

**ENTREPRENEURIAL FACTORS INFLUENCING THE PERFORMANCE OF
GOVERNMENT FUNDED YOUTH GROUP ENTERPRISES IN TURBO SUB-
COUNTY UASIN GISHU COUNTY- KENYA**

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UNIVERSITY**

NOVEMBER, 2016

DECLARATION

This thesis is my original work and has not been presented for a degree in any other university.

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CBM12/10570/14

DECLARATION BY THE SUPERVISORS

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DECLARATION OF WORDS

PLAGIARISM REPORT

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DEDICATION

This research project is dedicated to my mum Rose Nasipwondi Wamoto who taught me how to be strong and determined in what I do, my dear friends mentioning just but a few; Peter Oino, Donald Chepkutwo, Faith Kazira, Everlyne Chumba, Wycliff Wasonga and Nobert Omuga who inspired and encouraged me to remain focused in order to achieve my academic potential. This project is also dedicated to my employer, mentor and a friend Paul Shangwe for being supportive during the period of my study.

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ABSTRACT

One of government's initiatives to boost youths economically was by funding youth group enterprises through the program called Youth Enterprise Development Funds (YEDF) and Uwezo fund. Though, the initiative was rolled out official in 2007 with an aim of creating job opportunities for young people. In early 2016 Kenyan youths were reported to account for 35% of total population but representing 67% of the general unemployment population out of 40% unemployment percent in Kenya. In Uasin Gishu it is reported that youth unemployment remains to be high with more than 600,000 youths unemployed compared to other counties. In order to understand why most of government funded youth group enterprises were not creating more jobs as intended. The study was guided by four research objectives that follow; establish the influence of group leadership skills on the performance of government funded youth group enterprises; determine the contribution of group entrepreneurship skills on the performance of government funded youth group enterprises; find out the role of group entrepreneurial resources on the performance of government funded youth group enterprises and lastly find out the role of group entrepreneurial vision on the performance of government funded youth group enterprises in Turbo Sub-County Uasin Gishu County. The study adopted a descriptive survey research design; used purposive, stratified random and random sampling to get respondents for the study. The Data was collected by both primary and secondary sources. Inferential statistics were used to make generalization about the study; Simple and multiple linear regression was used to show how independent variables related to dependent (Youth group enterprise performance). When multiple regression analysis was used it gave $R= 0.553$ and sig. 000 meaning all independent variables had a significant relationship with dependent variable. From the study we can conclude that though majority of youth group enterprises 78% are not doing well in terms of assets, profitability and growth in terms of number of employees in order to serve the purpose that government funds were intended for. It was clear that entrepreneurial resources have significant effect on youth group enterprise performance since it could explain 50.1% variation on Youth group Enterprise performance. It was also found out that social networking, good customer relationship, more trainings, regular entrepreneurial campaigns are necessary for youth groups to achieve their goals.

TABLE OF CONTENTS

DECLARATION	ii
PLAGIARISM DECLARATION FORM.....	iii
DECLARATION OF NUMBER OF WORDS FORM.....	iv
COPYRIGHT.....	v
DEDICATION.....	vi
ACKNOWLEDGEMENT	vii
ABSTRACT.....	viii
TABLE OF CONTENTS	ix
LIST OF TABLES.....	.xi
LIST OF FIGURES.....	xivii
ABBREVIATIONS	xv
ACROYNMS.....	xiv
CHAPTER 1	
1.1 Background of the study.....	1
1.2 Statement of the Problem	4
1.3 Research Objectives	5
1.3.1 Specific Objectives.....	6
1.4 Research Hypothesis	6
1.5 Significance of the study	7
1.6. Scope of the study	7
1.6.1 Limitation of the study	8
1.8 Operational definition of terms	9
CHAPTER TWO	
LITERATURE REVIEW.....	10

2.1 Theoretical review	10
2.1.1 Locus Control Theory.....	10
2.1.2 Need for Achievement Theory.....	10
2.1.3 Constructivist Theory	11
2.2 Empirical Literature Review	12
2.2.1. Group leadership Skills and Youth group Enterprise performance	13
2.2.2 Group entrepreneurship Skills and Youth group Enterprise performance	15
2.2.3 Group entrepreneurial Resources and Youth group Enterprise performance.....	19
2.2.4 Group entrepreneurial Vision and Youth group Enterprise performance.	20
2.3 Critical Review	21
2.3.1 Research Gaps.....	22
2.4 Concept of Youth group Enterprise Performance.....	23
2.5. Conceptual Frame Work.....	23
 CHAPTER THREE	
RESEARCH METHODOLOGY.....	26
3.1 Research Design.....	26
3.2 Study area	26
3.3 Target Population	27
3.4 Sample size and Sampling procedures	28
3.5 Data Collection Procedures	29
3.5.1. Questionnaires.....	29
3.5.2 Interview schedule.....	30

3.5.3 Documentary Analysis	31
3.6.1 Validity of Instruments	31
3.6.2 Reliability of Instruments	31
3.7 Data Collection Procedures	32
3.8 Data Analysis Procedure	33
3.9 Ethical Considerations.....	34
 CHAPTER FOUR	
DATA PRESENTATION, ANALYSIS, INTERPRETATION AND DISCUSSION.....	35
4.1 Introduction.....	35
4.2 Return rate.....	35
4.3 Background Information.....	35
4.3.1 Respondents Gender	36
4.3.2 Respondents' Position	37
4.3.3 Respondents' Age.....	37
4.3.4 Respondents' Education	39
4.3.5 Respondents' Enterprise duration	40
4.5 Table Enterprise duration	40
4.4. Inferential statistics.....	41
4.4.1 Regression Analysis Assumptions explained	42
4.5 Specific Information.....	42
4.5.1 Opinions on Leadership skills and youth group enterprise performance.	43
4.5.2 Opinions on Group entrepreneurial skills and Youth group enterprise performance. ...	45

4.5.3 Opinions on group entrepreneurial resources and youth group enterprises performance.....	48
4.5.4 Opinions on group entrepreneurial vision and youth group enterprise performance.....	50
4.5.5 Opinion on Youth Group Enterprise Performance.....	53
4.5.6 Multiple Regression Results	55
4.5.7 Summary of Result for Hypothesis	58
 CHAPTER FIVE	
SUMMARY, CONCLUSION AND RECOMMENDATIONS	59
5.1 Summary.....	59
5.1.1 Demographic Information.....	59
5.1.2 Specific Objectives.....	60
CONCLUSIONS.....	64
RECOMMENDATIONS	64
REFERENCES	66
APPENDIX 2. TIMEFRAME (Months).....	75
APPENDIX 3: BUDGET	76
APPENDIX 4 :QUESTIONNAIRE.....	77
APPENDIX 5 : INTERVIEW SCHEDULE	83
APPENDIX 6 : COUNTY DIRECTOR OF EDUCATION.....	84
APPENDIX 7: COUNTY COMMISIONER AUTHORIZATION.....	85
APPENDIX 8 : NACOSIT RESEARCH AUTHORIZATION.....	86
APPENDIX 9: KISII UNIVERSITY RESEARCH AUTHORIZATION.....	87
APPENDIX 10: PLAGIARISM REPORT.....	88

LIST OF TABLES

Table 3.1 Table of target population	29
Table 3.2 Reliability Analysis	32
Table 4.1 Gender	36
Table 4.2 Position.....	Error!
Bookmark not defined.....	37
Table 4.3 Age	37
Table 4.4 Education.....	39
4.5 Table Enterprise duration.....	40
Table 4.6 Opinions on Group Leadership skills.....	43
Table 4.7 Opinions on Group Entrepreneurial skills.....	45
Table 4.8 Opinions on group Entrepreneurial resources	48
Table 4.9 Opinions on Group Entrepreneurial vision.....	51
Table 4. 10 Model Summary ^b	53
Table 4.11 ANOVA ^a	56
Table 4.12 Coefficients ^a	56
Table 4. 14 Hypothesis Test Results.	58

LIST OF FIGURES

Fig 1.1 Independent and Dependent Variable.....	24
Fig 4.1 Gender.....	36
Fig 4.1 Age.....	38
Fig 4.3 Education Level.....	39
Fig 4.4 Business Duration.....	41

ABBREVIATIONS

C-YES-Constituency Youth Enterprise Scheme.

D.Y.E.D.F.C-The Divisional Youth Enterprise Development Fund Committees.

N.Y.D.A- National Youth Development Agency.

Y.E.D.F- Youth Enterprise Development Fund

ACRONYMS

NACOSIT: National Commission for Science Technology and Information.

CHAPTER ONE

1.1 Background to study

In Kenya the challenge of unemployment has been growing for some times now with youths being the most affected group with unemployment standing at 67% of unemployment rate in Kenya. The Youth Enterprise Development Fund was Government's initiative established in December 2006 with a mission to increase economic opportunities and engagement of youths in building the nation through different enterprises ranging from Matatu, Bodaboda businesses, farming, Mutumba business, Jua Kali among others. ILO reported that the world unemployment remained almost constant at an average of 6.0 % over the six-year period between 2009 and 2015. High percentage of the unemployed youths consists of fresh graduates from secondary schools, colleges and high learning institutions.

According to world unemployment reports, it was reported that in 2015, the world unemployment reached 197 million approaching 1 million more than in 2014 and 27 million higher than in pre-crisis level. The major increase in unemployment happened to occur in emerging and developing countries, (ILO Report 2015). As world population increases unemployment increases to at even a higher rate compared to population.

According to World Bank group 2016 in Kenya youth unemployed stood at 17.4 % in 2014 from 17.1 in 2011. As a way of eliminating the issue of unemployment/ underemployment in Africa, case study of South Africa, the Umsobomvu Youth Fund (UYF) was put in place and utilized by the South African government to ease and promote jobs creation, skills development and transforming young South African's youths between the ages of 18 and 35 years.

By use of the funds provided by the government, project implementers started a mandatory

training programme to enhance sustainability of youth enterprises before financing youths. However, the funded enterprises run by youths still experienced a lot of challenges resulting to poor performances, over time most of them collapse rendering many youths unemployed again. As seen in South Africa, most of African countries including Kenya youth group enterprises face the same challenges of failed enterprises. The causes for these challenges are not yet clear, nor is it possible to tell at application stage or when implementation is being done that projects will fail to meet the intended purpose.

According to Oyare (2012), the initial report presented to YEDF by some of the Financial Institutions between 2009 and 2010 depicted a wrong impression since loan repayment registered by Financial Institutions working with youths were below the rate accepted by the Association of Micro Finance Institutions in Kenya (AMFI)-95% repayment rate due to poor performance of funded youth group enterprises (Oyare. E 2012). Unemployment has always been everybody's concern ranging from children, youths and even the old not forgetting the government that bears a huge burden of youth unemployment. Unemployment has been growing over years with the youths being the main casualties with unemployment rate of 67% (Kane, 2014).

Immediately Kenya attained independence in 1963, the Government identified poverty, healthy and unemployment as related challenges facing the country and therefore promised to fight the challenge best way they could through provision of higher learning institutions and making technical institutions also available to all Kenyan. All these efforts were geared towards ensuring that thousands of youth complete education and secure white collar jobs while others opting for self-employment-entrepreneurship.

More than 50 years since independence most of young people are still unable to secure employment. Learning institutions have greatly increased in numbers, each year so many graduates are released from these learning institutions to already flooded job market. Though

some of youths opt for self-employment after their O-level, A-level and some higher learning institutions, many who have entrepreneurial ideas face a number of challenges such as; lack of starting capitals, lack of work space and market for their finished products and services.

In Kenya the government has continued to place the concerns of its youths at the heart of the development agenda and has initiated a number of initiatives towards addressing their needs.

The Youth Enterprise Development Fund was one the Government's initiative started in the year December 2006 with a mission to increase economic opportunities for young people by funding young entrepreneurs either as individuals or as groups. The youth Enterprise Development Fund (YEDF) was a one of the major component of the marshal plan of the Ministry of Youth Affairs and Sports geared towards creating employment opportunities for the Kenyan youth as well as one of the flagship projects of the social pillar of Vision 2030.

The YEDF and latest Uwezo fund in 2013 was established in order to have youths engaged in the nation building since most of them were unemployed (YEDF guide, 2009). The fund was not meant to increase access to capital by young entrepreneurs only but also it was for providing business development services, facilitate linkages in supply chains, create market from within and outside the country for products and services of youth enterprises and lastly facilitate creation of infrastructures in support of youth enterprises.

By September 2011 the programme had disbursed loans worth kshs.5.9 billion to 158,000 youth enterprises. Out of which Kshs.615million had been advanced to 13,341 group projects while kshs.66 million had been disbursed to 2645 individual enterprises at the constituency level, (YEDF Status Report 30th September 2011).

The programme further trained over 200,000 youth in entrepreneurship, assisted 1,800 to market their products and services, supported 1,800 youth enterprises to market their products through trade fairs both locally and internationally and 32 youth enterprises have been assisted to exhibit their products in other countries such as Tanzania, Egypt and Rwanda. In return their

exhibition and marketing strategies had helped them to record a booming business and made useful business contacts for further growth, (YEDF Status Report 30th September 2011).

Through the financial intermediaries the Fund has financed 141,552 groups and individual enterprises to the tune of Kshs.5.2 billion (status report, 2007-2012). According to YEDF website (June 2014), it was reported that funds had financed over 157,000 youth enterprises with funds amounting to KES 5.9 billion, trained over 200,000 young entrepreneurs and helped create over 300,000 jobs in the five years (YEDF report June 2014).

1.2 Statement of the Problem

Entrepreneurship and the small business start-ups have become more vital in predicting the economic changes in every nation. The study done by Kilonzo on Policy and strategic Options for enhancing the performance of Youth-Run Enterprises in Kenya found out that Youth Run Enterprises do not perform well as only one out of every ten surveyed enterprises indicated that they had positive growth (Kilonzo P.M, 2012). According to Oyare (2012), the initial report presented to YEDF by some of the Financial Institutions between 2009 and 2010 depicted a wrong impression since loan repayment registered by Financial Institutions working with youths were below the rate accepted by the Association of Micro Finance Institutions in Kenya (AMFI)-95% repayment rate due to poor performance of such youth enterprises.

Plan by Government to reduce youth unemployment through Youth Enterprise Development Fund and Uwezo fund seems to show insignificant impact on youth unemployment status due to poor performance of the government funded youth group enterprises according to Oduol who did a study on effect of the Youth Enterprise Development Fund on youth enterprises in Kenya found out that YEDF had not had significant effect on the youth enterprises in terms of performance (Oduol S, 2013).

Chemwa on the other hand, reported that government micro-credit programmes perform

poorly in terms of loan repayment and that there's high default rates (Chemwa,2015). National loan through YEDF for the youths by the Government to curb unemployment seems to have failed to bear fruits due to poor performance of already established and funded youth group enterprises. Majority of the youths are yet to see the benefits of the programme due its short life span-projects.

Kenyan youth accounts for 35% of total population surprisingly out of 40% general unemployment population, youths account for 67%. In Uasin Gishu it's reported that youth unemployment remains to be high compared to other counties with more than 600,000 youths unemployed.

Therefore, based on above evidences on poor performance of youth group Enterprises this study focused on factors that were contributing to poor performance of government funded youth group enterprises. Since the fund mandate was not only to increase capital access to young entrepreneurs but also to provide business development services, facilitate linkages in supply chains, create market opportunities locally and abroad for products and services belonging to youth enterprises.

Hence, the overall research problem to be addressed in this study was; to understand the reason behind increased non-performance of government funded youth group enterprises which in the process have failed to create purported job opportunities.

1.3 Research Objectives

The general objective of the research project was to identify the entrepreneurial factors that influence the performance of government funded youth group enterprises in Turbo Sub-County Uasin Gishu County in order to identify the measures that need to be put in place to ensure sustainability of youth group enterprises.

1.3.1 Specific Objectives

The specific objectives were as follows:

- i. To establish the influence of group leadership skills on the performance of government funded youth group enterprise in Turbo Sub County Uasin Gishu County.
- ii. To determine the contribution of group entrepreneurship skills on the performance of government funded youth group enterprise in Turbo Sub County Uasin Gishu County.
- iii. To find out the role of group entrepreneurial resources on the performance of government funded youth group enterprise in Turbo Sub County Uasin Gishu County.
- iv. Find out the role of group entrepreneurial vision on the performance of government funded youth group enterprise in Turbo Sub County Uasin Gishu County.

1.4 Research Hypothesis

The study was guided by the following null hypotheses; null hypotheses were preferred for the study since they gave the researcher a chance to prove whether the assumptions were correct or not based on the findings.

H₀₁: Group leadership skills do not have significant effect on the performance of government funded youth group enterprises in Turbo Sub County Uasin Gishu County.

H₀₂: Group entrepreneurial skills do not have significant effect on the performance of government funded youth group enterprises in Turbo Sub County Uasin Gishu County.

H₀₃: Group entrepreneurial resources do not have significant effect on the performance of government funded youth group enterprises in Turbo Sub County Uasin Gishu County.

H₀₄: Group entrepreneurial vision does not have a significant effect on the performance of government funded youth group enterprises in Turbo Sub County Uasin Gishu County.

1.5 Significance of the study

Findings from the study are significance to a number of different stakeholders as follow;

Government and policy makers; by use of recommendations made at the end of this study the government and other policymakers will get to know appropriate measures to put in place in order to ensure that any government funded project succeed to serve the purpose it was started for.

YEDFC; The committee can utilize the recommendations in their decision making by making funds more available to other potential youths in need of the funds since they will be able to know what leads to poor performance of these funded project and remedy for it.

Youths; using gathered literatures from wide range of scholars and from key informants, youths can understand the challenges that affect the government funded youth group enterprises thus prior preparations when starting one.

Donors and NGOs; The findings are significance to this group of people because they will understand the factors affecting the performance of funded youth group enterprises and therefore make informed decision on whether do fund youth activities in the model of YEDF or in grants.

Scholars; the study based on its findings will trigger more research studies in the area of entrepreneurship and youth's enterprises filling the gap that this particular study might have missed to address and even expounding on what the study has already discovered.

1.6. Scope of the study

The study focused on the performance of Government funded youth group enterprise and have been in operation for between 1-5years in Turbo Sub-County Uasin Gishu County. It focused

on youth who had benefitted from the fund either to enhance their existing businesses as individual within the group or as a group of youths to start new businesses within Turbo Sub-County Uasin Gishu County Kenya.

1.6.1 Limitation of the study

The study is limited in its generalization since Turbo Sub-County extends to part of Eldoret town which is more cosmopolitan and results may not be the same to youth groups operating from interior parts of the Country. To mitigate this, researcher tried to compare the data collected from youth groups operating from urban part of town like Huruma, West Indies, King'ong'o, Kapsaos and remote areas like Kamagut, Tapsagoi, Turbo, Kaptebee and Kapkong before generalizing its findings.

The study was also specific to youth groups and therefore its findings cannot be applied to other groups of the society such as widows or those sponsored by NGOs and individual youths running enterprises and are not attached to any group. To mitigate this limitation, the researcher recommended for other research studies to cover what has not been covered by this research project.

1.8 Operational definition of terms

Entrepreneurship: It's the process of identifying the opportunity, mobilizing the necessary resources to start a business and take personal responsibility to see it succeed.

Group entrepreneurial Resources: These refer to non-financial resource that includes intellectual, social relations and physical resources owned by youth group that supports the group enterprise.

Government funded Youth Enterprises: refers to those business enterprises operated by youths group and those youth groups are beneficiaries of government funding.

Group leadership skill: The ability of group officials to manage available resources within the group, help members to arrive at sound decisions, mobilize them towards the goal and inspire them to perform well.

Group entrepreneurial vision: This is an inspiration description/picture of what the youth group would like to achieve or accomplish in a certain period of time.

Youth: The Kenya National Youth policy defines youth as a person living in Kenya within age bracket of 15 to 35 years.

Youth empowerment: Entails coordinated and purposive series of activities and experiences aimed at preparing young people to meet the challenges of adolescence and adulthood.

Youth Enterprise development Fund (YEDF): This is a loan scheme established by the Kenyan Government to help curb the unemployment challenge amongst the youth.

Youth group- A registered organization of individuals aged between 15-35 years.

Youth group enterprise performance: It refers to well-being of the business owned by a group of youth in terms of size of the enterprise, total assets owned and number of employees.

CHAPTER TWO

LITERATURE REVIEW

2.1 Theoretical review

A theory represents the coherent set of hypothetical, conceptual and pragmatic principles forming the general frame for reference for the field of enquiry (Kanyari & Namusonge, 2013). For this study the researcher adopted three theories that were advanced to explain entrepreneurship.

2.1.1 Locus Control Theory

This theory states that there's a degree to which one believes that he/she is in control of one's destiny. The control can be external or internal: those with internal locus control believe that whatever happens to them is within their control whether good or bad. On the other hand, those with external locus control believe that whatever happens to them is beyond their control/effort so they can do nothing about it, (Rotter, 1966).

Theory therefore contends that internals are more successful in their businesses than external since they attribute their success to personal efforts. Therefore, in relation to youth group performance it's most likely that if youths have internal locus of control then they'll experience much success in their group enterprises compared to those with external locus of control. Because internals will work hard knowing that good performance is in their hands while externals will continue to blame others for their failure and do nothing about it since they believe in external influences.

2.1.2 Need for Achievement Theory

This theory was propounded by McClelland in 1961. It contends that individuals desire to achieve something for their inner feeling of accomplishment. McClelland argued that since entrepreneurs play roles that are characterized with high risks, total commitment, personal

accountability and determination compared to other careers; it is likely that people with high level of nAch will be more likely to pursue entrepreneurial jobs which carry great reward than other types of activities. Therefore, from the theory we can conclude that people who have high need for achievement are more likely to succeed in their businesses than those who have low need for achievement. As a group youths with high nAch will most likely engage in business activities or venture that have a high risk, require a lot of commitment, skill and effort since they want to succeed.

2.1.3 Constructivist Theory

Found by Jerome Bruner, the theory argues that humans generate knowledge and meaning from interaction between their past experiences and their ideas. According to constructivist model as cited in McLeod (2008) the beneficiaries are urged to be actively engaged in their own way of developing new ideas; both experts and beneficiaries here think of knowledge as ever-changing view of the world they live in and the ability to successfully stretch and explore that view is not as inert factor to be just memorized (McLeod, 2008)).

In the process of problem solving, projects initiation is no longer a place where the experts pour knowledge into passive beneficiaries, who wait like empty vessels to be filled. The government assumption was that the best way to address youth's problem of unemployment was to come up with strategies such as funding youth group enterprises. Though it was a good idea for unemployed youths, what the government failed to understand was studying different needs of youths and asking them what perception/importance they attain on the youth fund and idea of doing business. There was a need to make youths feel part of major project.

Based on the constructivist theory it's argued that for any project to be effective beneficiaries' contribution is very important whether negative or positive. Though based on governments experience and knowledge funding youth group enterprises was an ideal thing. The

constructivists argue that despite having the same learning experience, each individual base their learning on past experience, understanding and meanings

2.2 Empirical Literature Review

In Britain, just like here in Kenya they had a government funded youth group enterprise called the Prince's Trust Enterprise Programme which was for people who had a business ideas and they want help to explore those ideas. The programme targeted young people aged 18-30 years, unemployed or working less than 16 hours per week. Services provided by the programme included; Advice on employment options, business skills training, business planning support, start-up loan funding, support from business mentors who volunteered themselves in supporting young people, access to specialist support, including free legal services and, if one wanted to start a business could access to a wide range of free and discounted products and services, (Mburu, 2012).

In South Africa, the National Youth Development Agency (NYDA) established in 2011 was to empower young people. It outlined its mandate which included; advancing youth development through guidance and support of initiatives across sectors of society and of government, embarking on initiatives that seek to advance the economic development of young people; empowering and working closely with others for implementation of the Integrated Youth Development Plan and Strategy for the country. Through NYDA activities many young people of South Africa were propelled to reach their personal goals and develop their full capacity. Through this government initiative numerous young people have been assisted since the NYDA came into existence. Major responsibility of NYDA was disbursing loans to microfinance enterprises, disbursing Small and Medium Enterprise loans, disbursing Business Services such as consultancy and engaging youth under the National Youth Service Programme (Government of S.A, 2012).

In Kenya, the YEDF loan targets all forms of youth owned enterprises whether as an

individual, companies, groups or cooperatives. Loans are accessible to any youth owned enterprise operating within the district Government of Kenya (2011). A second component of YEDF is the Constituency Youth Enterprise Scheme (C-YES) that funds business Enterprises for youth groups in all constituencies.

The Divisional Youth Enterprise Development Fund Committees (DYEDFC) has been formed to identify and effectively recommend viable youth group enterprises for loans.

According to YEDF policies; the group can only be legible for loan if members of the group are aged 18 to 35 years. However, in case of mixed group it is expected that at least 70% of the members should be aged 18 to 35years and 100% of group leaders within the preferred age bracket. The group should be registered with the Department of Social Services or the registrar of societies and be at least three (3) months old before applying for the loan; the group must be physically operating within the Constituency, the group must be undertaking or proposing to carry out business oriented activity and operating an active bank account. Through this government initiated programme, youths have managed to start and sustain viable projects/businesses, and achieve financial independence and stability to some areas. However, Kenya needs long term strategies for Government funded youth group enterprises in order to achieve economic stability among youth through good performing and sustainable projects.

2.2.1. Group leadership Skills and Youth group Enterprise performance

Peter Drucker argues that the essence of leadership is influence; Peter says leadership could broadly be defined as “the art of mobilizing others who are struggling for shared aspirations/goal/objective. But, it can also be argued that influence, mobilization and strive is of little importance in an organizational/business setting unless it ultimately produces an outcome in line with the shared aspiration for leadership to be said it’s successful (Drucker, 1985). Leadership is a very crucial element in any entrepreneurial venture since it determines

the end result for each project. We all have seen this in many organizations that have strong leadership have been able to achieve so much within a certain time frame. Creating results in a current, unpredictable and increasingly competitive world need a very distinctive kind of leadership that is different from traditional way of doing things. While leaders in the past managed complex organizations, then it was in a world of relative stability and predictability.

With world globalization most organizations are trying to adjust to rapidly changing environments and leaders face new and unique challenges. According to Reger working in flexible contexts and connected by real-time communication, increasingly employees' free movement has become the critical resource of their organizations (Reger, 2001).

Therefore, what we need are leaders who can simultaneously be agents of change and centers of gravity. i.e keep internal focus and influence others and organization to adapt to change and be successful, while at the same time never giving up of the customer focus and external perspective (Alimo,1998). According to Furnham, he asserts that the suitable measurement results from quality leadership is effectiveness; reflecting the leader's ability to produce desired results in achieving organizational objectives, goals and subordinates needs in their job (Furnham, 2002). Thus, to measure performance of government funded youth group enterprises in the current study were to establish how leadership influences the performance of government funded youth group enterprises.

A project is a shorter time-limited activity with a specific objective, planned and agreed budget that should lead to measurable beneficial impacts. This assumes that the organization can control all the components. Projects are most suitable when considering physical infrastructure, least suitable when seeking complex changes involving human beings (Mburu 2012). Development projects and programs usually include several actors: development agencies, non-governmental organizations (NGOs) and governments (including government agencies at national and local levels and individuals they intend to serve. The effectiveness of

any development project or program depends on the co-operation of these actors led by project leadership.

Government agencies obtain resources (development assistance or aid) through fundraising, from the state, and multilateral or bilateral donor agencies and provide services in exchange. As such they are involved in explicit or implicit contracts in which their output must measure up in some way to what they have received. Proper planning on roles and responsibilities of the individuals in an organization to agreed standards; taking action for which an organization is responsible, and evaluating that action is key to the success of and business enterprise.

According to Boella as cited in Mburu (2012) term organization in some occasion refers to as broad coordinative entity with various models existence, from bureaucratic system based on norms to competitive system based on market (Mburu, 2012). Chester Barnard says an organization get established when certain conditions are obtained: when people are able and willing to communicate with one another, do what they can and contribute to action and willing to accomplish a common purpose (Chester,1938).

Group leadership is a part of planning, because it clarifies on what to be put in a good business plan and how to execute it. It's part of organizing, because it takes the first lead, staffing, it specifies who will be a staff and the rational placement; directing, because it gives it a clear focus; reporting, because it makes it realistic and finally coordination is part of budgeting, because it gives it a good appraisal (Gulick &Urwirck 1957).

2.2.2 Group entrepreneurship Skills and Youth group Enterprise performance

According to Shuka (2015) entrepreneurial skills assist Small and Medium Enterprises (SMEs) to generate the growth and development of new ventures in developing economies (Shuka, H 2015). The Government of Kenya appreciate and recognize that one having entrepreneurial skills is key to the growth and progress of any business enterprise, (Republic of Kenya, 2005). Skilled entrepreneurs have all it takes to go after their dreams and reach their main goals; they

have a way of surviving the tough situations unlike those who have totally no experience or lack important skills such as managerial, accounting, negotiation and customer relationship skills. Most successful entrepreneurs exhibit the following entrepreneur skills; are passionate, obsessive and ready to sacrifice their time in order to make their business opportunity work with a strong vision, (Rasmussen & Sorheim, 2006). Their determination to succeed is due to their strong will, therefore things like setbacks and risks do not discourage them and they are relentless in their pursuit of goals.

According to Rasmussen being a risk taker is a natural trait. He continues to argue that successful entrepreneurs are attracted to challenges and approach risks cautiously. Their common sense works more for them and this makes them cautious around the tough moments in their business. Their willingness to persevere helps them against the odds since they're passionate about their venture and their sheer belief or even a conviction about an action is an entrepreneurial skill that helps most entrepreneurs to survive (Rasmussen & Sorheim, 2006).

According to Hisrich, there is valid evidence that entrepreneurs tend to have entrepreneurial parents or mentors. Having a parent who is self-employed provides a strong aspiration for the entrepreneur. The independence and flexibility of self-employment is cultivated among future entrepreneurs at an early age.

Entrepreneurial parent often enforces the feeling of independence, achievement, responsibility and personal accountability for success. This helpful relationship of the parent appears to be the most important for entrepreneurs (Hisrich, et.al, 2005). Education is looked upon as a major instrument of socio-economic transformation. However, the influence of training on entrepreneurial skills, especially in Kenya has not been adequately addressed in the literature. Hence, it's very important for entrepreneurs to develop all necessary skills required for setting up businesses and running them effectively so that the key objective of having young youth empowered is realized in our Country. To succeed in a more competitive market like the one

we have today, as an entrepreneur one need to possess a number of entrepreneurial skills. An entrepreneur is expected to have basic skills necessary to start, grow, finance and market his/her own business. Entrepreneurial skills compare favorably with the basic skills required for starting, developing, financing and selling business enterprise as opined by (Lyve, 2005).

Akintoye (2008) argues that accounting skill is vital for successful entrepreneurial and small business development. This is because the inability manage accounting system would interfere with business monitoring, reporting, and performance evaluation systems that are essential to the business survival. In most cases small businesses have failed for ignoring these vital skills. Accounting skills range from record keeping, giving financial advices financial management and reporting that are needed for effective decision making, performance evaluation and business reporting of any business enterprise (Akande, 2010).

According to Tsvetanka (2010); Customer care skills are important in the performance of enterprises. As an entrepreneur, there's need to treat the clients respectfully irrespective of how they look like. Clients whether they consciously or not, they always know the value of their money and will always want to know that they are being treated with the dignity and respect they deserve. She says clients always expect to have undivided attention. Therefore, delivering full attention and also on top of that showing the clients that you are attentively listening to customers help one to have repeated business and possibly referrals from satisfied customers. Listening carefully and giving customers all your attention absolutely flatters them. The clients will want to go back where they are treated with respect, (Tsvetanka, 2010).

Being customer oriented is an entrepreneurial skill that helps entrepreneurs to satisfy the needs of their customers. An entrepreneur must be customer focused in order to grow his/her business and therefore it is they who decide if the business will boom or go bust. It's always easy to keep your regular customers happy rather than trying to win new customers. Thus

there's a need to clearly state what your clients should expect from you as service provider. If your clients have the wrong perception of what you can and are offering them, it might be a challenge to turn them into repetitive business. Communication skills on the other hand help entrepreneurs to master the efforts and abilities contributed by their team members. Mediating and handling customer complains for the company requires immense skills and diplomacy (Gakure, 2001).

Another important skill needed in business if it has to be learned according to Meager is how to delegate. It is known that small entrepreneurs in most cases do not know how to delegate since they believe that nobody can do better than themselves. Delegation is the hardest thing for most of the small enterprises owners. A times it doesn't matter how the business grows, how many new qualified employees are hired, if the owner does not like to trust and delegate to others with time the business will come down crumbling since he/ she will be overwhelmed and therefore unable to handle everything to get business running as expected. Delegation is a skill that is very important for business success and for a healthy work life balance for any business person. One person cannot do everything that needs to be done as he/she will get so busy and work will take over his/her personal life which causes personal unhappiness, stress and other problems (Meager, 2011).

Some products or services require specialist skills to produce i.e. Hand-made jewelry or greeting cards may require someone with particular skills to make them. And in a case where finished products are purchased from manufacturers, people within your business who deal directly with customers still need to have adequate product knowledge in order to serve customers competently and according to their varied needs depending on the complexity of what the firm is delivering (Shaw, 2012).

Marketing skills is another very important skill which can lead to success or failure of a business. Marketing consists of all profitable human activities undertaken by the firm in order

to create goods and services needed by customers. Sales and marketing skills will keep the entrepreneur informed, knowledgeable and confident enough to determine the most efficient method of physical distribution of goods and services (Msoka, 2013).

Ezeani says, some of the important sales and marketing skills which the entrepreneur should possess include: knowledge of goods fluctuation on the market; ability to determine the extent to which products will sell; ability to know progression in products sales, ability to determine customer's need and shortage of such goods; advertising firms; ability to understand and interpret factors which show the extent of and strength of competition; ability to determine availability of raw materials for product and shortage of finished goods (Ezeani, 2012).

Selling ideas and knowledge of their products is an entrepreneurial skill that cannot be underestimated; appealing presentations, selling strategies whenever there is a need and determining sales quotas correctly are tasks that entrepreneurs must be able to acquire.

Furthering this, Akande, (2011) states that entrepreneurial skills are qualities or attributes required for an entrepreneur to set up and successfully run a business in a competitive environment. This study will look at the entrepreneurial skills and knowledge that youth possess or need to have for the success of their businesses.

2.2.3 Group Entrepreneurial Resources and Youth group Enterprise performance

As in any system overall performance is limited by some elements especially with limited supply of resources. When we talk of Entrepreneurial resources we do not refer to financial resources only but here we have other vital resources that include; Human, intellectual and social capital. Human capital is the prerequisite for development, therefore raising its quality and productivity is a very important factor for increasing economic growth and reducing poverty levels. Ding and Li (2010) states human capital includes various skills, knowledge and employees' ability for the sustainable development of the business. Human capital refers to source of creativeness of employees/group members; therefore human capital is the

fundamental source of group to create wealth. Bontis who also discusses customer capital as part of human capital; defines customer capital as the knowledge embedded in the marketing channels and customer relations, it is based on marketing ability, customer loyalty, customer relationship and customer satisfactions, customer capital is also an essential component of intellectual capital (Amiri et al., 2010).

Ramezan (2011) states that intellectual capital is based on individual knowledge, therefore intellectual capital at the heart of organization capabilities. A youth group need to make use of all their resources; tangible as well as intangible assets to gains competitive advantage. Intellectual capital is highly recognized as a success factor not only in knowledge intensive enterprises but also for other small organizations such as groups (Ramezan, 2011).

Goshal, (1998) stated that organizations that possess high social capital can take more competitive advantage compared to those that do not. Social capital can be defined as sum of both current and potential resources incorporated in or derived from the connection of relations possessed by an individual or social unity (Ghoshal, 1998). Differently defined social capital is the glue that holds societies together, therefore it can be emphasized that social capital are benefits of human connections based on confidence and personal relations (Cohen and Prusak, 2001).

Though it is argued that without social capital innovation, sharing of knowledge and productivity can be dramatically reduced in organization. It's clear from the literature that social capital is very important and it include relationship, attitudes and value that manage interactions of people and contribute to economic and social development in a society.

2.2.4 Group entrepreneurial Vision and Youth group Enterprise performance.

Vision is generally seen as a picture about the future. It is a picture of excellence that the person, group or organization wants to create in its best possible future. Vision is used to guide and sustain corporate existence. According to Joachim (2010) vision is viewed as a mental

picture of a compelling future situation since it originates from creative imagination, it is an act of creating mental images or sort of foresightedness (Joachim, 2010).

Many times the entrepreneurs and initial brand are the same. Visionary entrepreneur sells everyone their vision about the future. They sell their employees, customers, prospects suppliers, alliances, partners, bankers and anyone else remotely that they feel will help them to achieve their visions, (Tyler, 2011).

In order for group vision to be fruitful, there's need for members to understand basic ideas about future, goals to be achieved, dominant factors and the impacts that will be created on an environment different from past environment. Clear vision is particularly important to reveal new factors and new connections in the environment. According to Lipton (2003), vision is an essential ingredient in the success of any company because it provides the driving force that can get a company through the growing pains it will have to encounter. It is a basic "shape" of the company future; it expresses optimism, and hope about possibilities regarding the desired future (Lipton, 2003).

Vision tells the Company about the future and suggests how they should change, where they will get and how it will be in future. Vision acts as motivation; it offers the Company with new possibilities about how they can succeed. According to the research done by Zuzana (2014) in Slovak enterprises showed quite positive attitudes towards vision development with more than 90% of the companies embracing visions and only 4.5% of companies not considering to create one (Zuzana,2014).

2.3 Critical Review

Youth unemployment and poor performance of youth group enterprises has been into existence for quite some time. From literature there's several studies done that seek to bring out the challenges the YEDF faces; why majority of the youth's enterprises are increasingly performing poorly; Omwong'a (2011) studied on the challenges facing YEDF in Nyaribari

Chache Constituency, the variables addressed were; accesses to YEDF, availability of collateral and low interest rate; Kemboi, (2015); Influence of group size on performance of youth group enterprises in Nakuru Municipality in Kenya. Kemboi, focused on group size and performance of youth groups; Maina, (2013); The role of youth enterprise development fund on growth of micro and small enterprises in Kenya: a case of Kiharu constituency, Murang'a County; Maina on the other hand focused on role of Youth Enterprise Development Fund (YEDF) on growth of MSEs; and Kanyari and Namusonge (2013) who studied on various interventions influencing youth entrepreneurs towards YEDF without looking into youth group performances. Though Kinyua studied on entrepreneurial factors influencing the performance of Youth Group Enterprises in Kirinyaga County, his focus was only on entrepreneurial skills and networking which he found to have a positive relation with performance. So this particular study was more intensive since it had four independent variables to study unlike Kinyua who had only two variables under his study.

2.3.1 Research Gaps

Though several studies have been done on YEDF and Youth group Enterprise Performance since its introduction in 2007, very little has been covered to understand what has been contributing towards poor performance of funded youth group enterprises. Majority of studies such as: Makau (2010); Maina (2013); Kanyari and Namusonge (2013); Oyare (2012); Kemboi (2015); Mugira (2012) just but a few have been on Funds disbursement, loan repayment, impact of YEDF on youth enterprises and so forth.

Now 8 years since Youth Enterprise Fund programme was rolled out, with many youth groups accessing funds through the initiative. However very few of these government funded youth group enterprises have survived beyond their inception period. One of the studies done on factors affecting repayment of YEDF at University of Nairobi in 2012 indicated that poor performance was the main cause of defaults on loan funds repayments. It's evident that very

little effort has been done in the area of research to understand what need to be done to ensure the sustainability of these youth group enterprises that are funded yearly. It was therefore for this reason that this study intended to find out some of entrepreneurial factors influencing the performance of government funded youth group enterprises in Turbo Sub County Uasin Gishu County. As an effort towards improving performance of government funded youth group enterprises, and keeping youths economically sustainable. The study will help the government and other private practitioners through research recommendations arrived at identifying and understanding what need to be done to ensure that youths are not rendered unemployed again once funded by the government.

2.4 Concept of Youth group Enterprise Performance.

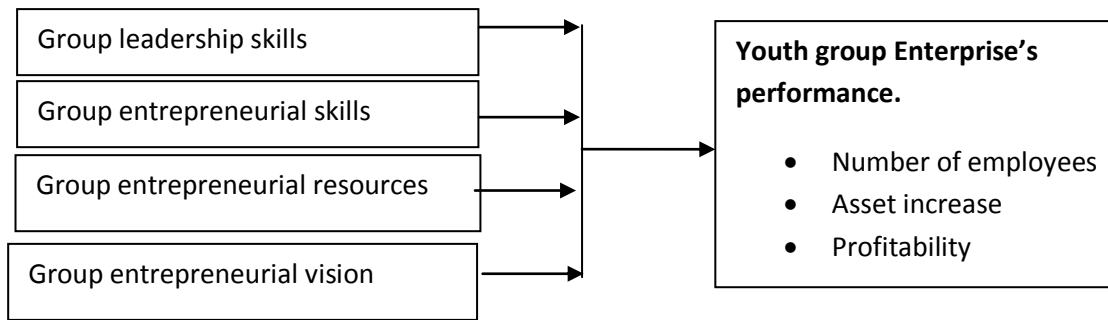
Performance refers to how well or badly something is done, or it can be how well or badly something works. According to Nickel et al, (2002) performance can be measured using performance indicators. He argues that performance standards must be set of goals that are understandable by all groups of the organization or Company. In this study the researcher used a number of indicators such as number of employees, increase of assets and profitability to measure performance of youth group enterprises.

2.5. Conceptual Frame Work

The conceptual framework explains the relationship that exists between the independent variables and the dependent variables. The former is presumed to be the cause of the changes on the performance of government funded youth group enterprises. Therefore, according to diagram below the former influences the latter (Kothari, 2004). The following framework illustrates how the independent variables affect the performance of government funded youth group Enterprises.

Fig 1.1 Independent Variables

Dependent Variable.



As illustrated in the diagram above there's assumption that Group leadership skills of the group influence the performance of the government funded youth group enterprises. Depending with the group leadership skills performance of group Enterprise is affected respectively. For incidence if the leader of a group is charismatic, team player, sensitive to other people's needs, vocal and influencer then there's high chances that group member/employees will be aware of what the group wants to achieve, they will take personal responsibility in attaining group goals and each member will be committed to excellence resulting to improved performance.

Group entrepreneurial skills were also assumed to affect the performance of government funded youth group enterprise. Group that possess essential skills on how to manage and run the business will always tend to perform better since they don't struggle much when it comes to business issues such as accounting, costing and book keeping that is crucial in any business. Group entrepreneurial skills on the other hand ensure sustainability of the youth group enterprise since when group realizes that one line of business is not doing fine they will enormously agree to change into a more profitable line. This can only be possible with people who are creative and quick decision makers where change is necessary.

Group entrepreneurial resource is another factor that was believed to have influence on the performance of any organization. Financial resources have always been important factor to any entrepreneurship venture. However, according to this particular study the researcher was not

focusing much on finances but was concerned with social resources such as contact people, networks that individual members had, intellectual resources that included members' innovativeness and creativity, good relationship abilities and physical resources which included land and how they influenced the performance of government funded youth group enterprises.

Lastly there was group entrepreneurial vision as a factor influencing the performance of government funded youth group enterprises. Group entrepreneurial vision as defined in this study as an inspirational descriptive future state of youth group or what the group want to achieve. According to conceptual framework illustrated above, clear group vision foster united effort towards achieving set goals while unclear vision leads to confusion thus waste of individual efforts.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Research Design

The research project adopted a descriptive survey research design; the design assisted the researcher to gather information by use of interviews and questionnaires from a sample of individuals that participated in the study. According to Ogula, a research design is a plan, structure and strategy of investigation to obtain answers to research questions and control variance Ogula, (2005).

In this study the researcher tried to understand how group leadership skills, group entrepreneurial skills, group entrepreneurial resources and group vision affected the performance of government funded youth group enterprises. Descriptive survey design was a suitable for the study since it describes specific characteristics of a large group of phenomena as they are in their natural environment by use of questionnaires which are administered to sampled population.

3.2 Study area

The study was carried out in Turbo Sub-County Uasin Gishu County. Just to give a brief introduction on study area; Uasin Gishu County is located in the mid-west of Kenya's Rift Valley, about 330km North West of Nairobi. Uasin Gishu is a cosmopolitan county covering an area of approximately 3345.2 Km² on the south it borders Kericho Trans Nzoia on its north, Bungoma to the west, Elgeyo Marakwet on its East, Nandi on its South West and Baringo to the South East. The County has about 894,179 people as per the 2009 National Statistics, this represent 50% for both female and male. It is largely a cosmopolitan region with Eldoret as its nearest city, with the Nandi people of indigenous Kalenjin communities being the highest settlement within the region.

Demographic description; apart from Kalenjin sub tribes, the County consist of other communities such as; Luhya, Luo, Kamba, Kikuyu, Kisii among others with notable presence especially in urban settlements. Although in the past Kalenjin were pastoralists, modern Kalenjin communities are known for large scale wheat and maize farmers earning the county a name for being Kenya's bread basket (Uasin Gishu County Report, Sept 2013). Dairy farming is also done in large scale in most parts of the county. Variety of different food and horticultural crops also do well in the highly arable land (Uasin Gishu County Report, Sept 2013).

Economic description; Turbo Sub-County Uasin Gishu County, always have two rainy seasons; with rainfall ranging 900 to 1200 mm annually. Sited on a plateau, the county has a cool and temperate climate, with annual temperatures going as low as 8.4 °C and as high as 27 °C. The wettest season in the County is experienced between the months of April and June while the driest season comes between January and February. County's main economic activities are large scale farming for maize and wheat, dairy farming and sports in athletics. Uasin Gishu is well known to the world due to its terrific performances in international sports. The county is also a manufacturing hub, with several industries and factories such as Knit, Raiply, Rivertex, Raymond, Unga Limited among others that provide employment to thousands of its urban population.

The research was conducted in Turbo Sub-County Uasin Gishu County. The researcher decided to cover Turbo Sub- County because the study was focusing on government funded youth group enterprises only.

3.3 Target Population

Target population refers to any group of people or objects that have common characteristics to be studied, (Ogula, 2005). The target population for research constituted of all the youths participating in government funded youth group enterprises within Turbo Sub-County Uasin

Gishu County. The study used purposive sampling, stratified random sampling and simple random sampling to get the respondents that were used for study. The research targeted group members, group officials whose group enterprises had been in operation for 1-5 year and 2 officers from the Ministry of Youth Affairs that oversees the implementation and performance of government funded projects within Turbo Sub-County, Uasin Gishu Kenya.

3.4 Sample size and Sampling procedures

A sample is defined as a smaller group of people obtained from the accessible population for the study (Mugenda and Mugenda, 1999). Sampling is a process of choosing a sub-group from a population to participate in the study (Ogula, 2005). This study utilized purposive sampling, stratified random sampling and simple random sampling to arrive at sample size. The sample size was carefully selected so as to be true representative of the target population which consisted of key elements to be studied.

The researcher first employed purposive sampling to identify 30 youth groups that were running different enterprises as a group, applied stratified random sampling within the groups to separate members and officials into two categories and lastly applied simple random sampling to select individual units from those categories to come up with sample size. This method ensured that each member of the target population had an equal and independent chance of being part of the sample and that the sample chosen was fairly a representative of the target population. The last part was therefore use of simple random sampling method by use of paper picking to come up with who among the 2 categories was to be included in the study. The researcher adopted Krejcie and Morgan, (1970) to calculate the sample size.

S=required sample size

X^2 = Table value of chi-square for 1 degree of freedom at the desired confidence level 3.841

N= Total population

P= Population proportion assumed 50% d=Degree of accuracy as proportioned (0.5)

For proportional sample size the formulae below were used;

$$\frac{\text{Target pop}}{\text{Total Pop}} \times \text{Sample size} = \text{proportional sample size.}$$

Total Pop.

Table 3.1 Table of target population

Categories	Target population	Sample
Youths	300	149
Group officials	90	45
Key informants	2	1
Totals	392	195

Source YEDF

3.5 Data Collection Procedures

Data collection instruments that were used in the study included; the questionnaire, interview schedules and document analysis since the researcher was targeting both primary and secondary data.

3.5.1. Questionnaires

Questionnaire was best suited instrument for the study since the researcher was able to reach many respondents within a short time. Because the researcher was using drop and collect later strategy respondents had adequate time to respond to the question without rush, questionnaires were also give a sense of confidentiality since respondents were not required to provide their names on the instrument and lastly it was more objective method for data collection since some personal biasness that could be experienced with interviews due to tension was avoided (Owens, 2002).

Questionnaires consisted of a number of questions printed orderly on set of forms and given

to respondents who were expected to read, understand the questions and sought clarity where necessary before responding to them. The questions consisted of both structured and semi structured questions to accommodate both open and closed answers from the respondents. The structured questions allowed the respondent to choose answers among options provided by the researcher. Structured questions were preferred since they are simple to administer and relatively inexpensive to analyze (Kothari, 2004).

On the other hand, semi-structured questions allowed the respondent to add any other information they wanted the researcher to know. Target for questionnaires was for group members and their officials from selected youth groups within Turbo Sub-County. This was done by researcher herself through a drop and collect later basis. The target group for use of questionnaires was selected through stratified sampling techniques that allowed the researcher to group the population into strata before selecting respondents from each group by use of random paper picking.

3.5.2 Interview schedule

An interview schedule was a form consisting of list of questions that were used by interviewer to gather information from the respondent during the interview. An interview schedule made it possible to obtain data required to meet specific objectives of the study but could not be captured through use of other instruments i.e. questionnaires (Mugenda and Mugenda, 1999).

Semi-structured interview schedule was preferred tool to obtain data in this study since it consisted of a standardized set of questions allowing the interviewers to ask the same questions in the same manner without interfering with its intended purpose. The Interview schedule allowed respondent to give answers as they liked and by this, the tool gave the interviewer a chance to capture extra information from the respondent. In the study the interview schedule was used on key informant from the Ministry of Youth Affairs that oversee the implementation and performance of youth group enterprises within Turbo Sub County

Uasin Gishu County.

3.5.3 Documentary Analysis

Document Analysis is a technique used to gather data during the requirements elicitation phase of a research. It describes the act of reviewing the existing documentation of comparable records or systems in order to extract pieces of information that are relevant to the current study. In this study documentary analysis was used to extract unemployment rate in Kenya and YEDF/Uwezo Funds beneficiary records and data on the number of registered youth groups within Turbo Sub-County Uasin Gishu County.

3.6.1 Validity of Instruments

Validity of instrument in research mean the instrument is able to measure that which is expected to measure. Validity is the accuracy and meaningfulness of inferences obtained from the research results (Mugenda and Mugenda, 1999). It is the extent to which results obtained from the analysis of the data actually constitute the elements of the study. In this study the research instrument such as questionnaires and interview schedules validity was attained by validating the instruments in terms of face validity and content to ensure that the data collected addressed specific research objectives. Face validity refer to the degree to which test subjectively appear to measure the variables that is supposed to measure. The content related techniques on the other hand measures the degree to which the questions items reflected the specific areas covered. For this study face validity was achieved by working closely with the supervisor during instruments creation and adjusting questions to ensure they were valid in measuring research objectives.

3.6.2 Reliability of Instruments

Reliability is the ability of a research instrument to consistently measure characteristics of interest over a period of time. It is the degree to which a research instrument yields consistent

results after repeated trials. For example, if a researcher administers a test to a subject repeatedly and gets the same score on the second time as the first, then there is reliability of the instrument (Mugenda and Mugenda, 1999). Reliability is concerned with repeatability, dependability or consistency of a test (Nachmias and Nachmias, 1996).

The study utilized Cronbach's alpha of 0.860 for internal consistency, this score was acceptable since anything above 0.7 is agreed to be acceptable and therefore reliable to be used for research. Cronbach's alpha is considered to be a measure of scale dependability, to ensure reliability of instrument the researcher also discussed the questions on questionnaire with the supervisors to ensure that questions capture what was intended for the study.

Table 3.2 Reliability Analysis

Cronbach's Alpha.

Variables	Values
Variable A	0.725
Variable B	0.750
Variable C	0.786
Variable D	0.799
Overall Reliability	0.860

3.7 Data Collection Procedures

Just before data collection starts, the researcher acquired all the necessary documents such as an introduction letter from the University and research permit from NACOSTI, Ministry of Education and Uasin Gishu County Commissioner's office. The researcher also sought audience with the local authorities from the study area to explain the purpose of the study to the community leaders in order to avoid suspicion by community members. Upon getting clearance by all parties, the researcher in person organized meetings with group members and

administered the questionnaires to selected youths who qualified to participate in the study within Turbo Sub-County Uasin Gishu County as she collects later. Use of questionnaires was expected to ease the process of data collection as all the selected respondents were reached within a short time. During the distribution of the instruments, the purpose of the research was made clear to ensure that respondents understood the purpose and questions to be completed before being given some time to respond to questions as researcher collects them later.

3.8 Data Analysis Procedure

Since data collected consisted of both quantitative and qualitative data, the researcher made use of both quantitative and qualitative approaches to analyze gathered data. Quantitative data from the closed questions from the questionnaires were coded and entered into the computer for computation by use of SPSS to generate descriptive statistics. SPSS version 20 was used to run descriptive statistics like mean, frequency and percentages. Quantitative data was presented by use of tables, charts and graphs according to specific objectives. The qualitative data obtained from open ended questions on the other hand was grouped into main ideas according to specific research objectives and narrated alongside quantitative presentation such as charts and graphs. To show how independent variables related to youth group's enterprise performance a multiple regression was used based on the following assumptions; that variables have normal distributions, relationship of both dependent and independent variables are linear, that variables under study are measured without error, each conditional distribution of β has a mean of zero and that there's homoscedasticity of variance; the conditional distribution of " ϵ " is constant for all distributions.

Multiple regression formulae:

$$Y = \beta_0 + \beta_i X_i + \beta_{ii} X_{ii} + \beta_{iii} X_{iii} + \beta_{iv} X_{iv} + \epsilon$$

Whereby;

Y = Youth group enterprise performance

X_i = Group leadership skills

X_{ii} = Group entrepreneurial skills

X_{iii} = Group entrepreneurial resources

X_{iv} = Group entrepreneurial Vision

β_0 = Co-efficient of the model

$\beta_i - \beta_{iv}$ = Co-efficient of Determination

ϵ = Error Term

3.9 Ethical Considerations

Ethical consideration was very vital part of this research, ethical consideration by the researcher ensured that respondent's welfare for example privacy and confidentiality was well taken care of. The researcher clarified to the respondents that the study was exclusively for academic purposes and not for any other reason. The researcher also made it clear that the participation of respondents in research was voluntarily and no respondent was to be coerced to participate in the study. The respondents were also set free to withdraw from the study if they found it necessary at any time during the study period. To guarantee respondents' privacy the researcher never expected them to indicate their names on questionnaire. This was to achieve strict standard of anonymity.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS, INTERPRETATION AND DISCUSSION

4.1 Introduction

This chapter aimed at analyzing the results of the respondents on entrepreneurial factors influencing the performance of Government funded youth group enterprises. The data collected from the field was presented in tabular formats. The information analyzed was interpreted in relation to the research objectives to ensure that it provides answers to the research questions and hence achieve the study objectives. Discussions of the findings were given under the information presented below.

4.2 Return rate

The researcher had 71% response rate; out of 195 questionnaires that were given out, 139 valid were returned along with 14 that were invalid and because some questions were not answered exhaustively those 14 questionnaires were left out during final analysis. The valid questionnaires enabled the following findings.

Categories	Given out	Returned
Official	45	21
Members	149	118
Total	194	139

4.3 Background Information

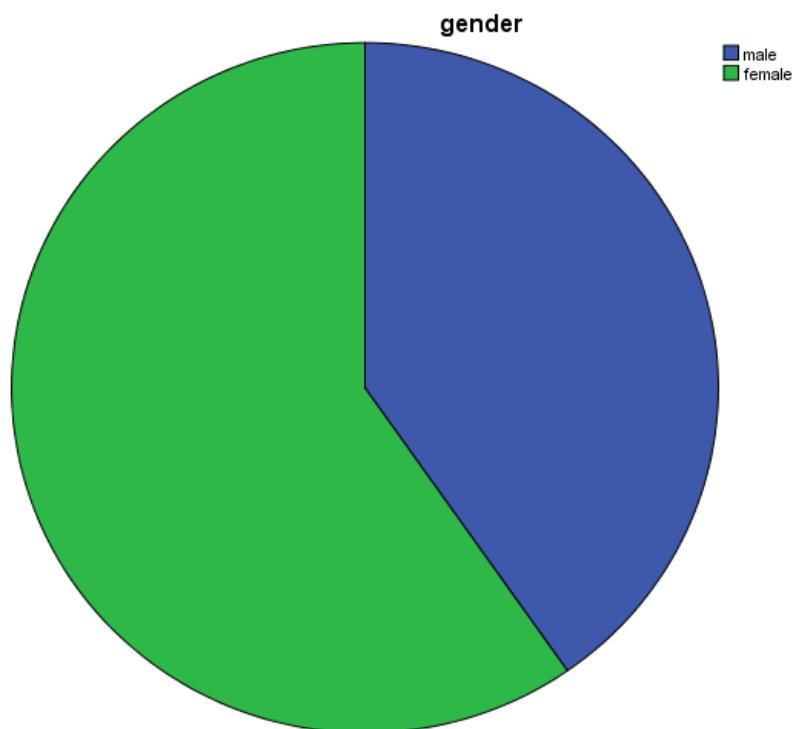
The study found it necessary to analyze the general characteristics of the respondents as these characteristics of the respondents could have an influence on the responses elicited from the respondents. These characteristics consisted of gender, position, age, level of education of the respondent and business duration.

4.3.1 Respondents Gender

Table 4.1 Gender

	Frequency	Percent	Valid Percent	Cumulative Percent
Male	56	40	40	40
Female	83	60	60	100
Total	139	100	100	

Fig 4.1 Gender



The researcher wanted to understand gender balance in the sector of entrepreneurship and also find out on who are the key government fund beneficiaries within Turbo Sub County Uasin Gishu County. According to the genders the research findings established that 40.0% of the respondents were male and 60.0% of the respondents were female meaning the researcher put into consideration the gender issue during the study. The findings indicated that female were the majority among the respondents implying that the major beneficiaries of government funds

within Turbo Sub-County were women since they were reported to be more immobile/stable compared to men who showed high mobility in search for other income opportunities. This study agrees Kamunge Stephen who did a research on factors affecting the performance of small and micro enterprises in Limuru town market of Kiambu County and found out that the majority of SME businesses within the county were operated by women, (Kamunge, 2013).

4.3.2 Respondents' Position

Table 4.2 Respondents' Position

	Frequency	Percent	Valid Percent	Cumulative Percent
Member	118	85	85	85
Official	21	15	15	100
Total	139	100	100	

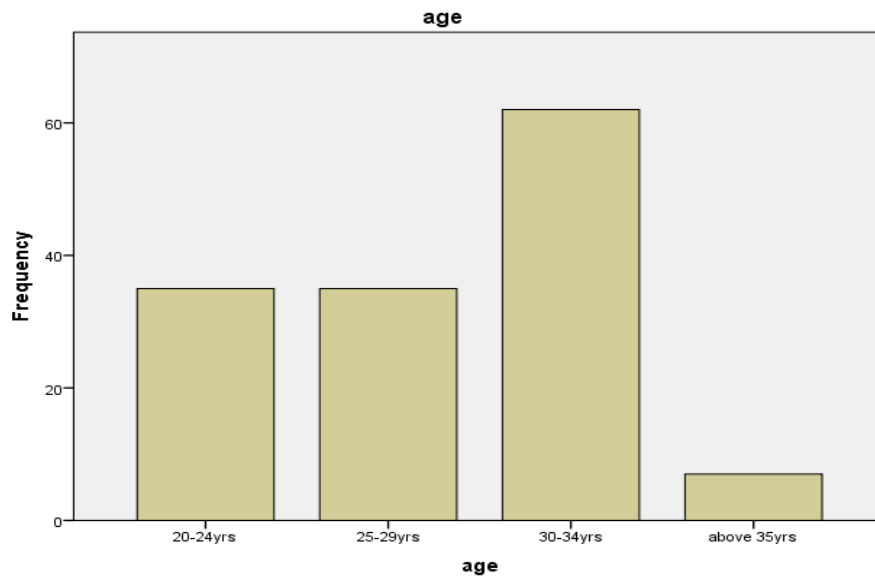
Since the youth groups consisted of members and group officials, the researcher decided to have the respondents indicate their position in the group. The findings revealed that majority (85%) of respondents were members in their respective enterprises, while 15% of them were officials.

4.3.3 Respondents' Age

Table 4.3 Age

	Frequency	Percent	Valid Percent	Cumulative Percent
20-24yrs	35	25	25	25
25-29yrs	35	25	25	50
30-34yrs	62	45	45	95
above 35yrs	7	5	5	100
Total	139	100	100	

Fig 4.1 Age



From the total participation of the respondents in the study from the respondents, the study intended to find out their ages, with an aim of evaluating if the variations of ages of the respondents were significant in a way to influence the results on the situation of entrepreneurial factors affecting the performance of the enterprises.

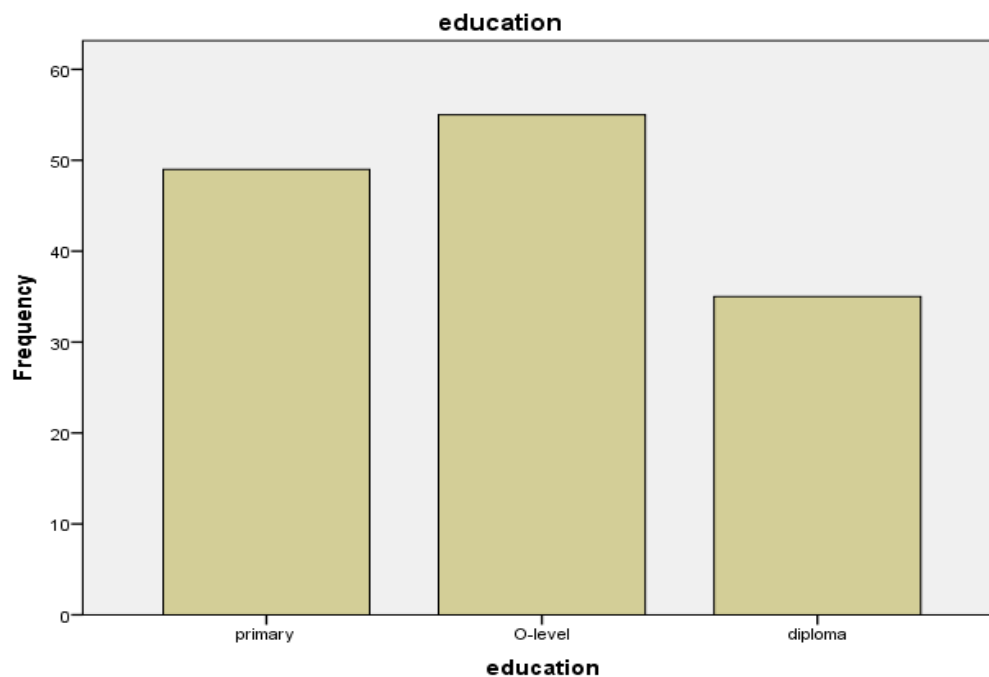
The findings indicated that 25 % of the respondents were aged between the ages of 20-24 years, 25% were aged between the ages of 25-29 years, 45% were aged between the ages of 30-34 years and 5% were aged above 35 years. What we can learn from the age differences is that those who engage in entrepreneurship in most cases are people who have made their mind on what to do and majorities were found to be between age 30-34 year, this group consisted of stable young adults in terms of family and career wise. The study concurs with Bowen et al (2009) who found out in his study on “management of business challenges among small and micro-Enterprises” that majority are owned and mainly run by people in their late 20s and early 30s.

4.3.4 Respondents' Education

Table 4.4 Education

	Frequency	Percent	Valid Percent	Cumulative Percent
Primary	49	35	35	35
O-level	55	40	40	75
Diploma	35	25	25	100
Total	139	100	100	

Fig 4.3 Education Level



In order to understand if level of education had an effect on entrepreneurship and its performance, the researcher asked the respondents to provide their level of education. According to their education level majority of them were on O'level who were 40% of the respondents. 35% of the respondents had their education level at primary level and 25% were on diploma level. This implicated that majority of respondents 40%, followed by primary level

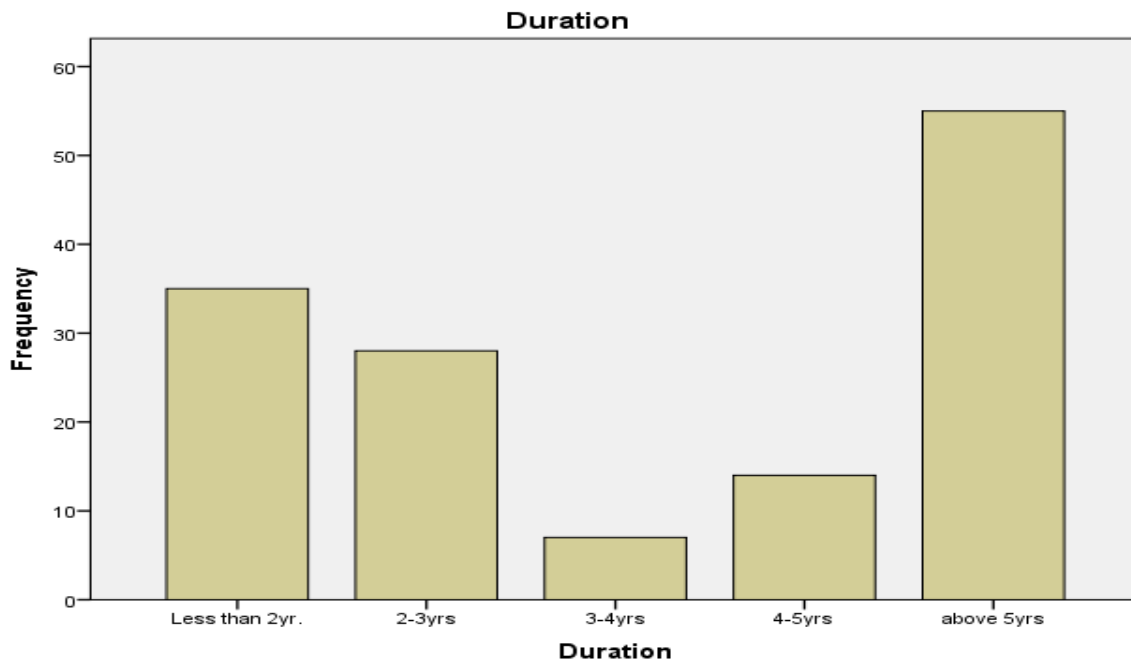
of education 35% had few chances of securing office jobs so most of them had focused on self-employment compared to their counter parts with diplomas and above who were not willing to venture into business since they believed they had papers to secure them jobs. Kamunge (2013) who did a research on factors affecting the performance of small and micro enterprises in Limuru town market of Kiambu County and found out that the majority of businesses are operated by people who had attained only primary and secondary level with college recording the least percentage of 5.6 % (Kamunge,2013). This study also concurs with M'Mthiaru (2008) that majority of micro and small enterprises are run by people who had maximum of primary level education.

4.3.5 Respondents' Enterprise duration

4.5 Table Enterprise duration

	Frequency	Percent	Valid Percent	Cumulative Percent
Less than 2yr.	35	25	25	25
2-3yrs	28	20	20	45
3-4yrs	7	5	5	50
4-5yrs	14	10	10	60
above 5yrs	55	40	40	100
Total	139	100	100	

Fig 4.4 Business Duration



In order to understand the performance of youth group enterprises, it was important that the researcher get to know how long the groups have been operating the businesses. Based on the findings it was discovered that majority of businesses were more than 5 years and that covered for 40% out of 100% of respondents. On the other hand, businesses that were less than 2 year accounted for 25 % of the respondents. This implicated that those who had operated the business for much longer time had more experience on how to run the business compared to those between 3-5 year, this concurs with the study. The number of businesses less than 1 year accounted for 25% of total respondents since more businesses are started by young people but due to its poor performance only a few survive and grow into sustainable businesses.

4.4. Inferential statistics

Inferential statistics in the study was used by the researcher to reach conclusion that extended beyond the immediate data. For incidence the researcher used inferential statistics to make judgement of the probability that observed difference between variables was dependable one and not what happened by chance.

4.4.1 Regression Analysis Assumptions explained

Homoscedasticity as #1 assumption refer to variance of errors being the same across all levels of the independent variables. To check if data collected met the assumption of homoscedasticity, a scatter plot was used and found to be homoscedastic.

Dependent variable being continuous #2 assumption refer to variables that take on any value between its minimum value and its maximum value. Youth group enterprise performance in was continuous variable since it can be measured with an infinite number of possible values.

Normally distributed #3 assumption assumes that variables are equally distributed, non-normally distributed data are highly skewed or kurtosis which was not the case with data in this study since all variable scored between -1 and +1 on skewedness.

There was no multicollinearity in data #4 assumption; multicollinearity occurs when independent variables are not independent from each other. To check this in collected data tolerance rule was applied. $T=1-R^2$, if $T<0.2$ there's multicollinearity but if $T>0.2$ then there's no multicollinearity in data as shown in the table.

Autocorrelation in data # 5 assumption; using Durbin-Watson rule of Durbin Thumb Values of $1.5 < d < 2.5$; research data for this study gave a value of 2.384 which was within $1.5 < d < 2.5$ showing that there was no autocorrelation in our data. Autocorrelation occurs in data when residuals are dependent to each other and when Durbin Watson value is generated the value fall outside suggested range.

4.5 Specific Information

The study sought to establish respondent's opinion in regard to variables under the study using a set of questions and their responses organized according to objectives under the study.

4.5.1 Opinions on Leadership skills and youth group enterprise performance.

It was necessary for the study to find out the opinions of the respondents on group leadership skills and youth group enterprise performance. The findings were as shown below in terms of percentages (%);

Table 4.6 Opinions on Leadership skills and youth group enterprise performance.

Variables	SD	D	U	A	SA	Total
Our officials are effective with the detailed aspects of group enterprise work.	26.6	20.9	5.0	33.1	14.4	100
Our officials are effective at problem solving.	25.2	19.4	15.1	25.2	15.1	100
Group leaders understand that the social fabric of the group is important.	20.1	25.2	20.1	19.4	15.2	100
Our group leaders always help us with new effective ways to achieve their individual goals.	35.3	26.6	4.3	20.1	13.7	100
Our officials are able to sense the emotional undercurrents in the group.	15.1	15.1	25.2	34.5	10.1	100
Managing people and resources is one of our officials 'strengths.	10.8	25.9	28.8	29.5	5.0	100

According to the response on whether their officials were effective with the detailed aspects of youth group enterprise work, 14.4% of the respondents strongly agreed, 33.1% agreed, 20.9% disagreed, and 26.6% strongly disagreed with the statement, while 5% of them were undecided on the statement since they were not sure of whether to agree or disagree. This implied that

most youths group officials that have benefitted from government funds have basic analytical skills that are important for any business though the difference with those who disagreed was not large.

On whether their leaders were effective at problem solving, majority of the respondents disagreed with the statement as they were 44%, 25.2% strongly disagreed and 19.4% disagreed. On the other hand, 25.2 % agreed and 15.1% strongly agreed making it 40.3% of those who agreed while 15.1% remain undecided on whether they were good at problem solving or not. This implied that government fund beneficiaries who are youths do not have problem solving skills so was their officials too.

Majority of the respondents 45.3% disagreed (20.1% strongly disagreed and 25.2% disagreed) with the statement that their officials understood the social fabric of the group was important to them. On the other hand, 19.4% agreed, 15.2% strongly agreed making a total of 34.6% of respondents that agreed with the statement. Having the majority disagree on the statement implied that many youth groups the officials do not understand that group cohesion was very important for running group enterprise.

According to the statement on whether their officials like to help members with new effective ways to achieve their individual goals. 35.3% strongly disagreed, 26.6% disagreed making a total of 61.9% as the majority of the respondents that disagreed with the statement. 5% of them were undecided on the statement while 33.8% agreed that they like helping others to achieve their individual goals (20.1% agreed and 13.7% strongly agreed). Having 61.9% disagree with the statement that their officials like helping members achieve their goals implied that many youths group officials were not good at team work, they didn't like helping others to achieve their goals.

Majority of the respondent 44.6% agreed on the statement that was inquiring on whether their officials were able to sense the emotional undercurrents in the group (34.5% agreed and 10.1% strongly agreed), 25.1% of them were undecided while 30.2% disagreed on the statement (15.1% for both strongly disagreed and disagreed). This implied that majority of youth group officials could easily sense emotional undercurrent in the group, however 25% didn't know if their officials could sense it while 30.2% reported that their officials could not sense it at all. According to the statement whether handling people and resources was part of their leaders' strengths; many disagreed with 36.7 % (10.8% strongly disagreed and 25.9% disagreed). Those who were undecided stood at 28.8% while 29.5 % agreed and 5% strongly agreed that their leaders were good at handling other people and resources were their strengths. This implied that majorities 36.7% of youths groups officials knew how to handle people and resources while 28.8 % of responses failed to rate their leaders since they didn't know if they had those skills.

4.5.2 Opinions on Group entrepreneurial skills and Youth group enterprise performance.

The study found it important to assess the response of the respondents on the group entrepreneurial skills and youth group enterprise performance. The findings were as shown below in terms of percentages (%);

Table 4.7 Opinions on Entrepreneurial skills and Youth group enterprise performance

Variables	SD	D	U	A	SA	Total
Making good use of available resources is one of my strengths.	35.3	25.2	0.0	30.1	9.4	100
In my work, I enjoy responding to people's	25.2	20.1	5.0	35.3	14.4	100

requests and concerns.

Filling out forms and working with details	50.4	15.1	0.0	24.4	10.1	100
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comes easily for me.

Am having other income generating business	30.2	35.3	0.0	14.4	20.1	100
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beside this for a group.

This is not my first time to do business	38.1	28.8	0.7	21.6	10.8	100
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Am searching for ideas for our group business	44.6	10.8	10.1	13.7	20.9	100
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The findings above on group entrepreneurial skills, according to whether making good use of available resources was one of their strengths, majority 60.5 % of them disagreed with the statement (35.3% strongly disagreed and 25.3% disagreed). On the other hand, 39.5% of them agreed with the statement (30.1% agreed and 9.4% strongly agreed). On this statement none was undecided. This implied that most youths didn't know how to make good use of available resources.

According to the statement whether in their work, they enjoyed responding to people request and concerns 45.3% disagreed with the statement (30.4% strongly disagreed and 15.1% disagreed), 5% were neutral/undecided while the majority 49.7% of them agreed that they enjoy responding to other people's requests (35.3% agreed and 14.4% strongly agreed). These findings implied that majority of youths who have benefited from government funds possessed customer skills which is key to entrepreneurship.

On the statement that filling out forms and working with details came easily tor them, majority 65.5% of them disagreed with the statement (50.4% strongly disagreed and 15.1% disagreed), none was undecided on this statement while 34.5% agreed with the statement (24.4% agreed

and 10.1% strongly agreed). This implied that majority of youths receiving government funds were not good at accountability or accounting duties thus poor accounting skills.

According to the statement whether one was having other income generating projects beside that for a group, majority 65.5% of them disagreed stating they did not have other business beside the group (30.2% strongly disagreed and 35.3% disagreed) while 34.5 % of them agreed that they had other income generating activities (14.4% agreed and 20.1% strongly agreed). This implied that many youths group enterprise was their only business and majority were not entrepreneurial.

According to the statement on whether group enterprise was their first time to run a business or they had done some business before, majority 66.9% of them disagreed with statement that it was not their first time to run the business (38.1% strongly disagreed and 28.8% disagreed). Those who disagreed argued that group enterprise was their first business. 1% of respondents was undecided while 32.4% of them agreed with the statement saying group enterprise was not their first time to run the business (21.6% agreed and 10.8% strongly agreed). This implied that majority of youths participating in group enterprise do not have experience in running business since group enterprise was their first business and therefore poor performance concurring with Kinyua, (2015) who found out that lack of entrepreneurial experience resulted to poor enterprise performance among the youths.

On the statement whether some of them were searching for ideas for their group business activities; The findings revealed that the majority 55.4% of them were not and therefore disagreed with the statement (44.6% strongly disagreed and 10.8% disagreed), 10.1 % of them were undecided about the statement while 34.6% agreed to the statement saying they were searching for business ideas (13.7% agreed and 20.9% strongly agreed). This implied that majority of government fund beneficiaries are not willing to expand/grow their current business since they are not searching for new ideas for their businesses.

4.5.3 Opinions on group entrepreneurial resources and youth group enterprises performance.

The study found it important to assess the response of the respondents on the group entrepreneurial resources and the findings were as shown below in terms of percentages (%);

Table 4.8 Opinions on group entrepreneurial resources and youth group Enterprise Performance.

Variables	SD	D	U	A	SA	Total
Friends and family members have been key in marketing for our group business	25.2	30.2	5	24.5	15.1	100
Satisfied customers have been giving us referrals for new clients for our group business.	15.1	19.4	10.1	35.3	20.1	100
The money we received from the government has boosted our group business	25.2	28.8	6.5	24.5	15.1	100
Regular trainings we have been receiving has helped us to grow our group business	15.8	25.9	38.8	9.4	10.1	100
We've been receiving good support from the Government and other stakeholders in Marketing our products and services.	23.7	30.9	5.8	24.5	15.1	100
Regular meetings to share ideas and challenges has helped us to be more confidence in running our group business	30.2	25.2	29.5	15.1	0.0	100

According to group entrepreneurial resources, the response on whether friends and family members were assisting youths with marketing their business, majority of them 55.4% of the

respondents disagreed (30.2 disagreed and 25.2% strongly disagreed), 5% of them were undecided while 39.6% of them agreed (15.1% strongly agreed and 24.5% agreed) saying family and friends were doing much to help them market their group business. This implied that family and friends were not helping youth groups with marketing the business thus limited market size. This concurs with Kinyua, (2015) who found out that networking had a strong positive relationship $R=0.951$ with youth group enterprise performance in Kirinyaga County.

On the statement whether their satisfied customers were giving them referral for new clients for their group business, the majority of them agreed with 55.4% (35.3% agreed and 20.1% strongly agreed), 10.1% were not so sure whether to agree or disagree so they remained undecided as 34.5% disagree with the statement that their satisfied customers were giving them referrals for new business (15.1% strongly disagreed and 19.4% disagreed). This implied that satisfied customers were doing great work in marketing group enterprises through referrals.

On whether the money received by the group from the government had boosted their group business. The majority; 54% of the respondents disagreed (25.2% strongly disagreed and 28.2% disagreed), 6.5% of them were undecided while 39.5% of them agreed that the government loans had assisted them to boost their business (24.4% agreed and 15.1% strongly agreed). This implied that majority of youths who received government money still feel the money had not helped them grow their business. This corresponds with Okoth et al (2013) found out that YEDF had not had a significant effect on the youth enterprises in Kenya.

On question asking if trainings were helping them in running their businesses; the majority 41.7% of them disagreed with the statement (15.8% strongly disagreed and 25.9% disagreed), 38.8% were undecided while 19.5% were in agreement with the statement (9.4% agreed and 10.1% strongly agreed). Though youths who receive funds from the government always receive some training, responses on this implied that most of them find it not being fruitful and

some 38.8% do not even know if trainings received have helped them or not. Momanyi, (2013) and Muriuki, (2013) who found out that most youth enterprises perform poorly since youths do not have adequate training on management and entrepreneurship in general therefore recommending for regular trainings for youths who have benefited from YEDF.

On whether they were obtaining support of the government and other stakeholders in marketing their products and services; The majority 54.6% of the respondents disagreed on the statement (23.7% strongly disagreed and 30.9% disagreed), 5.8% were undecided, while 39.6% of the respondents agreed with the statement (15.1% strongly agreed and 24.5% agreed), This implied that majority of youths do not agree that government and other funds stakeholders have been helping them with marketing their businesses and this was supported with 54.6% while 39.6 % agreed they were receiving help in marketing their products and services.

In regard to whether they were having regular meetings to share ideas and challenges to help them become confidence in running the business; majority of them 55.4% disagreed saying they do not meet often to share ideas and challenges, 29.5% were not sure while only 15.1% agreed that they do meet regularly to share ideas and challenges that has helped them to run their group business well. This implied that majority of youths rarely meet with an aim of sharing ideas and challenges to grow their confidence in running group business.

4.5.4 Opinions on group entrepreneurial vision and youth group enterprise performance.

The study found it important to assess the response of the respondents on the group entrepreneurial vision and the findings were as shown below in terms of percentages (%)

Table 4.9 Opinions on group entrepreneurial vision and youth group enterprise performance.

Variables	SD	D	U	A	SA	Total
Seeing the big picture of our group business comes easily for me.	20.1	45.3	0.0	20.1	14.5	100
I understand what I need to do in order to achieve our group goals.	15.1	25.2	25.2	14.4	20.1	100
We have business plan that we refer as a group every month to ensure that we're on track.	20.1	45.4	0.0	20.1	14.4	100
I am committed to see our group business successful no matter the challenges.	30.2	35.3	0.0	25.1	9.4	100
Our group business vision is important for our group business to succeed	20.1	43.9	0.0	20.9	15.1	100
We have a plan to venture into another line of business i.e. add new products/services.	30.2	40.3	5.0	19.5	5.0	100

On the response whether seeing the big picture of their group business came easily for them, 34.5% of them agreed (20.1% agreed and 14.5% strongly agreed), 10.1% of them were undecided, 45.3% disagreed and 20.1 strongly disagreed with the statement that big picture for their group business came naturally to them. This implied that majority of youths do not have a clear group vision that makes them work hard towards its achievement.

According to whether they understood what they needed to do in order to achieve their group goals, respondents that agreed were 34.5% (14.4% agreed and 20.1% strongly agreed),

undecided were 25.2% while the majority 40.3% disagreed with the statement (15.1% strongly disagreed and 25.2% disagreed). This implied that majority of youths do not have clear mission to guide them in achieving their group visions.

On the statement whether they referred business plan regularly to ensure that they were on track. The majority 65.5% of them disagreed (20.1% strongly disagreed and 45.4% disagreed), 34.5% were in agreement that they regularly referred their business plan to ensure they are on track and if not make necessary adjustments (20.1% agreed and 14.4% strongly agreed). This implied that majority of youths were not being guided by their group business plans though they used the same to secure funds.

According to whether they were committed to see their group enterprise successful, majority of them 65.5% of the respondents disagreed (30.2% strongly disagreed and 35.3% disagreed while 34.5% of them were in agreement (25.1% agreed and 9.4% strongly agreed). This implied that though many youths register groups and ask for money many were not committed to see their businesses successful.

On the statement whether group enterprise vision was an important for any business person to succeed; Majority of the respondents disagreed with 64% (43.9% disagreed and 20.1% strongly disagreed), 20.1% were undecided while 20.9% of them agreed and 15.1% strongly agreed. This implied that most youths do not understand that business vision is important to those engaged in businesses.

According to whether the respondents had a plan as a group to venture into other lines of business i.e. add new products / services, majority of them disagreed with 70.5% (30.2% strongly disagreed and 40.3% disagreed), 5% were undecided on the statement while only 24.5% of them were in agreement that they do have plans to expand their business (19.5% agreed and 5% strongly agreed). This implied that though many youth groups are funded years

we should expect minimal impact since majority do not have plans of expanding their businesses.

4.5.5 Opinion on Youth Group Enterprise Performance

The study found it important to assess the response of the respondents on the youth group performance and the findings are shown below in terms of percentages (%);

Table 4.10 Ratings on the following statements regarding youth group Enterprise performance

Variables	SD	D	U	A	SA	Total
I am satisfied with the rate at which our business is growing.	20.1	49.6	0.0	20.2	10.1	100
Funds we received from the government have enabled us to expand the business and employ other people.	5.0	64.7	5.0	15.1	10.2	100
Our business assets have increased compared to when we started.	25.2	30.2	10.1	15.1	19.4	100
We're receiving enough income from the business to enable us clear the loan.	25.2	45.3	5.0	10.1	14.4	100
I consider our business to be successful since our monthly profit has increased.	25.2	20.1	20.1	19.4	15.2	100
We have been able to expand our business market and therefore serving more customers.	20.1	64.7	0.0	10.2	5.0	100

On the statement whether they were satisfied with the rate at which their business was growing 69.7% as majority of them disagreed (20.1% strongly disagreed and 49.6% disagreed), 30.3 % agreed with the statement saying they were satisfied with growth rate of their group business (20.2% agreed and 10.1% strongly agreed). This implied that majority of youths groups were not satisfied with growth rate of their group business.

On the statement whether the funds they received from the government had enabled them to expand the business and employ other people, the majority 69.7% were not in agreement with the statement (5% strongly disagreed and 64.7% disagreed), 5% were undecided, 25.3% of those that agreed (15.1% agreed and 10.2% strongly agreed) argued that after receiving the funds from the government they've been able to expand their group business. From the finding it was implied that government funds have had minimal impact on most of youth group businesses and this was supported by 69.7%.

According to the statement whether their business assets had increased compared to when they started. Majority 55.4% of them disagreed with the statement (25.2% strongly disagreed and 30.2% disagreed), 10.1% were undecided while 34.5% agreed that their group business assets had increased compared to when they started it (15.1% agreed and 19.4% strongly agreed). Therefore, it implied that minimal impact has been registered in terms of asset increase even after receiving government money.

On whether they were receiving enough income from the business to enable them clear the loan given to them, majority of them disagreed as they were 70.5% (25.2% strongly disagreed and 45.3% disagreed), those who agreed were 24.5% (10.1% agreed and 14.4% strongly agreed) and remaining 5% were undecided. This implied that youth group enterprises are not generating enough income to facilitate loan repayment.

According to the statement whether they consider their business to be successful in terms of increase in monthly profits; Majority of the respondents disagreed as they were 45.3% (25.2%

strongly disagreed and 20.1% disagreed), those who agreed were 34.6% (19.4% agreed and 15.2% strongly agreed) while the remaining 20.1% were undecided. This implied that most of youth group enterprises were not doing well since majority of youths disagreed when asked if their businesses were successful.

According to whether they had expanded their group business market and increased the number of customers. Majority 84.8 % (20.1% strongly disagreed and 64.7% disagreed) disagreed with the statement while 15.2% (10.2% agreed and 5% strongly agreed) agreed that they had expanded their business market and number of customers. This implied that many youth's businesses have not grown much in terms of market size thus low in performance.

4.5.6 Multiple Regression Results

Besides analyzing the effect of independent variables on dependent variable separately, the researcher also wanted to know the effect of all independent variable on youth group enterprises performance interactively by use of multiple regression model.

Table 4.11 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.553 ^a	.306	.285	.41449

a. Predictors: (Constant), Group entrepreneurial vision, Group entrepreneurial resources, group leadership skills, Group entrepreneurial skills

As revealed in table 4.11 above with the model summary variables: Group entrepreneurial vision, Group entrepreneurial resources, group leadership skills, Group entrepreneurial skills all had a significant relationship with dependent Variable: Youth group Enterprise performance). The value of r is 0.553 indicating an average linear relationship between independent variable and dependent variable under the study. The model also reveals that R-

Square is 0.306 meaning at least 55.3% variation in youth group enterprise performance could be explained by the four independent variables under the study while only 44.7% could be attributed to other factors not mentioned in this study.

Table 4.12 ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10.132	4	2.533	14.744	.000 ^b
	Residual	23.021	134	.172		
	Total	33.153	138			

a. Dependent Variable: Youth group enterprise performance

b. Predictors: (Constant), Group entrepreneurial vision, Group entrepreneurial resources, Group leadership skills, Group entrepreneurial skills.

The F-test revealed the significant level is 0.000 which was less than 0.05 meaning there was a linear relationship between the independent variables in the model.

Table 4.13 Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.	95.0% Confidence Interval for B		
	B	Std. Error				Lower Bound	Upper Bound	
1	(Constant)	1.772	.155	11.422	.000	1.465	2.079	
	Grp. Leadership skills	-.065	.055	-1.182	.239	-.175	.044	
	Grp. Entrepreneurial skills	.027	.057	.051	.480	-.085	.140	
	Grp. Entrepreneurial resources	.267	.046	.501	5.851	.000	.177	.357
	Grp. Entrepreneurial vision	.056	.043	.109	1.289	.200	-.030	.141

a. Dependent Variable: Youth group Enterprise performance.

In above table 4.13 beta was able to express the relative importance of each independent variable (Group entrepreneurial vision, Group entrepreneurial resources, Group leadership skills, Group entrepreneurial skills.) on the youth group enterprise performance. When all the independent variables were analyzed to understand their effect on dependent variable.

Multiple linear regression Model

$$Y = \beta_0 + \beta X_i + \beta X_{ii} + \beta X_{iii} + \beta X_{iv} + \epsilon$$

Whereby;

Y = Youth group enterprise performance

X_i = Group leadership skills

X_{ii} = Group entrepreneurial skills

X_{iii} = Group entrepreneurial resources

X_{iv} = Group entrepreneurial Vision

β₀ = Co-efficient of the model

β_i – β_{iv} = Co-efficient of Determination

ε = Error Term

$$Y = 1.772 - 0.065 X_i + 0.027 X_{ii} + 0.267 X_{iii} + 0.056 X_{iv}$$

Based on the above model it was evident that when Group Leadership skills were increased in one unit the youth group enterprise performance will decrease by -0.065 assuming all other factors were constant.

If Group Entrepreneurial skills increased in one unit, the result could increase in youth group enterprise performance by 0.027 assuming all other factors were constant.

If Group entrepreneurial resources increased in one unit, it could result to increase in youth group enterprise performance by 0.267 assuming all other factors were constant.

When Group entrepreneurial vision increased by one unit, then youth group enterprise performance will increase by 0.056 assuming all other factors were constant.

However, the youth group enterprise performance (Y) could still be predicted by 1.77 if all independent variables registered 0 due to its predictive/constant value of 1.772.

4.5.7 Summary of Result for Hypothesis

Based on the results of four null hypothesis tested in order to make generalization about the study and address specific objectives in the study. Summary of test results was as presented in the table below.

Table 4. 14 Hypothesis Test Results.

Items	Null Hypothesis	Results	P Value
VA	H ₀₁ : Leadership skills does not have significant effect on the performance of government funded youth group enterprises in Turbo Sub County Uasin Gishu County.	H ₀ accepted H ₁ rejected	0.239 P _v > α
VB	H ₀₁ : Entrepreneurial skills do not have significant effect on the performance of government funded youth group enterprises in Turbo Sub County Uasin Gishu County.	H ₀ accepted H ₁ rejected	0.632 P _v > α
VC	H ₀₁ : Entrepreneurial resource does not have significant effect on the performance of government funded youth group enterprises in Turbo Sub County Uasin Gishu County	H ₀ rejected, H ₁ adopted	0.000 P _v < α
VD	H ₀₁ : Entrepreneurial vision does not have significant effect on the performance of government funded youth group enterprises in Turbo Sub County Uasin Gishu County.	H ₀ accepted, H ₁ rejected	0.200 P _v > α

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1 Summary

The study summarized the findings as follows; study found it necessary to analyze the general characteristics of the respondents as these characteristics of the respondents may have had an influence on the responses elicited from the respondents. These characteristics included age, gender, level of education, position of the respondent and business duration.

5.1.1 Demographic Information

From the study the researcher intended to find out the ages of respondents that participated in the study with an aim of evaluating if the variations of ages by respondents was significant in a way to influence the results.

The findings revealed that female are the majority of youth group enterprises implying that the major beneficiaries of government funds within Turbo Sub-County are women since they were reported to be more immobile/stable compared to men who participated in the study. It was argued that men especially youths they're so mobile in search for other income opportunities and therefore can't be around to run their businesses and if they own one they'll delegate to someone else. This study agrees with Kamunge Stephen who did a research on factors affecting the performance of small and micro enterprises in Limuru town market of Kiambu County and found out that the majority of SME businesses within the county were operated by women, (Kamunge, 2013).

From the age differences it was found out that those who engage in entrepreneurship in most cases are people between ages 30-34 year. This category of youths consists of those who have made their mind on what to do for the rest of their life; many were stable young adults in terms of family and career wise. This implied that youths who can make good use of government

funds are those who have settled, have businesses already and have decided to pursue entrepreneurship as a life career. According to respondents' education level majority of them were of O'level followed by primary level. This implicated that majority of youth group enterprises had low level of education and therefore had few chances of securing office jobs compared to their counter parts with diplomas and above. Those who had attained diploma and degree certificates were not willing to venture into business since they believed they had papers to secure them jobs. Kamunge Stephen who did a research on factors affecting the performance of small and micro enterprises in Limuru town market of Kiambu County also found out that the majority of businesses are operated by people who had attained only primary and secondary level with college recording the least percentage (Kamunge,2013).

In regard to business duration, it was found out that majority of businesses were more than 5years and this could be explained by experience acquired on how to run the business compared to those between 3-5 year.

5.1.2 Specific Objectives

The study was guided by four specific objectives/research hypotheses that the researcher went out to find their answers through data collected from the Turbo Sub County Uasin Gishu County. According to the findings the discussion is as follow;

Ho1: Group leadership skills do not have significant effect on the performance of government funded youth group enterprises in Turbo Sub County Uasin Gishu County.

Researcher used a number of leadership skills indicators such as problem solving, leader being a good team player, sensitive to other members to assess if youth group possessed leadership skills. With Pvalue of 0.239 after regression analysis the above null hypothesis was accepted by the researcher since Pvalue was high than 0.05 meaning there was no evidence that group Leadership skills had effect on youth group enterprise performance. The findings also revealed

that group leaders for majority of youth groups that had benefitted from government funds do not have leadership skills that can help them run the business successfully, most of their officials do not have analytical skills and handling resources and people is not their strength to enable them account for every expense, income that is received into the business and any other form of the resource; they're not good at problem solving either do they agree that social fabric of the group is important to them, so whenever there's argument or misunderstandings among them the group disintegrate since group leaders are not good enough to manage the business and keep it running.

Ho2: Group entrepreneurial skills do not have significant effect on the performance of government funded youth group enterprises in Turbo Sub County Uasin Gishu County.

The study wanted to know if entrepreneurial skills had an influence on youth group enterprise performance; using several indicators as discussed herein; on ability to mobilize resources; With Pvalue of 0.632 after regression analysis the above null hypothesis was accepted by the researcher since Pvalue was high than 0.05 meaning there was no evidence that group entrepreneurial skills had effect on youth group enterprise performance. From the study it was found out that majority do not have the skill; on accounting skills, they didn't have experience with entrepreneurship and they were not creative, though some reported that they enjoyed helping their customers, this implied that they were good at customer care. It was discovered that entrepreneurship skill could predict youth group enterprise performance by 27% and could be used to explain 27% variance in the youth enterprise performance. The study concurs with Kinyua, (2015) who found out that lack of entrepreneurial experience results to poor enterprise performance among the youths.

Ho3: Group entrepreneurial resources do not have significant effect on the performance of government funded youth group enterprises in Turbo Sub County Uasin Gishu County.

The study found out that entrepreneurial resource has a strong positive relationship with enterprise performance and could predict 50.1% of Youth group Enterprise performance. With Pvalue of 0.000 the above null hypothesis was rejected and alternative Hypothesis stating that; Group entrepreneurial resources do have significant effect on the performance of government funded youth group enterprises in Turbo Sub County Uasin Gishu County adopted by the Researcher. However, it was discovered that youths had bad social network to help them with marketing of the business, this concur with Kinyua, (2015) who found out that networking had a strong positive relationship $R=0.951$ with Youth group Enterprise performance in Kirinyaga County; government funds have not had much impact on enterprise performance since many times money given out is small corresponding with Okoth et al (2013) who found out that YEDF had not had a significant effect on the youth enterprises in Kenya.

Trainings that they always receive before funding has not been impactful, since many times it has been about creating business plan and business ideas, thereafter they are left to be on their own. This concur with Momanyi, (2013) and Muriuki, (2013) who found out that most youth enterprises perform poorly since youths do not have adequate training on management and entrepreneurship skills considering the fact that most of them have low level of education. It was also found out that youths do not meet often to share ideas and challenges and they feel that government has been doing less in marketing their products and services.

Ho4: Group entrepreneurial vision does not have a significant effect on youth group enterprise performance in Turbo Sub County Uasin Gishu County?

Using several indicators of entrepreneurial vision such as business goals, mission and expansion plans among others to understand if youth group members had entrepreneurial vision. With Pvalue of 0.200 which was high than 0.05; the above null hypothesis was accepted by the researcher. The findings revealed that majority of youths do not understand well their group business vision and do not feel it's important, do not have clear mission to

guide them in achieving their group visions; do not refer their group business plans though they used the same to secure funds and lastly on entrepreneurial vision it was found out that many were not committed to see their businesses successful since they didn't have plans to expand their group business. Generally, it was discovered that variables A, B, C, D all had a significant relationship with dependent Variable E (Enterprise performance), and this could explain 55.3% ($R=0.553$) of variance in collected data.

How youths rate their enterprise performance.

The researcher wanted to understand how respondents will rate the performance of their enterprises. Using three key indicators; good enterprise performance such as number of employees, asset increase and profitability. On growth in terms of employees; it was discovered that group enterprises were not doing well in terms of growth since more than a half of respondents disagreed that they were experiencing growth, their group enterprise had not employed additional employees beside themselves. On Asset increase/expansion the researcher found out that though groups received money from the government, group enterprises were yet to experience expansion that is expected.

On profitability, it was found out that enterprise profitability was low since most youth reported that they were still having small business market, small revenue and some could not remain with some money for business expansion after repaying their group loans. This concurs with Maina, (2013) who found out that youth enterprises were not doing well in terms of profitability.

CONCLUSIONS

From the study we can conclude that though majority of youth group enterprises 78% are not doing well in terms of assets, profitability and growth in terms of number of employees in order to serve the purpose that government funds were intended for. It was clear that entrepreneurial resources have significant effect on youth group enterprise performance since it could explain 50.1% variation on Youth group Enterprise performance. Therefore, as a conclusion youth group enterprises are performing below average as reported by majority of youths that participated in the study due to lack of entrepreneurial resources, entrepreneurial skills and even entrepreneurial vision which indicated a positive effect on youth group enterprise performance. Social networking, good customer relationship, more trainings, regular entrepreneurial campaigns among others factors that were not covered in the study.

RECOMMENDATIONS

Based on the findings as discussed above, the researcher came up with the following recommendations for government, youth ministry, scholars, youths and youth group stakeholders;

- i. Beside money, the funds stakeholders need to empower youth groups through regular trainings as a way of preparing them for entrepreneurial adventure before real funding.
- ii. More studies to be done on entrepreneurial factors influencing the performance of youth enterprises in other parts of the Country either as critic to this study or expansion of knowledge.

- iii. Ministry of youth affairs to collaborate with other interested parties in empowering youths through trainings so that their efforts are well utilized and to avoid overlaps in training activities.
- iv. Youths to utilize the skills and knowledge they acquired in schools by creating job opportunities for themselves and others instead of waiting on the government to create opportunities for them.

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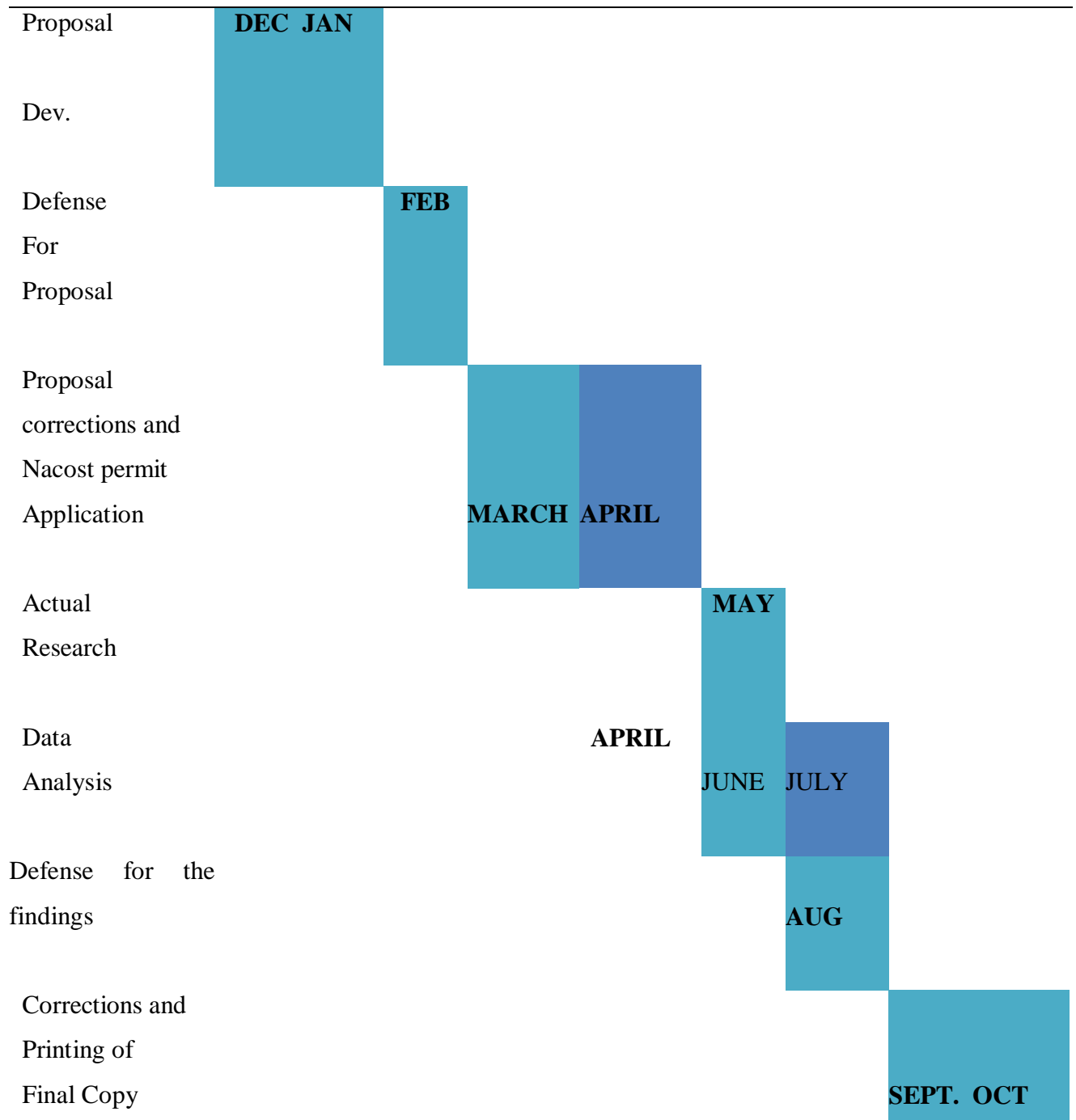
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APPENDIX 2.

TIMEFRAME (Months)



APPENDIX 3

BUDGET

ACTIVITY		COST (KSHS)	UNITS	(KSH)
Laptop	HP Laptop for Data Entry	42,000	1	42,000.00
Proposal Development	Typing and printing 55 Pages @Kshs 10	10	55	550.00
Photocopying Proposal	6 copies of 50 pages @ Kshs.250 for Department Defense	250	6	1,500
Food & Accommodation	1 Day @ 2500	2,500	2	5,000.00
Photocopying questionnaires	10 copies of 15 pages @ Kshs. 30	30	10	300.00
SPSS Computer Package	Data Analysis Package	30,000	1	30,000.00
Internet Services	Approx. 1month @ Kshs. 3500	unlimited	1	3,500.00
Photocopying	Questionnaire 110 copies of 4pages @ 20	20	110	2,200.00
Field supervision	Subsistence for 2 Supervisors for2 Days	4,000	2	8,000.00
Principal Researcher	Travel to, around and from research area	6,000	2	12,000.00
Food & Accommodation	30 Days	2,500	30	75,000.00
Thesis Typing and Printing	Typing and printing Apr. 100pages	20	100	2,000.00
Thesis Photocopying	Approx. 10 of 100 pages	500	10	5,000.00
Thesis binding	Binding of all 5 copies at any Press	500	5	2,500.00

Stationery	4 Packets of Biro Pens	2,000	3	6,000.00
	20 Mark Pens	100	20	2,000.00
	2 Flash Disks	1,000	2	2,000.00
Airtime	30 days	200	30	6,000.00
Contingencies	10% of the Total			22,355.00
GRAND TOTAL				245,905.00

APPENDIX 4

QUESTIONNAIRE

I am a master's student from Kisii University carrying out a study on “**Entrepreneurial Factors influencing the Performance of Government funded Youth Group Enterprises in Turbo Sub-county Uasin Gishu County**”. This research is purely for academic purpose and your contribution will be highly appreciated. As part of Government development fund beneficiary I kindly request that you answer the questions below. All information collected will be treated confidentially and for the purpose of study.

SECTION A: PERSONAL INFORMATION.

1. Gender:

a) Male

b). Female

1.b) Position in the group

a) Member

b) Official

c) Other, specify.....

2. Age

a) 18- 20yrs

c) 25-29yrs

b) 20- 24yrs

d) 30-34yrs

e) Above 35yrs

3. Level of Education

Please indicate your highest level of education:

a) Primary

b) O-Level

c) Diploma

d) Graduate

e) others (specify).....

4. Business duration.

a) Less than 2yr

b) 2-3yrs

c) 3-4yrs

d) 4-5yrs

e) Above 5yrs

SECTION B: INDEPENDENT VARIABLES

5. Leadership

Based on your experiences in operating the project so far and the actual condition of the business, please indicate your opinion regarding each statement (1. Strongly disagree (D), 2. Disagreed (D), 3. Undecided (U), 4. Agree (A), 5. Strongly Agreed.

Factors	SD	D	U	A	SA
Our group leaders are effective with the detailed aspects of work.					
Our group leaders are effective at problem solving.					
Social fabric of the group is important to our leaders					
Our leaders like helping us achieve our group goals.					

Our leaders can easily sense emotional undercurrents in our group					
Managing people is one of our leaders strengths					

Any other -----

6. Entrepreneurial skills

Based on your experiences in operating the project so far and the actual condition of the business, please indicate your opinion regarding each statement (1. Strongly disagree (D), 2. Disagreed (D), 3. Undecided (U), 4. Agree (A), 5. Strongly Agreed (SA)).

Factors	SD	D	U	A	SA
Mobilizing available resources is one of my strengths.					
In my work, I enjoy responding to people's requests and concerns.					
Filling out forms and working with details comes easily for me.					
Am having other income generating projects beside this for a group					
This is not my first time to run a business					
Am searching for business ideas for our group business.					

Any other -----

7. Entrepreneurial Resources

Please indicate your opinion regarding each statement (1. Strongly disagree (D), 2. Disagreed (D), 3. Undecided (U), 4. Agree (A), 5. Strongly Agreed (SA)).

Factors	SD	D	U	A	SA
Friends and family members have been key in marketing for my/our business					
Our customers have been giving us referrals for new clients for our business.					
The money I received from the government has boosted our/my business					
Our group members have been so resourceful when it comes to sharing ideas to grow the business.					
Regular trainings we have been receiving has helped us to grow our business					
We've been receiving good support from the Government and other stakeholders in Marketing our products.					

Any other -----

8. Entrepreneurial Vision

Please indicate your opinion regarding each statement (1. Strongly disagree (D), 2. Disagreed (D), 3. Undecided (U), 4. Agree (A), 5. Strongly Agreed (SA)).

Factors	SD	D	U	A	SA
Seeing the big picture of our group business comes easily for me.					
I understands what I need to do in order to achieve my goals.					
We have group business plan that we refer every month to ensure that we're on track.					
I am committed to see our group business successful no matter the challenges.					
Business vision is important for any business person to succeed					
we have a plan to venture into another line of my business i.e. add new products/services.					

Any other -----

SECTION D – Performance

9. Please indicate your opinion regarding following statements (1. Strongly disagree (D), 2. Disagreed (D), 3. Undecided (U), 4. Agree (A), 5. Strongly Agreed (SA).

Alternatives	SD	D	U	A	SA
I am satisfied with the rate at which our group business is growing.					
Funds we received from the government has enabled us to expand the business and employ other people.					
Our group business assets have so far increased compared to when we					

started.					
We're receiving enough income from the business to enable us clear the loan.					
I consider our group business to be successful since our monthly profits has increased.					
We have been able to expand our business market and increased our customer base.					

Any other -----

END

APPENDIX 5

INTERVIEW SCHEDULE

I am a master's student from Kisii University carrying out a study on “**Entrepreneurial Factors influencing the Performance of Government funded Youth Group Enterprises in Turbo Sub-county Uasin Gishu County**”. This research is purely for academic purpose and your contribution will be highly appreciated. As part of Government development fund custodian I kindly request that you answer the questions I'll ask you based on your ability and comfortability. All information collected will be treated with confidentiality and for the purpose of study.

1. How long have you worked with ministry of youth affairs?
2. Based on your work experience with youth group, how do you rate their enterprise performance?
3. Do you think that group leadership skills have some effect on the performance of youth group enterprises?
4. Do you think that group entrepreneurial skills have some effect on the performance of youth group enterprises?
5. Do you think that group entrepreneurial resources such as social network, customers' relations and family have some effect on the performance of youth group enterprises?
6. What can you say about gender participation in youth group enterprises, and why it's so?
7. Besides offering loans for the youth groups, what else do you offer them to achieve their enterprise sustainability?

8. What are the major challenges you're facing with youth groups as a ministry in implementation of national a gender-empowering youths?
9. Best on loan disbursement statistics, which category of youth groups do you find as best performers?
10. Anything else you'll want readers to know about youth group enterprises?

APPENDIX 6

REPUBLIC OF KENYA



MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY
STATE DEPARTMENT OF EDUCATION

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Telephone: 053-2063342 or 2031421/2
Mobile : 0719 12 72 12/0732 260 280
Email: cdeuasingishucounty@yahoo.com
: cdeuasingishucounty@gmail.com

When replying please quote:

Ref: No. MOEST/UGC/TRN/9/Vol II/179

Office of The County Director of Education,
Uasin Gishu County,
P.O. Box 9843-30100,
ELDORET.

23RD May , 2016

Jacklyne N. Wamoto
Kisii University
P.O Box 402 - 40800
KISII

RE: RESEARCH AUTHORIZATION

This office has received a letter requesting for an authority to allow you carry out research on "***Entrepreneurial factors influencing the performance of government funded youth group enterprises in Turbo Sub-County***" Within Uasin Gishu County".

We wish to inform you that the request has been granted for a period ending **11th May, 2017**. The authorities concerned are therefore requested to give you maximum support.

We take this opportunity to wish you well during this research.

OTIENO C. O.

For: County Director of Education
UASIN GISHU.

For: THE COUNTY DIRECTOR OF EDUCATION
UASIN-GISHU COUNTY
TEL: 053-2063342/0719127212
P. O. Box 9843-30100,
ELDORET.

OC/sc

APPENDIX 7

NACOSTI

NATIONAL COMMISSION FOR SCIENCE,
TECHNOLOGY AND INNOVATION

Telephone: +254-20-2213471,
2241349,3310571,2219420
Fax: +254-20-318245,318249
Email: dg@nacosti.go.ke
Website: www.nacosti.go.ke
when replying please quote

9th Floor, Utalii House
Uhuru Highway
P.O. Box 30623-00100
NAIROBI-KENYA

Ref. No.

Date:

NACOSTI/P/16/41462/10351

11th May, 2016

Jacklyne N. Wamoto
Kisii University
P.O. Box 402-40800
KISII.

RE: RESEARCH AUTHORIZATION

Following your application for authority to carry out research on *“Entrepreneurial factors influencing the performance of government funded youth group enterprises within Turbo Sub-County Uasin Gishu County-Kenya,”* I am pleased to inform you that you have been authorized to undertake research in **Uasin Gishu County** for the period ending **11th May, 2017.**

You are advised to report to the **County Commissioner and the County Director of Education, Uasin Gishu County** before embarking on the research project.

On completion of the research, you are expected to submit **two hard copies and one soft copy in pdf** of the research report/thesis to our office.


BONIFACE WANYAMA
FOR: DIRECTOR-GENERAL/CEO

Copy to:

The County Commissioner
Uasin Gishu County.

The County Director of Education
Uasin Gishu County.

APPENDIX 8

REPUBLIC OF KENYA



THE PRESIDENCY

MINISTRY OF INTERIOR AND COORDINATION OF NATIONAL GOVERNMENT.

Telegrams: "DISTRICTER" Eldoret
Telephone: Eldoret 31421/2
Email-dccturbo2016@gmail.com
When replying please quote

DEPUTY COUNTY COMMISSIONER'S OFFICE
TURBO SUB-COUNTY
UASIN GISHU COUNTY
P.O. BOX 30-30100
ELDORET

Ref. No. ADM.15/4/VOL.V/248

23rd May, 2016

TO WHOM IT MAY CONCERN

RE: RESEARCH AUTHORIZATION: JACKLYNE N. WAMOTO

This is to confirm that the above named has been authorized to carry out research on "*Entrepreneurial factors influencing the performance of Government Funded Youth Group Enterprises within Turbo Sub-County Uasin Gishu County - Kenya,*" for the period ending 11th May, 2017.

Kindly give her the necessary assistance.

DEPUTY COUNTY COMMISSIONER
TURBO SUB - COUNTY

R. J. Kitum

R. J. Kitum
For: Deputy County Commissioner
SOY SUB COUNTY

C.C

County Commissioner
Uasin Gishu County.

APPENDIX 9



KISII UNIVERSITY

(ISO 9001:2008 Certified Institution)

ELDORET CAMPUS

OFFICE OF THE DEPUTY DIRECTOR-ACADEMIC AFFAIRS

Phone: 020-2610479

Email:eldoretcampus@kisiiversity.ac.ke

P. O. Box 408- 40200

ELDORET-KENYA

21st March, 2016

TO WHOM IT MAY CONCERN

Dear Sir / Madam.

RE: RESEARCH DATA COLLECTION

JACKLYNE N. WAMOTO

CBM12/10570/14

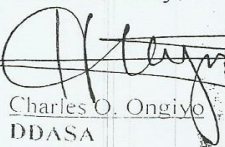
The above named is a bonafide student of Kisii university- Eldoret Campus pursuing a Master's degree in **Business Administration (Entrepreneurship Option)** in the School of Business and Economics.

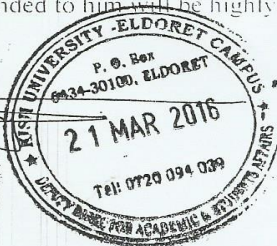
She is working on her research entitled "**Entrepreneurial Factors Influencing the Performance of Government Funded Youth Group Enterprises in Turbo Sub-County-Kenya**" in partial fulfilment for the requirement of the Award of Masters in Business Administration (Entrepreneurship Option).

We are kindly requesting your office to provide her with the permit to proceed to the field for data collection and completion of her research.

Any assistance extended to him will be highly appreciated.

Yours faithfully,


Charles O. Ongivo
DDASA



APPENDIX 10



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FUNDED YOUTH GROUP ENTERPRISES IN TURBO SUB-COUNTY UASIN GISHU

COUNTY- KENYA WAMOTO N. JACKLYNE A RESEARCH PROJECT SUBMITTED TO THE

GRADUATE SCHOOL OF BUSINESS AND ECONOMICS IN PARTIAL FULFILLMENT OF THE

REQUIREMENT FOR MASTER OF BUSINESS ADMINISTRATION DEGREE (ENTREPRENEURSHIP)

KISII UNIVERSITY.