upon. Though, parents were playing that role, few could attend school activities when required, challenged by poverty, cultural believes, distance from home to school, ignorance of parents and truancy. Results also indicated that community leaders played a crucial role in student' performance through supervision of teachers in schools carried out monitoring and evaluation of teachers and students, strategic leadership, coordination, staffing and resources mobilization. However, community leaders asserted that they faced challenges in the process such as crowd of students in classrooms, low motives to teachers, lack of community sensitization and poor community involvement in provision of education to students in many wards secondary schools. It was also reported the DEO plays key roles which included; ensures quantify and quality of the teachers in a school, ensures regular attendance of teachers and students, encourages capacity building among the staff and their welfare. The study recommended that government should avoid political interference so that politicians and academicians perform their duties without affecting each other in order to ensure that there is more supervision and good academic performance of

the learners. Teachers, government and community leaders should work collaboratively in setting by laws which can guide and control truancy and involving them in strategic planning of ensuring that students attend school without missing.

Key words: Stakeholders, students' performance, political interference, truancy, coordination, strategic leadership

Teachers' attitudes in implementing free education in public secondary schools: A case study of Muheza District in Tanga Region, Tanzania (2010 – 2017)

Petro Maria

KUMED 1512612/T/INS

Education Management and Administration

Abstract

The study on Teachers attitude toward implementation of free secondary education was carried out in MDC in six public secondary schools namely Mtindiro, Ngomeni, Mlingano, Songa, Kigombe and Nkumba. The study was intended to assess the knowledge and attitude and practice in implementing FSE. Questionnaires and Key informants interview were used in data gathering. A total of 99 respondents were involved in the study. The information obtained was analyzed using Statistical Package for Social Sciences (SPSS) 20th version and qualitative information was analyzed using content analysis. The findings revealed that, 99 (100%) of the respondents are aware of implementation of FSE. The observed high awareness may be influenced by the quality of information provided by education stakeholders and what teachers practice in public secondary schools. Indeed the study findings indicate that 51% of the respondents had positive attitude towards FSE. The positive feelings attributed mostly by the perceived benefits of FSE including increase enrollment of students in public secondary schools, Teachers use time effective in teaching than collecting money, reduce the rate of truancy and drop out of students in public secondary schools and enabling all students to have secondary education knowledge. However, 32% of the respondents had negative attitude toward the implementation of free secondary education in public secondary schools. The negative feelings associated with the challenges faced by teachers in implementing FSE. These challenges are: difficult learning environment, inadequate fund provided by central government to run the schools. Ultimately, the study recommends that, the government should provide enough money to accommodate the schools demand for effective implementation of FSE.

Key words: Teachers attitude, free education, time, truancy, dropout, Muheza district

**Influence of leadership style on employee performance: A case of employees in Premier
Bank Mogadishu- Somalia (2011 to 2017)**

Sadia Hussein Farah

KUMHRM172176

Human resource management

Abstract

The study was aimed to investigate the influence of leadership style on employee performance of premier bank. The study had four objectives: To identify the leadership style being used at premier bank, to assess the factors affecting the performance of employees in Premier bank, to assess the challenges facing premier bank, and establish the relationship between leadership style and performance of employees. The study was conducted among employees and managers who were working in various departments of Premier bank. In this study the researcher used simple random sampling technique to generalize findings to a target population. A sample of 81 respondents was selected which comprised employees and Managers of Premier Bank. The study found out that most of the workers do not actually take part in the decision making of the organization. Also the study found out that most Premier Bank top managers practices autocratic leadership style. The study revealed that most of the workers do not understood the mission and vision statements of PREMIER BANK. The study further revealed that motivation was the major factor that affects the level of employee performance. The study revealed that leadership style had direct influence on employee performance. The researcher recommended that premier bank should change its leadership style and apply transactional leadership style which Premier bank found as appropriate in Premier bank archer also recommended that, regular performance feedback should be encouraged across all levels of the organization. The management of Premier Bank should apply different motivational tools such as; timely payment, piece rate system, employee fringe benefits, employee training and rotation, goal clarity, improving working conditions, use of modern technology, personal development, and employee involvement in decision making

Key words: Leadership styles, performance, decision making, motivation, Premier bank

**Internal Control and Financial Performances: A Case Study of Nationlik
Telecommunications, Mogadishu-Somalia (2013-2017)**

Suada Hassan Mohamud

Business administration and management (accounting)

Abstract

Auditing is about putting in place the structure, processes and mechanisms by which business and affairs of the company or firm are directed and managed, in order to maintain and increase shareholder value and other stakeholders through accountability of managers and enhancing firm performance. In other words, through such structure, processes and mechanisms, the well-known agency problem - the separation of ownership (by shareholders) and control (by managers) which gives rise to conflict of interests within a firm may be addressed such that the interest of the managers are more aligned with that of shareholders. However, much as Nationlik Telecommunications, Mogadishu-Somalia has put in place cooperate governance practices, internal controls for good financial practices, there are interlocking problems along lines of cooperate governance, internal control on financial performances of Nationlik Telecommunications, Mogadishu-Somalia. The purpose of the study was to ascertain, document and conceptualize Internal Control and Financial Performances in the case of Nationlik Telecommunications, Mogadishu-Somalia. The works cited are acknowledged in the references. And all the key appendices have been provided. The specific objectives of the study were among others: to analyse internal controls in the context of business environment of Nationlik Telecommunications, Mogadishu-Somalia, to survey the types and functions of internal audits as a moderate factor of cooperate governance and internal control system in relation to financial performance of Nationlik Telecommunications, Mogadishu-Somalia and to describe the relevance of stakeholders to auditing in the light of corporate citizenship and social responsibility in the context of Nationlik Telecommunications, Mogadishu-Somalia. The study utilized a case study design and applied a documentary review technique for sourcing information and analyzing the data concerning the phenomenon under investigation. A sample of 36 respondents informed this study, and this was drawn from a target population of 40 respondents using Krejcie and Morgan method of sampling. The researcher used interviews, and

questionnaires for gathering qualitative and quantitative data. This was analyzed by calculating the variances and standard. The findings of the study revealed that the effectiveness of the boards of directors, showing a relatively large variation in corporate governance, Internal control and financial performances. It also revealed that auditing and internal controls clearly matter (in terms of financial statements disclosure) for the Nationlik Telecommunications, Mogadishu-Somalia where auditing and internal control quality and practices need to be improved for better corporate citizenship and social responsibility for efficient and effective financial performances. It was recommended that a body that actively pursues governance reforms should be established by the management of Nationlik Telecommunications, Mogadishu-Somalia together with shareholders especially by developing Codes of Auditing and internal controls to be implemented by all the branches of Nationlik Telecommunications, Mogadishu-Somalia.

Key words: Internal control, performance, shareholders, corporate citizenship, cooperate governance

**Microfinance institutions and poverty alleviation in Uganda: A case of FINCA
Microfinance in Masaka Municipality (2005 – 2015)**

Nakayizi Aisha

Social work and community development

Abstract

This research project was carried out to FINCA microfinance (Masaka branch) Uganda, and different FINCA clients in Masaka Municipality. The main objective of carrying out this research was to evaluate the common applicable credit policies, to assess the impact of microfinance on poverty eradication and to establish relationship between FINCA microfinance and poverty eradication in Masaka Municipality. Different managers, credit officers, supervisors, field officers, employees were judgmentally sampled on the basis of being near. FINCA microfinance clients were taken as the pinpointing of my sample selected easily to approach respondents with relevant information and good experts. The followed a case study research design which employed both quantitative and qualitative where by questioners and direct interview were used as instrument of collecting data. A total of 256 people were targeted and from them a sample size of 156 respondents was selected randomly to represent the study. Data was collected from the respondents through interviews, questionnaires and then analyzed using Statistic Package for Social Scientists (SPSS, v.11). Results from the study indicated that the credit policies used FINCA, Masaka branch were fairly fit for the purpose of poverty eradication hence making it easier for the clients to improve their wellbeing including FINCA and her shareholders maximizing their wealth. Respondents clarified that they had the ability of acquiring loans; however, the poor government policies on loans would inhibit their willingness to acquire and pay the loan. The respondents on the same note stated that factors such as business cycle, change in business conditions, competition, and weather patterns and other unforeseeable circumstances could affect their payback period. It was also reported that FINCA has alleviated poverty through provision of loans with no collateral security and clients have been able acquire the loan. This has led to the establishment of small businesses like boutique, unisex saloons, art and craft shops, food vending, hawker, craft man-ship,

garages, including paying school fees to their children. The study established that there was a significant positive relationship between FINCA and poverty alleviation in Masaka Municipality. The study recommended that interest rate and repayment period should be revised by government and implemented by microfinance like FINCA such that the clients or borrowers are not affected, sensitization and appraisal of borrowers should be undertaken before the loan is disbursed.

Key words: Microfinance institutions, poverty alleviation, government policies on loans, payback period, disburse, loan, borrower, FINCA

A gender based approach to peace building among the Madi in Uganda (2008 – 2017)

Mohammed Shihab

KUMPCS172145

Peace and conflict studies

Abstract

This research examined a gender based approach to peace building among the Madi in Uganda. Much as it is a historical fact that the Madi in Uganda are pivotal to gender issues, the important approach of feminism has for long been ignored by the Madi in peace building framework. On this note therefore, this study attempted to; establish the typologies of gender roles in community peace building and development, assess how the different gender approaches affect the gender relationship in community peace building, examine the factors that affect the equal participation of women and men in community peace building and development, and suggesting possible ways of how to address the issues of gender roles for proper community peace building among the Madi. The study employed a survey design to represent a wide population. Both qualitative and quantitative approaches were used to collect data. A total of 80 respondents were selected for the study who involved 40 key informants and 40 respondents who were engaged through the use of research questionnaires. In regard to the key findings of the study there are two main types of gender roles among the Madi in Uganda that is practical gender roles and strategic or protracted gender roles. The practical (informal) gender roles in peace process include; dialogues, peace treks, inter group dialogue, and the promotion of inter-cultural tolerance and understanding while the protracted (formal) gender roles in peace process include; conflict resolution, peace negotiations, reconciliation, infrastructure reconstruction and provision of humanitarian aid. Results also indicated that equal participation in peace building and development was affected by under representation of women, discrimination in hiring, placement and promotion, stereotyping women as pacifists, undervaluing the diversity of women's experiences, misjudging changes brought by conflict, reinforcing inequalities, women experiences, changes brought by conflicts, violence against women and armed conflict. Findings also showed that some respondents expressed their belief that the existing hierarchical structures among the Madi is no longer acceptable and their apprehension that failure to respond to the

demand for real social inclusion could further lengthen the conflict. Priorities for attention to promote inclusion were argued for through the following processes; focus on grassroots: The most recurring issue mentioned by interviewees was the need for peace building interventions to focus on grassroots populations. Several respondents commented on the lack of inputs by grassroots populations at national levels and the practice of top down decision-making. Elitist tendencies were noted in government, NGOs, donors, political structures and other minority group organizations. Enhanced role of women in peace building and governance focused on the need for women's groups to demand a stronger voice at local and national levels and the enforcement of their rights. Although interviews focused on post-conflict peace building, interviews with grassroots women yielded a primary concern with the problem of miraa abuse and related domestic violence. The study recommended that peace forums should be established to empower women and take part in peace building, government and civil societies should promote gender mainstreaming as a strategy to peace building.

Key words: gender based approaches, peace building, feminism, gender roles, Madi

**Effects of piracy on economic and political economy: A case study of Banadir Region,
Mogadishu-Somalia (2008 - 2017)**

Mohamed Amin Abdullahi Ahmed

KUMPCS172180

Peace and conflict studies

Abstract

The study sought to establish the causes and effects of piracy on economic and political economy of Banadir region, Mogadishu, Somalia so as to establish the effects of piracy on economic and political economy of Banadir region, Somalia. It aimed further to establish mitigation efforts to piracy in Banadir region, Mogadishu-Somalia and to establish the relationship between piracy and economic development of Banadir region, Mogadishu –Somalia. The study adopted a cross-sectional survey design that involves the collection of data from selected respondents at a single point in time in a given population. The study adopted a cross-sectional survey design. Both the qualitative and quantitative approaches were used in order to elicit data from 80 respondents and describe and draw inferences and conclusions. The findings revealed trespassing of foreign vessels, previous civil war, absence of central government, and lack of natural resources as causes of piracy. It was also noted that the inability to restore a functioning government was the direct cause behind Somalia's security problems and ruined economy. Results shown that there was increase inflow of foreign currency, reduced dumping of waste, decreased fishing activities which later lowered the tax base of the economy, loss of lives, business growth, and improved solid waste management. Findings showed the possible solutions to piracy were use of armed guards on vessels, increases sea surveillance, prosecution of pirates, criminalization of piracy, political development and facilitation by the state to combat piracy. The study established that there was a significant positive relationship ($r=.503^{**}$, $p<0.01$) existed between piracy and economic development of Banadir region, Mogadishu -Somalia. The study recommends that the state should coordinate patrolling ships on the waters, numerous naval and warships should constant communicate so to provide support and assistance when the need arises and government should also establish a regional tribunal charged with providing all logistics to prosecute and punish captured Somali pirates.

Key words: Piracy, political economy, criminalization, prosecution, sea surveillance

**Causes of prevalence of malnutrition in children under five years in Mandera County,
Kenya (2013-2017)**

Mohamed Hassan Bulle

KUMPH151762

Public Health

Abstract

The purpose of the study was to examine the causes of prevalence of malnutrition in children under five years in Kenya. This was achieved through objectives like, to explore on the feeding practices among households, describe the factors associated with malnutrition in children under five years, to determine the effects of malnutrition on growth and development and to establish possible strategies of handling malnutrition in children under five years in Mandera County, Kenya. The study employed cross-section survey design where by both qualitative and quantitative methods of data collection and analysis were used. A sample of 44 respondents was used and it was selected from 50 who involved mothers, care givers and village health team (VHT). Data was collected used questionnaire and interview and later it was analyzed using thematic coding, descriptions or narrations, interpretations and supporting them with quotations and explanations or descriptions. Results on the causes of malnutrition in children under five included lack of macro nutrients, lack of micronutrients, poor breast feeding mother, food insecurity, social insecurity, women's independence, illiteracy/Ignorance, environmental shocks, suffering from diseases, marginalization and poor health conditions as the major causes of malnutrition. The respondents reported breast and complementary feeding practices that mothers and care givers used in feeding the children under five in Mandera County, Kenya. The results also show family size, educational and occupational level, family income, birth intervals and immunization, poverty and hunger, diet and diseases, alcoholism, child-mothers, immunization, stunting and infectious diseases as the associated factors in malnutrition. The reported effects of malnutrition included stunted growth, reduction in disposable income, retarded child growth, retarded child growth, underweight, wasting, low birth weight, low productivity, over, nutrition and obesity, protein energy nutrition, death and low immunity. The strategies on malnutrition under five children are awareness and sensitization, complementary feeding, adequate food, macronutrients and micronutrients supplementation, household livelihoods and production,

family planning control, stakeholder involvement nutrition education, therapeutic feeding, supplementary food aid, maintain equity and quality of food given to the child. The study recommended capacity building, counseling and guidance, community surveillance and provision of basic services by the government to the community especially the children under five and the mothers including caretakers.

Key words: malnutrition, child under five, poor breastfeeding, care givers, micronutrient supplements

**Role of civil society organizations in promoting accountability among institutions in
Somalia: A case study of gender equality and women's empowerment (GEWE) in Hodan**

District (2010 – 2017)

Mohamed Ali Addawe

KUMHRM 172160

Human Resource Management

Abstract

This study was initiated with the purpose to establish the role of civil society organizations in promoting accountability among institutions in Somalia, There has been reports suggesting that accountability levels are low despite the presence of civil societies in Somalia. The study was guided by three objectives and these were; to examine ways in which GEWE promotes accountability, to assess the challenges facing GEWE in promoting accountability in Hodan district - Mogadishu, Somalia and to establish whether there is a relationship between promotion of accountability and accountability levels in Hodan district – Mogadishu Somalia. The study used a descriptive analytical research design which employed both quantitative and qualitative methods for the purpose of making valid conclusion. Using this method, the researcher used a structured questionnaire (close ended). A research population of 140 was identified and a sample size of 104 respondents was computed using the Slovene's formula. In selecting the respondents the researcher used simple random, purposive and convenience sampling techniques. From the findings it was found out that GEWE has utilized various methods in carrying out promotion of accountability in Hodan district. Despite the efforts GEWE has encountered many challenges. The study also established that the role of GEWE in promoting accountability has had a significant impact on accountability in Hodan district, deterring corruption was not satisfactory as a probable solution and the researcher suggested that measures be taken to ensure corruption is deterred. The study conclude that GEWE faces many challenges in its effort to promote accountability; lack of funds, limited materials and resources, human resource challenges, low Income and, constrained Social Development, religious intolerance, negative impact from colonialism, legal treatment, the development paradigm and political impunity. Thus, the study also recommended that there is need to mitigate the challenges facing GEWE to increase its impact and reach in promoting accountability.

Key words: Accountability, women empowerment, gender quality, corruption, intolerance, political impurity

**Impact of security deficiencies on foreign nationals living in Somalia: A case study of
Hamarweyne district, Mogadishu (2012-2015)**

Faisal Abdullahi Mohamed

KUMDR152363

Diplomacy and international relations

Abstract

The study looked at the impact of security deficiencies on foreign nationals living in Somalia, a case study of Hamar-Weynedistrict, Mogadishu and the following objectives were considered; to analyze the level of security deficiencies in Mogadishu, to establish the causes of security deficiencies on foreign nationals living in Somalia, to examine the strategies to solve security deficiencies on foreign nationals living in Somalia. The study employed a study using cross-sectional research design. Data was gathered using questionnaires and interview guides from a sample size of 60 respondents. Respondents were selected using both simple and purposive random sampling techniques since it enabled the researcher to select a sample with experience and knowledge about the study variables and these methods were used to select all the study respondents. Data was analyzed both quantitatively and qualitatively. Quantitative data was grouped and statistical description such as tables showing frequencies and percentages and pie-charts as well as graphs for better interpretation. However, qualitative data was analyzed in a way of identifying the responses from respondents that was relevant to the research problem and such data was analyzed by explaining the facts collected from the field under which the researcher was able to quote respondents responses. It was revealed 44 percent of the respondents agreed, 42 percent strongly agreed that there was no national government in Somalia for nearly two decades. Results indicated that globalization process (42%), international actors, warlords, clan militia, and weak states lead to security deficiencies in Hamar-Weynedistrict. It was also found out that security deficiencies jeopardize local production and human development, recruitment of young ones (war children), migration and death. In conclusion, this study analyzed the Somali conflict and the involvement of the most influential external actors, notably Ethiopia and Kenya, and how their intervention in the conflict and peace process impacted the overall situation in Somalia in post 2000. The study therefore recommended that

FGS/AMISOM/UNSOM should continue building capacity of the security sector through training and equipment to entrench the rule of law and human rights protection.

Key words: Security deficiencies, war children, warlords, international actors, clan militia

**Effect of microfinance services on economic development of women entrepreneurs in
Puntland-Somalia: A case of Barwaqo Bank (2010 – 2017)**

Hafsa Farah Isse

KUMBA/AC172148

Business administration (Accounting)

Abstract

The purpose of the study was to investigate the effect of microfinance services on economic development of women entrepreneurs in Puntland Somalia. Objectives of the study sought to establish effect microcredit services, effect of micro savings services and effect of capacity building services on economic development of women entrepreneurs in Barwaqo bank. The researcher adopted a correlational research design to establish how each of the different microfinance services relates with economic development of women entrepreneurs in Puntland Somalia. A sample of 152 respondents was selected from study population of 250 persons. However, the researcher managed to access 135 respondents which gave a response rate of 88%. Respondents were selected using purposive and simple random sampling techniques. Data was collected by use of self-administered closed ended questionnaires. Results established that micro credit services had a statistically significant to (.722 and sig value, $p = 0.00$) and strong positive effect on economic development of women entrepreneurs in Puntland Somalia. It was also established that micro credit services had a beta value of 0.722. It was therefore deduced that from the result that a 100% increase in micro credit services, economic development of women entrepreneurs in Puntland Somalia is likely to improve by 72.2%. It was also found out that there was a statistically significant relationship between capacity building services and economic development of women entrepreneurs in Puntland Somalia ($r=.787$ and sig value, $p = 0.00$). The value of r being positive, it means that capacity building services have a statistically significant and strong positive effect on economic development of women entrepreneurs in Puntland Somalia. It was also recommended that management of Bawarqo bank Puntland needs to start offering savings incentives like interest on savings to its clients. Additionally, more efforts should also be geared towards reinforcing capacity building programs offered by Barwaqo bank to the women entrepreneurs on the microfinance services, instead of using only its employees in implementing the programs, Bawarqo bank Puntland may start involving the clients themselves,

consultants and professional business personnel to offer technical guidance to the women entrepreneurs' economic entrepreneurs in Puntland.

Key word: Microcredit services, micro savings services, capacity building services, economic development, women entrepreneurs

Practices in the Internal Audits and Financial Controls in the Private Business Sectors: A Case Study of SMTEL Telecommunication Company in Bussaso, Puntland Somalia (2013-2015)

Fadumo Abdi Ali

KUMBA/AC172150

Business administration and management (Accounting)

Abstract

Internal audit requires putting in place the structure, processes and mechanisms by which business and affairs of the company or firm are directed and managed, in order to maintain and increase shareholder value and other stakeholders through accountability of managers and enhancing firm performance. However, much as SMTEL has put in place strong financial policies best auditing practices, and controls there are interlocking problems along lines of internal audits, and control on financial performances of SMTEL. The major focus of this study was to ascertain, document and conceptualize Practices in the Internal Audits and Financial Controls in the Private Business Sectors: A Case Study of SMTEL Telecommunication Company in Bussaso, Puntland Somalia. And the study was carried out in SMTEL. The specific objectives of the study were among others: to examine the functions of internal auditors as a moderate factor of internal control system in relation to financial performance of SMTEL, to determine the cause-effect relationship between control environment and financial performance and to examine the key challenges, and the nature of internal control, in the process of audit, reporting practices as well as the extent of reporting disclosures. The study utilized a case study design and applied a documentary review technique for sourcing information and analyzing data concerning the phenomenon under investigation. A sample of 36 respondents informed this study, and this was drawn from a target population of 40 respondents using Krejcie and Morgan method of sampling. The researcher used interviews, and questionnaires for gathering qualitative and quantitative data. This was analyzed by calculating the variances and standard deviations to reveal the magnitude of the phenomenon under investigation. The findings of the study revealed the results that the internal control system was committed to overseeing the internal control process and provide feedback about internal reports to the junior staff. It was also reported that the effectiveness of the boards of directors, showing a relatively large variation in internal audits, Internal control and financial performances. It also revealed that internal audit and internal

controls clearly matter (in terms of financial statements and disclosure) for the SMTEL especially where internal audit and internal control quality and practices need to be improved for efficient and effective financial performances. The cause-effect relationship between control environment and financial performance, results show that all the dimensions relate positively. Specifically, control environment relates positively with accountability and reporting ($r = 0.294$, $p < 0.01$; $r = 0.338$, $p < 0.01$; $r = 0.276$, $p < 0.01$) respectively. These suggest that the control environment relates positively with financial performance. The challenges revealed to affect internal controls were; few staff who are overloaded with work, lack of monitoring of the functioning of the systems of Internal control, lack of adequate supervision, communication gap between managers hence affecting budgeting process, management of funds and eventually reporting. It was recommended that a body that actively pursues governance reforms should be established by the management of SMTEL together with shareholders especially by developing standard auditing procedures and internal controls to be implemented by SMTEL.

Key words: Financial performance, internal control systems, control environment, internal audits

Effect of training on employees performance: A case study of Dahabhisil Bank

Mogadishu-Somalia (2012 – 2017)

Faiza Hussein Dhubow

Kumhrm172139

Human Resource Management

Abstract

The purpose of this study was to establish whether staff training is affecting performance of local governments in Wardhingley district and Bondhere, Mogadishu Somalia. This study was guided by three main objectives which focused on determining the effects of training in terms of its content, method, duration and training environment, and determine the level of performance as well as their commitment, efficiency and quality of their work and finally to establish if there is a significant relationship between training and employee performance in the selected local governments in Banadir Region, Somalia. A cross-sectional quantitative research design was used to undertake the study. A sample of 174 respondents was selected using Sloven's formula and collected data was analysed using the statistical package for social scientists (SPSS) to generate correlations and regressions relationships of the variables. The study findings also revealed that the level of staff training in local governments of Wardhingley and Bondhere districts is very low according to the mean values generated from the components of trainings such as the type of training, training content and duration, methods of training and training environment. The findings also revealed that the level of performance was generally low given the mean values scored by the performance levels as reflected by their lower commitment and quality of employees performing their tasks. With regards to performance in relation to training, those employees who received training with experiential/practical methods and on-job training scored 3.26 to 4.0 and 3.251-3.25 indicating very high performance, than those who attended workshops and conferences with score of 2.30. It was revealed that there is a strong relationship between training and employee performance in local governments. This implies that access to training versus employee performance showed 0.897 which was affirmed by the significant value of 0.000 which shows a positive and significance of relationship between the two variables and training methods versus employee performance also showed quite a high value of 0.876 and the

significant value continued to confirm the positive and significance. The study recommended timely and regular annual training needs assessment to and setting up a quality assurance standard to check employee performance in order to prepare need-based training. Human resource managers should be advised on how to assess organizational performance particularly to identify the training programs.

Key words: employee performance, organization performance, employee training, needs assessment

**Climate variation adaptive capacity and adversity management: A case of Central Somalia
(2005 – 2017)**

Deka Abdirahman Ahmed

Environmental Science

Abstract

Adaptation to Climate Change is a necessary for Somalia. This is in part due to the fact that the majority of the population depends on pastoral, irrigated agriculture and rain-fed agriculture for their livelihood. Adapting to climate change in the subsistence agricultural sector is therefore very imperative in providing food security and concomitantly protecting the livelihood of rural communities. The purpose of the study was to assess climate change and potential for mitigation and adaptation in Somalia. The thought to establish the causes of the climate variability in central Somalia, to assess the effects of climate variability and disaster Risk Management and establish the best practices for coping with the climatic variability in central Somalia. The adopted a case study design which employed both qualitative and quantitative data collection approaches. The study targeted a population of 384 people. A sample size for this research was determined by using Krejcie and Morgan's (1970) formula commonly used to calculate a sample size. The study revealed that human activities like poor agricultural practices, deforestation, industrialization, population growth, wetland degradation, fires and transportation resulted into climate change variability in central Somalia. It was also revealed that food insecurity, malnutrition, floods, droughts, change in rainfall patterns, diseases outbreak, deaths and migration among others were the adverse effects of climate variability. Findings from the study indicated that rain water harvesting, sustainable agricultural practices, planting drought resistant crops, tree planting, agroforestry, controlling animal grazing, organic farming and mulching. It was also noted that community based adaptation strategies were used by local farmers to cope with current climate change. The study recommends that the government should provide capacity building among the community members, Parliament should formulate, and implement and enforce policies on climate change management, and Ministry of environment and natural resources make sure that the community is sensitized on environment management issues which may lead to climate change.

Key words: Climate change variability, diversity management, coping strategies, environmental policies, environmental degradation

**Influence of drug supply on the performance of primary health centres in Mogadishu,
Banadir region- Somalia (2013 – 2017)**

Anisa Awil Abdi

KUMHSM 159612

Health service management

Abstract

The study sought to examine the influence drug supply of Primary Health Centers (PHC) level in Mogadishu, Banadir Region, Somalia. The study objectives were; to establish the availability of trained personnel to manage drug supply, to explore the availability of infrastructure to store drugs at PHC level according to Good Pharmacy Practice (GPP) requirements, to study the distribution process in terms of availability and accessibility of drugs at PHC level and to identify if stock control systems were in place to ensure affordable and acceptable drugs at PHC level in Banadir Region. A quantitative, descriptive cross-sectional approach was used as the study design so as to essentially ensure that the data acquired for the study is quantitatively evaluated, compared and measured so that quantitative postulations can be made. Furthermore, a descriptive approach was applied so that data acquired can be analyzed in a systematic manner with the use of tables and figures. Banadir Region had 20 Health PHC clinics and 50 CHC's. For the purposes of this study, the 5CHC's and 20 PHC clinics were selected as the sample studies. Data was collected from primary and secondary sources using questionnaires and interviews, and well-answered questionnaire were organized into for meaningful interpretation by sorting and editing. The data was presented in tabular form, pie charts and bar graphs with frequencies and percentages. From the study only a few clinics were utilizing the services of PA moreover only visitations 14 (56%). Weber and colleagues found that pharmacist technician teams in patient care units improved the service and the satisfaction of the nursing personnel. In conclusion of objective one only a few PA who were managing the DSM while a few nurses were trained in DSM. The Health facilities had operating licenses which included dispensing of Drugs. A dedicated person needs to be appointed at each clinic that will be responsible for DSM preferably PAs, thus ensuring that all clinics have a full time PA on a permanent basis. Currently, the Banadir Region has embarked on training twenty students as PA's. Pharmacy management has recommended that a two year contract be implemented to ensure a minimum period of retention upon completion of training. The study recommended that on the job training

for store managers, PA's and nurses in basic stores and drug management be provided. This training should be compulsory and ongoing. The implementation thereof needs to be monitored. Job descriptions of designated people for drug supply should include duties of DSM and quarterly performance evaluations should include DSM evaluations.

Key words: Drug supply, primary health care, job training, retention period, drug management

**Error reporting and causal factors in hospitals of Somalia: A case study of Banadir
Hospital, Bay District (2000 – 2017)**

**Amina Sahra Ali
KUMPH172156**

Public Health

Abstract

The purpose of the study was to assess the existing medical error reporting at Banadir hospital, Mogadishu-Somalia. Specifically, it thought to; identify different types of medical errors in reporting at Banadir hospital, establish the factors affecting medical error reporting among lab technicians and physicians at Banadir hospital and determine the measures to improve on medical error reporting among laboratory technicians and physicians at Banadir hospital. A cross sectional survey design was used in the study and qualitative and quantitative approaches were employed basing on the factors influencing medical error reporting by lab technicians and physicians. The quantitative technique was used to collect and analyze data on the different types of medical errors in reporting. The study targeted a population of 133 people who comprised of top management of Danadir hospital, laboratory technicians and physicians. Thus, a sample size of 100 respondents was determined Sloven's formula (1978). The study findings showed monitoring errors (31%) are most common in Banadir hospital, this was followed by 23% of other errors. Analytical errors accounted for 18% of the total respondents and Pre-analytical Errors were reported by 16% Banadir hospital. Other errors included; prescription errors (38%), adverse reaction errors (33%) and overdose errors (29%) were reported. Results also indicated that fear of being punished (33%) was the prominent factor affecting medical error reporting among lab technicians and physicians, poor medical training as another factors (19%), lack of confidentiality prevent error reporting (18%) and fear coercion and fear for lossing the job accounted for 15%. Findings also revealed that appropriate error detection program(33%) so as to minimize on the occurrence of errors by lab technicians and pyhscians, need for better understanding of medical errors (21%) and need to classify medical errors by relating to their real effects (15%) and 16% of the respondents noted that there is a need for standard for laboratory error detection and reporting at Banadir hospital in Mogadishu. The research recommends that the government of Somalia and the Ministry of Health should also enact legislation that protects

hospitals and health workers from prosecution and punishment when they report medical errors and the Hospital administrations of the hospital should establish medical error reporting systems and enact policies that ensure health workers who report medical errors are not punishing nor lose their jobs.

Key words: Medical error reporting, prescription errors, reaction errors, error detection, standards

Effects of donor funded programs on household economic welfare: A case of selected households in Mogadishu Somalia (2009 – 2017)

Ahmed Muse Ahmed

KUMSWCD172140

Social work and community development

Abstract

The study investigated the effects of donor funded programs on household economic welfare: a case of selected households and internationally funded NGOs in Mogadishu Somalia. The study adopted a descriptive design which employed qualitative approach to analyze the descriptive answers obtained especially from the interview guide while the quantitative approach was used to analyze the quantified and measurable responses especially from the questionnaire. From a population of 4780, a sample size of 272 was used to inform the study. Data was analyzed using SPSS Version 20.0. The study found out that programs activities initiated by Donors at the time of study were the main source of income for 59.2% of the Households in Mogadishu whereby out of them, 58.5% were dealing with livestock and 36.4% were doing crops programs. Regarding the level of funding, the study found out that amount, timeliness and duration of the financial support, had great and direct influence on programs activities. Majority of the Households in Mogadishu members got funded up to 61-80% of their proposed budget, this representing 84.2%. The study further found out that all those who received financial of more than 61% regarded their programs as successful compared to a small figure of 1.5% of those that received financial support of less than 61% and reported that their programs were successful. Farther results tied to this was that 64% of the Households in Mogadishu members received the allocated funds in good time while 28.3% received it late and very late for 4.8%. This also had an impact on programs activities in that 84.4% of those who received funds late and 61.5% very late confirmed that their programs activities were consequently interrupted. As far as management is concerned, studies revealed that communication among the programs team and the NGOs was very good as reported by majority of the Households in Mogadishu members (58.1%) and 61.4% of them admitted that it highly influenced the programs outcome. Planning of activities were also key but majority (48.9%) reported to undertake moderate planning while

only 7.7% performed detailed planning while conducting programs activities. The study recommends that where community groups are the focus for programs funding, it should be emphasized that post primary education be a pre requisite and also that donors should therefore capitalize on building on existing capacity to save on resources and evade duplication of activities. The study also recommended that Community members should also be assisted to identify long term programs with a short payback period and also help them achieve an entrepreneurial mind set.

Key words: Donor funded programs, household economic welfare, communication, post-primary education, payback period

**Factors influencing immunization utilization among under five years children in
SOMALIA: A case study of Kismayo District (2014 to 2017)**

Abdullahi Awil Ali

KUMPH 16986

Public Health

Abstract

The study sought to assess the factors influencing immunization utilization among children under five years in Somalia. The study objectives were; to examine the factors influencing the utilization of immunization among under five years' children in Kismayo District, Somalia, to establish the barriers of immunization utilization among under five years' children in Kismayo District, Somalia and to identify the strategies of improving immunization utilization among under five years' children in Kismayo. A cross-sectional research design was employed and this included both quantitative and qualitative methods of data collection. The quantitative data collection methods captured numerical data that required presentation of results in tables whereas the qualitative data collection methods captured text form of responses. Such a study design was used because it involved recording and analysis of data on the already existing process without controlling any research conditions. The expected study population was mothers and care takers of children less than five years. The sample included mother's/care takers in ages 15-49 years. Participants were selected from 3 health centers in Kismayo district and 2 main markets. The study sample was 384 mothers and care givers of under five children. Data was collected from primary and secondary sources using questionnaires and interviews. After collecting data, the researcher organized well-answered questionnaire, data was edited and sorted for the next stage. The data was presented in tabular form, pie charts and bar graphs with frequencies and percentages. The study found out that 27.9% of the respondents were between 18-25 years, 49.2% of the respondents were between 26-35 years, 20.3% of the respondents were between 36-45 years and the remaining 2.6% of the respondents. This implies that the majority of the respondents were middle aged adults who had under five years children for immunization. The study concludes that there is significant relationship between complete immunization and mothers' education, income and immigration status. It also concludes that poor uptake of

immunization services was associated with lack of mother's awareness about repeat visits, which constrained the uptake of subsequent doses and full immunization coverage. The study recommends that health education and communication messages should be designed for the Somali community and should be delivered by health workers of Somali origin in order to influence compliance. The Somalis should be empowered by health knowledge and the benefits of adherence to immunization services in order to prevent and control communicable diseases from their communities.

Key words: Immunization, child under five, mothers' education, health workers

Abstract

In Somalia, the phenomenon of conflicts has been deeply rooted as such, the leaders have a call to understand and make use of well-defined approaches of peace building and fostering reconciliation in the society. Existing research about peace building and reconciliation has shown how ineffective methodology could precipitate occurrence and resurgence of conflicts. Further ineffective methods of peace building and reconciliation have often resulted from exclusion of different segment of society. The purpose of the study was to examine the role of the leadership in regional peace building and reconciliation and assess the role of the different regional and international actors in regional peace building and reconciliation in south central Somalia. The study sought to identify the actors in regional peace building and reconciliation, to examine approaches used by actors in peace building and reconciliation process and to investigate the challenges to peace building and reconciliation processes south central Somalia. The study adopted a descriptive survey research design; the target population of the research comprised 150 (hundred fifty) persons and the sample size was 109 participants who participated in the study. Results from the study asserted that leadership roles in peace building and reconciliation were good governance, capacity building and community sensitization, security and peace maintenance, patriotism, ensured participatory of different stakeholders, rule of law and transparency and promoted working relationships and protocols with existing regional administration. It was also revealed that actors in peace building and peace fund peace agreements, negotiations and dialogue, mediate the conflict, provide the basic needs of life, and enhance humanitarian service among the refugees, security and peace personnel. The study established that the actors in peace building and reconciliation in Somalia included UNHCR, AMISOM, WHO, WFP, AU, USAID, Horn of African Centre for Peace, politicians, religious leaders, cultural leaders, elders, and government of Somalia. It was revealed that complementary approaches to peace building and reconciliation are inevitable for long lasting peace and the approaches which were used included; bottom-up approaches with local level leaders and traditional leaders, alternative dispute resolution (ADR), dialogue, negotiation, counseling and guidance, integrative governance and community conferencing among others. The study findings indicated that lack of good leadership, perception of lack of impartiality of the mediators, lack of full community participation and inadequate awareness/ sensitization, lack of engagement of women, warlords, Al-Shabab, financing and dominance foreign actors. The other challenges

reported were competition for resources and power, a repressive state and the colonial legacy, the politicized clan identity, the availability of weapons, the large numbers of unemployed youths, and certain aspects of the Somali culture that tolerates the use of violence. The researcher recommends Inter-community dialogue should be facilitated; peace education through drama, songs, poetry and other forms of message should be encouraged to help change attitudes that lean towards, conflicts and violence as witnessed in south central Somalia.

Key words: Leadership, good governance, dialogue, reconciliation, mediation, power, rule of law, peace building