

**DETERMINANTS FOR THE PERFORMANCE OF YOUTH DEVELOPMENT
PROJECTS IN KENYA: A CASE OF MERU YOUTH SERVICE PROJECT MERU
COUNTY, KENYA**

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DECLARATION

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

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This research project report has been submitted for examination with my approval as the University supervisor.

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DEDICATION

I dedicate the research project to my parents Edward Kaburu Marete, and Hellen Nkuene Kaburu.

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ABBREVIATION AND ACRONYMS

AIDS	Acquired Immunodeficiency Syndrome
CNCS	Corporation for National and Community service
CYE	Critical Youth Empowerment
HIV	Human Immunodeficiency Virus
KIPPRA	Kenya institute for public policy research and Analysis
KKV	Kazi Kwa Vijana
KNBS	Kenya National Bureau of Standards
KYEDP	Kenya Youth Empowerment Development
KYEP	Kenya Youth empowerment Project
MCIDP	Meru County integrated development plan
MYS	Meru Youth Service
NGOs	Non-Governmental organization
NYP	National Youth Policy
NYS	National Youth Service.
SDGS	Sustainable Development Goals
STIS	Sexually Transmitted Infections
UNDP	United Nations Development Program
UNYAS	United Nations Youth Association

ABSTRACT

Youth development, being a wide concept that acknowledges the three essentials of human development paradigm that are; potential to live a lengthy and healthy life, to gain awareness and to have accessibility to resources required for a decent living standard, has been embraced by several countries across the world. There are several projects that have been initiated to try and eradicate the challenges facing the youth. Some of these projects end up performing poorly and thus the problem remains prevalent. The aimed of the study was to investigate the determinants for the performance of the youth program in Meru. Descriptive research design was used with an aim of assessing a sample at a time without manipulation. Target population was 986 people comprising of former recruits, staff and management. Inferential statistics through stratified random sampling was used to arrive at a sample of 90 respondents. Questionnaire was then used to collect data from the respondents. To improve accuracy of the instrument Pilot testing was conducted using 10 questionnaires repeated until all the vagueness was eliminated. The validity and reliability were tested by statistically formulating items in the instrument by considering set objectives and test-retest respectively. The data was analyzed through descriptive and inferential statistics then presented through frequencies, means, standard deviations and percentages aided by SPSS version 21 and presented in tables. The study found that an increase in one unit of capacity building and leadership skill had significant influence on in project performance at 0.831 and 0.944 p-values respectively. Further, use of technology, financial management and project funding had a significant influence on project performance by 1.106 and 1.819 units respectively. The study further established that capacity building, leadership style, use of technology and resource allocation influence up to 72.8 of the performance of the Youth Service Project in Meru County. The research recommended that project officers receive at least basic training in project management as a way to enhance their capacity. There is also a need to seek alternative sources of funds and resources such as approaching donors for funding. The results of the study will inform policy makers and stakeholders on the need to importance of technology, benefits of capacity building, value of leadership and consequence of adequate funding on performance of youth projects. The researcher recommends that a study be conducted to investigate the impact of donor funding on the youth project and the determinants of the funding. Influence of youth project on the community and national development.

CHAPTER ONE

INTRODUCTION

1.1 Background of the Study

Globally the youth population is increasing at high rate and Kenya is not an exception to this trend. There are approximately 1.3 billion young people globally (ILO, 2020) with a projection of 1.8 Billion youths globally by 2030 (UNFPA 2019).Its estimated that around 60 per cent of young people globally are unemployed with 30 per cent of those employed remaining in extreme or moderate poverty (ILO, 2020).The steady rise of numbers of youth has forced various government agencies to come up with diverse youth development programs to sustain the youth surge. Youth development is a holistic process aimed at exposing youth to supportive and empowering environment. Youth development serves as the most effective strategy in an attempt to prevent and address youth problems.

According to the Global Youth Wellbeing Index 2017, Australia has the most successful youth development program with Mozambique having the most ineffectual youth programmes across the world. The Central Australian Youth Link up programme (CAYLUS) is one of the projects which has effectively and efficiently provided recreational and diversionary programs that keep young people busy, engaged and out of trouble across Australia. The success of the projects has been attributed to great adoption of technology and on time funding. In the United States of America (USA) several youth developments projects have been in place for decades. The Corporation for National and Community Service serves as a formidable platform for volunteering service and civic engagement among youths (CNCS, 2017). The organization engages a big number of youth in citizen service via its AmeriCorps, Senior Corps, and Volunteer Generation Fund programs.

In India youth development program such as National Service Scheme (NSS) and Rajiv Gandhi National Institute of Youth Development (RGNIYD) glooms young people to realize new opportunities as well as equipping them with skills to face challenges confidently. The aim of the study was to identify those factors which make these project a success. A study carried in South Africa by Crispin, (2011) indicated that youth development in South Africa remains one of the daring challenges and a nightmare to the policy makers. Among imminent

challenges encountered by young people include; lack of job opportunities, poverty, inability to venture into business, impediment to accessing government services, exposure to crime and crime related activities among others. The launching of the National Youth Policy (NYP) in November 2018 served as a milestone achievement towards addressing young people's problem. (Crispin, 2011).

In Nigeria the National Youth Corps (NYSC) scheme has assumed multiple mandates with focus on youth development, national integration and development since its inception in 1973. The clarion call for NYSC was to avail a platform for youth straining as an antidote for youth unemployment in tandem with a prospective cure for other challenges associated with Nigerian youth (Edokpolor& Owenvbiugie,2017).The program aimed at inculcating discipline as well as cultivating a tradition of industry coupled with patriotism and loyalty to the nation(NYSC,2004)).

In Kenya youth projects such as National Youth Service (NYS) established in 1964, Kazi Kwa Vijana (KKK) established in 2009, Kenya Youth Employment and Skills Program (K-YES) and National Youth Talent Academy (NYTA) established in 2010 are among many other flagship youth programs in place. The programs seek to effectively engage the youth through empowerment, education and developing them to be able to solve the issues they face. There are a couple of challenges faced by Kenyan youth ranging from unemployment, marginalization, lack of business capital, impediments into accessing essential services over and above exposure to crime and crime related activities (Acacia, 2016). The development programmes are promoted by both international and local agencies to help fight these challenges. With so many projects all aimed at the wellbeing of the youth then positive results are expected. However, that not the case as projects are most likely not performing as expected (Njau, 2017)

In Meru County, the Meru Youth Service Program (MYS) established under Meru Youth Service Act 2018 of Meru County. The program was subsequently launched in April 2018 by the Meru County Governor H. E Kiraitu Murungi in collaboration with UN-HABITAT.The program was established to impart the youth with employability skills and link them with the

potential job market as well as enhancing self-reliance among them. The first group young people drawn from the all the administrative wards in the County, with a bias towards youth from less privileged backgrounds received training in fields such as agriculture, health services and urban generation in 2018(MCIDP,2018). The favourable outcome of the project is of utmost significance not only to the county but also to the entire society as a whole. However, the determinants of the program's performance vis-a-viza its objective remains unknown.

This project aimed at investigating some of the factors that influence the performance of the youth project such as resource allocation. The World Bank in its report (2015) observed that most youth projects do not performing well because of inadequate allocation of funds to youth programs. The leadership style embraced by the management is likely to have a spiral effect on the performance of the project. In the current generation the technology in place most likely affects how things are done and hence affect the project as a whole. And finally, this project aimed at establishing the effect of capacity building on the performance of the project.

1.2 Statement of the Problem

Poor performance and failure of youth development projects is a predicament faced in Kenya in the past and is still being experienced currently. The trend is likely to continue if measures are not put in place to help solve this problem. Universally, the rate of unemployment among the youth in 2010 with an estimated total of about 84.8 unemployed placed at 15.4%. The rate in the developed countries was better at 17.7% in 2010; however, in sub-Saharan Africa and North Africa it stood at 13.6 % and 25.3% respectively.

In Meru County, challenge of handling the youth has remained a problematic issue which requires addressing addressed amicably so that significant socio-economic and political progress (All Africa, 2003) can be achieved. Besides youth enjoying substantial proportion of general population, they encounter conspicuous challenges (Shimer, 2012).In 2019, the population of Meru county was estimated to be about 1.54 million people that had a successive growth estimated at 14% (KNBS, 2019).The population is largely youthful (under 35 years). More than half of the County population falls under age bracket of 15-35 years (census, 2019).

The success of the projects that aim in the empowerment of the youth would a guarantee empowerment to the whole community.

A study by World Bank (2017) found that Meru County need way more than half a million jobs each year for the next 10 years to be abreast with ever increasing youth population. The graduate's employment absorption rate declined from 79% in 2011 to 13% in 2017 leaving a huge number of frustrated youths (KIPPRA, 2018). Inactive youths are highly vulnerable of being recruited to criminal activities (World Bank, 2012). The problem is prevalent because of inadequate programmes to engage the huge numbers of youths. The projects in place do not live up to the expected standards. The study seeks to establish the determinants for the performance of youth development projects in Kenya. Most of these projects in place perform poorly and don't even meet the set standards hence the need to find out how the factors indicated affect the performance of the projects.

According to Bowen, Morara and Murithi (2009) the rate in which youth development in Kenya are failing stands at over 50% in the first three years of implementation. A good example is the YEDF, launched in 2006, this project despite having not failed it has not had any meaningful impact on the youth (Kemunto 2017). Revolving funds pumped into the projects totaling about \$57 million has for a while now been tarnished by issues and wrangles among its leaders. Likewise, in 2009, another project labelled Kazi Kwa Vijana that was funded by the World Bank embarked on dealing on dealing with this unemployment menace. However, A few years later the project collapsed due to allegations of glaring mismanagement of cash and fraud with some youth getting paid but not in the program. Up to 75% of youth projects failure can be attributed to leadership issues among other challenges (Bowen, Morara & Murithi, 2009) according to statistics. Consequently, the need to clearly define the challenges facing the youth in Kenya focus on the projects to address those to ensure that those projects serve their purpose. After the research the researcher gave a detailed recommendation on what ought to be done to guarantee enhanced performance in the youth development projects.

1.3 Purpose of the Study

The purpose for this study was establishing determinants of performance of youth training project in Meru County.

1.4 Objectives

The study sought to achieve the following objectives: To,

1. Establish the influence of capacity building on the performance of the Meru Youth Service projects.
2. Assess the extent to which use of technology influences performance of Meru Youth Service project.
3. Determine the degree to which leadership style influences performance of Meru youth service project.
4. Examine the extent to which resource allocation influences performance of youth service project in Meru County, Kenya.

1.5 Research Questions

The study aimed at answering the following questions:

1. How does capacity building influence the performance of Meru youth service project?
2. To what extent does leadership style of the management influence performance of Meru youth service project in Meru County, Kenya?
3. How has technology influenced performance of Meru youth service project Meru County, Kenya?
4. To what extent does resources allocation influence performance of Meru youth service project?

1.6 Significance of the Study

The findings from the study on determinants for the performance of youth development projects are useful to the government in assessing the value and the utilization of the resources allocated to the project. The government will also use the findings to determine if there is need to add more resources and if the resources allocated are being properly youth that are enrolled and its impact on the community at large. The national government can use these findings to

determine how viable this project is at the county level and from the finding the government can advise other counties to implement such a project.

The stakeholders in the project can apply the findings towards solving funding loopholes which deter progress of youth project. The project managers as part of the stakeholders will use the findings on capacity building to embolden and synergize staff involved in the project to ensure they are productive and always up to task to deliver desirable results. The study will also assist policy makers in the project including the top level management in identifying gaps in policy formulation and implementation hence demystifying and accelerating policy making process. The study will also be of benefit to the stakeholders for better understanding of youth projects and in decision making.

The policy makers will also be able to recognize the gains that come with the Youth development funded project and its challenges to come up with solutions to the challenges. Other county governments that wish to start such a program will consider the findings of this project to see the influence of the project on the youth and the determinants for the performance of the project and from the findings, the other counties will decide if the training project is viable for them and if they can implement it in their counties and tools they can use to better performance if implemented. To academicians, could likewise utilize the discoveries of this investigation as a wellspring of reference to get a knowledge of the young financed ventures and challenges confronting the programs.

1.7 Delimitations

The focus of the study was the determinants of performance of youth development project a case of Meru youth service project, Meru County, in the eastern region of Kenya. The study aimed at getting response from the entire county therefore the community leaders selected hailed from all the parts of the country. The study aimed at assessing the influence of capacity building, leadership skills, technology and resources on performance of the youth service project. The study targeted the youth representatives, staff members and management team of the MYS youth training program in Meru county Kenya. A sample was selected from the population of about 986 people. The study took a period of 3 months

1.8 Limitations of the Study

During the process of conducting the study, issues such as lack of cooperation, unwillingness of respondents to fill questionnaires as well as concern for the safety and privacy of information given were encountered. On cooperation and unwillingness, the researcher clarified that the research would greatly be of benefit as at it could be availed to them for mutual inclusive use. The respondents were recommended not to write their names or any personal credentials to augment privacy and confidentiality. The respondents were assured that their information would be treated with utmost confidentiality. The respondents were also guaranteed that this was an academic study and no one would be discriminated as a result of the study.

1.9 Assumptions of the Study

The researcher assumed that respondents would be enthusiastic to respond to questionnaires honestly. The researcher assumed that they would cooperate fully during the research. The researcher also assumed that all questionnaires will be filled with the needed information and returned. Finally, the researcher assumed that the information gathered and analyzed would apply to other regions in the country. All factors facilitating the accomplishment of the study remain constant and the researcher completed the study within the stipulated time.

1.10 Definition of Significant Terms and concepts.

Leadership style:

This is the leader's ability in providing guidance, direction and motivation to people during the implementation of the projects.

Resource Allocation:

Resource allocation entails how the cash required to undertake a project is secured then made available as needed.

Capacity Building:

This is the method by which individuals in the project synergize themselves by acquiring new talents and improving on the existing ones as well as acquiring knowledge and skills to carry out their responsibilities more efficiently.

Technology:

This entails application scientific knowledge towards a certain task to achieve the desired laid down goals and objective of the project. It is anchored towards solving real world problems

Project:

Any undertaking, administered individually or collaboratively aimed at realizing a specific set goals and objective

Youth training:

Equipping youth with positive and adaptive skills towards making them self-reliant and of benefit to national development.

Youth representatives:

These are going to be the youth respondents who will respond on behalf of the youth trained through the MYS system.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This section entails an analysis of corresponding works. The section is made up of divergent sections which include: performance of youth development projects, capacity building, technology, leadership styles, resources allocation theoretical and conceptual framework. Several materials from different prior researchers have been cited. The chapter ends with demonstration of identified gaps. This section mainly comprises analysis of previous related studies.

2.2 Performance of Youth Development Projects

Performance is the degree how well or severely something is implemented, or it tends to be how efficiently or severely anything can be said to be. As indicated by Nickels (2020), execution is often estimated utilizing execution pointers. Nickels (2020), contends that presentation principles must be set that are reasonable by all the gatherings within the associations. The administrators must impart the traditional guidelines within the association. In situations where the traditional execution isn't met administrators are required to require remedial activity at that time to supply the subordinate with remedial criticism to satisfy the set presentation guidelines.

There are ranges of things rising that are perceived as positively affecting execution. The factors express the variable as a duty, strengthening, initiative, culture, and adaptableness learning. (Torrington and Laura, 2018). Walton (2015), supports Torrington and Laura (2018) through stating that responsibility is assumed to possess better value after effects of execution, lower turnover of workers, a more prominent limit with regards to development, and more adaptable representatives. Within the ongoing years, worldwide execution of activities has been poor (PWC, 2012). Barely have any undertakings been hailed for superb exhibitions while many have performed grimly (Shenhar, 2012). Extra, worldwide spending on ventures keeps on costing billions of dollars yearly. This spending trend continues rising unabated (Williams, 2016).

Within UK, projects administered found that project managers overshot their budgets by 13%, were not on time by 20%, and under-delivered on the scope by 7% (Standish Group, 2012). Within the same study, most projects experienced average budget overruns of 33%. The study also observed that abandoned projects constituted 9%, projects which were budget-challenged comprised 5%, and schedule challenged projects were 18% off (Standish Group, 2012) Youth development programs are put in an appropriate path and also to develop their potential, polices and other affairs of public life and to contribute within the mainstream economy. A progressive implementation policy forces the choice makers who are traditional to figure and not just for children but with them.

The achievement of the national youth strategy requires endeavors and commitments of the social entertainers and therefore the common society everywhere (Nokes, 2017). Adeoye and Elegunde (2012) gave a justification that demonstrated that it's so critical to ensure the safety of youngsters' lives to the longer-term society. Bapuji and Crossan (2014) state that when a government ensures the protection of its children, then it ensures the security of its future and current success. Therefore, it is prudent for the government to make sure that it's at the forefront in ensuring that they supply and support the youth development as this may increase employment opportunities, education, and health facilities for the youths and thus securing its future. The policy also gives youths an opportunity to make sure that they fulfill their obligations effectively. This provides the youths a chance to make sure that they're involved within the deciding and this enhances a country's national growth and development (Pratten and Ryan, 2014). Youth development is a an arsenal towards youth empowerment who are the majority across the world hence a lot of concentration should be geared towards it success.

2.3 Leadership Style and Performance of Youth Development Projects

Leadership is that the governing function in a corporation which it's a fashion that has an impression on others. Management could also be done by a person at exclusive levels inside a commercial enterprise no matter the situation of the hierarchy of that character inside the organization. Management is similarly said to be concerned about the capacity of a personality to impact the behaviors of others with a vision to deal with the wishes of the chief (Ndegwa, 2015). Perfect leadership style differs with extraordinary occasions and trends. Therefore, no

definitive leadership style that exist and therefore the many approaches that leadership has been hypothesized will have an influence on the connection among leaders and followers who work for real modifications and results that reflect their common commitments (Vundi, 2018). Both transformational and transactional leadership are the foremost integral forms leadership on which this study investigated. Additionally, transformational leadership focuses on leaders who specialize in bringing together the exquisite complex requirements of their subjects, prevailing in admirers deciding them and the wishes of the supervisor (Laureani & Antony, 2017). It is divided in four dimensions: charisma (or ability of a leader to influence), inability of leaders to inspire, intellectual stimulation, and personalized consideration. Something else, conditional authority discuss pioneers who center around pleasing the extraneous necessities in their subjects, such consideration outcome inside the subordinates acting the obligations that their chief needs. (Barbosa, Gambi and Gerolamo, 2017).

The groundbreaking chief moves the people to run after regular destinations and inspiring fans' to recognize and skill inside the heading of the authoritative innovative and perceptive. Groundbreaking administration motivates imaginative endeavors inside an organization (Sandstrom and Reynolds, 2019). Groundbreaking initiative might be a versatile patron of the abnormal things that advance oddity and improve the overall establishment of the association. A pioneer having startling prize direct may collect agents' previous settlement at work to be rehearsed equally of compensations for passing on the general execution inside a period firm. Besides, a leader indorsing comprehensive administration by special case regulates workers, perceives blunders or botches, and from that point takes therapeutic measures (Vloet, 2017).

Besides, the task achievement is mostly needy upon the chief's administration style henceforth that the explanation the administration has a significant function in the exhibition of the venture (Vloet, 2017). Subsequently, its miles usually imagined that groundbreaking administration and value-based initiative may have a full-size and brilliant impact on hierarchical general execution at the advancement execution inside the endeavor principally based inventiveness. Ability comprehensive endeavors are comparatively significant for development inside the venture activity way and grant association and backing the connection among entertainers inside the lucrative undertaking (Barbosa, Gambi and Gerolamo, 2017).

Data the board might be a pre-needful for developing, sharing, and capacity of innovative thoughts. Powerful administration executes an inescapable function in empowering a steady atmosphere for revealing mastery into manager advancement. Aptitude the executives is all or any administrative exercises that disentangle people inside the endeavor to get new arrangement. Every information sharing and information programming was known to help the acquaintance of the up-with date contemplations and philosophies that will upgrade the exhibition of the gatherings (Barbosa, Gambi and Gerolamo, 2017). Ability controller plays an intercession work inside the connection between groundbreaking administration and hierarchical execution, while overseeing the effect of conditional administration. Thus, change pioneers develop the central wishes to share skill at a journalist time as exchange pioneer's current compensations to share understanding. It is likewise anticipated that such pioneers upgrade the oddity execution of the test based relationship through the way of understanding dissemination inside the creativities (Sfantou, Laliotis, Patelarou and Patelarou, 2017).

Initiative incorporates rousing the laborers, being imaginative, and making a solid association. Regarding the exhibition of any turns of events, the above can assume a pivotal function in advancing the respectable and reliable execution of the task of youth pay producing ventures. Chiefs of youth pay producing ventures didn't effectively lead individuals to work inside the task (Barbosa, Gambi and Gerolamo, 2017). This causes a low achievement pace of such ventures during execution and resulting post-usage. The venture administrators of medium and monster scope associations, when executing their chief capacities give obligations, explain schedules, clarify arrangements, and convey input on the advancement of the undertaking to the staff. Directors of the adolescent monetary activities in their arrangement to lead, for the most part confound individuals utilized inside the venture because of their deficiency of the necessary aptitudes for driving the task group (Barbosa, Gambi and Gerolamo, 2017). Rather than account that young are heads of tomorrow, adolescents should be given administration positions to lead themselves under the mentorship of their seniors. Those in administration positions should work for the benefit of all instead of narrow minded additions.

2.4 Use of Technology and Performance of Youth Development Projects

As indicated by Ceruzzi, (2003) the 1960s was a crucial time the data of information handling hardware from logical developments to pragmatic business when organizations started the gathering of PCs. It's presently a straightforward irrefutable truth that the contribution of innovation in cycle in the development of economies and the improvement of the different nations are generous. Through the production of instruments and programming, current associations could indicate the way they'll maybe assemble or buy programming to computerize tasks to flavor up development, obstruct working expenses, and develop a sensible bit of leeway (Campbell-Kelly, 2015). Standard undertaking the board programming set up gives a huge variety of explicit venture task. Those dealing with the undertaking can essentially do as such if all have charge to the product. This is solely significant on the off chance that they add fluctuated units or various organizations with divergent specialized hardware and foundation. Specialized hardware is a critical segment these days since most organizations have correspondence universally (Quade, et al. 2012).

Numerous organizations put resources into innovation to fortify authoritative execution to comprehend an unobtrusive bit of leeway. As per Anantatmula and Kanungo (2014) innovation frameworks are lively in ventures and should be set up to satisfy explicit business and task prerequisites. Innovation is vital to strengthen measures; it assists with overseeing venture intricacy, usage of assets and keeps ventures incorporated (Anantatmula, et al. 2015). Because of the examination the specialist established that the use of innovation like distributed computing, information sharing, video gatherings, plan arranging, and danger control devices, related to the on the web and intranet venture administrators, lead ventures applied, convey all the more adequately, and administer undertakings all the more productively and viably.

The consequences of an examination done by the IBM in 2008 on "how associations can viably oversee change and features techniques for improving task results" exhibits that lone 41% of undertakings met the arrangement, financial plan, and quality destinations, while practically 60% didn't accomplish set objectives. The aftereffects of the examination show that 44% missed at least 1 achievement boundary while 15% missed all requirements or dropped inside the beginning stage (IBM, 2008) innovation is in this way a fundamental part for the

accomplishment of any task. Innovation continues changing day in and day out, each association should grasp utilization of innovation and holding onto as well as refreshing it routinely to stay important in the dynamic world.

2.5 Resource Allocation and Performance of Youth Development Projects

The personality of the applications base the asset assignment procedures, work process applications really work process portrayal of the machine causes the client to sort out the exact measure of assets which can be spent for each run of the apparatus. Neighborhood limit is essential factor when making admirably working circulated officialdom. Resources that an association have and can be used in activities, for example, incorporate HR, monetary assets, materials and gear are the accessible assets (Harris, et al., 2017).

Resource planning is serious to ensure the achievement of the organizational objectives and make sure a result-based methodology utilizing the negligible constraints. According to Burke (2013), resource planning is a comprehensive summary of various forms of resources needed in finishing a certain task. As indicated by national government constituency development fund (2016) the board ensures fund are available as well as supporting proposals from constituency for funds to cater for organization activities. Nonetheless, the board reserves the veracious to review the number of funds demanded to the numerous projects. The researcher sought to establish the effect of resource availability to performance the performance of CDF water projects (Ruwa, 2016).

To address the scarcity of resources markets and government transfers are essential. In many instances, resource allocation via markets and government transfers, although undeniably important, are not available or suitable in fact (Streimikienė, 2016). This is often true as various African countries have governance systems that are not strong and markets that are underdeveloped. In these cases, resources allocation through decentralized nonmarket channels like direct democracy seems likely to be the only because of stimulate local process. Growing trend of development aid being distributed through community representatives, but point to sort of studies that identify the vulnerability to misappropriation of such distributions by local elites as an imposing challenge to such community-driven development. The overall

public availability of knowledge on resource allocation correlates with decreased disapproval and minimizes exclusion of the marginalized minorities from resources.

World Bank (2015) in its report observed that the bulk youth enterprise projects were not performing well thanks to inadequate allocation of funds to youth enterprise programs and this problem according to this report is compounded by high cost of doing business. International bank for reconstruction and development observation by arguing that in Nigeria, youth enterprise policies and programs have fallen in need of appropriate development frame work. Allocation of adequate resources is critical for effective performance of any project. As noted above many project fail to perform as expected since the resources allocated to them are not adequate enough to meet all the requirements of the organization. However, the resources allocated have to be managed effectively to ensure they meet the set goals. Despite the resources allocated if they are not managed well then they will not achieve the desired objectives. Therefore, the management should ensure the team in charge of the utilization of the resources is competent enough.

2.6 Capacity Building and Performance of Youth Development Projects

Project capacity building is said to be the procedure that the society and several other stakeholders enhance their ability to execute project tasks, unravel problems, outline and attain the objectives of the project while enhancing development. Ondieki (2016) correspondingly characterized limit building in light of the fact that the office of the venture initiators to fortify the limits of neighborhood networks at the fringe through asset allotment (monetary, human, social and material), specialized schooling, ability preparing (Frankish) and hierarchical help.

Training should be carried out to expand the amount of specialized specialists, augmentation laborers, network facilitators and local pioneers with abilities expected to complete participatory venture checking and assessment (Oino, et al. 2015). Training is the technique for getting information and abilities by target bunches that permits them to figure successfully and productively. Preparing likewise empowers the objective gatherings to collect new arrangement of qualities and perspectives towards the energy about their natural however undiscovered potential and fortify their fearlessness and feeling of self-sufficiency as against

reliance. For the venture to perform on the grounds that it should, the administration and in this manner individuals working in it must be prepared on all fundamental assignments recognized during arranging stage and post execution period of the undertaking (Bjärstig, 2017).

Training offered should be of value and should coordinate with the task necessities to shape sure viable and proficient post-execution of the venture. So on broaden odds of the venture performing admirably, the chief and in this way the colleagues should be prepared on the undertaking hazard appraisal and the executives, raising support and task assessment and checking (Blackstock, et al. 2015) Tovey (2016) reports that limit building centers around expanding an individual and association's capacities to perform center capacities, tackle issues, and unbiasedly influence formative necessities. This is frequently upheld by martens and Carvalho (2017) who referenced limit working as improving or updating the office of the individual, group and foundations to actualize their capacities and accomplish objectives over the long haul. Limit building is critical for all levels, from people to public associations (Ernst and youthful, 2013). Limit building makes collaboration to the group just as instilling society of responsibility for organization.

2.7 Theoretical Review

This a section which entails analysis of theories related to the study.

2.7.1 Theory of Motivation by Abraham Maslow

The hypothesis of motivation was a brainchild of Abraham Maslow. He brought the concept forward in 1943 through his publication dubbed “A Theory of Human Motivation”. As compared to other schools of thoughts which leaned towards problematic behaviors, Maslow focused on establishing what makes people cheerful and the efforts they embark on to realize their desires. His hypothesis depicts that people are motivated to satisfy their basic needs before fulfilling other needs. He presupposes that people tend to possess intrinsic propensity towards self-actualization (Cherry, 2019).

Maslow featured that inspiration is the result of an individual's craving and exertion to fulfilling five essential requirements: physiological, wellbeing, social, regard and self-completion. Physiological need is those basic need that one can't live without, for example, air food, asylum, garments and rest. Security needs are needs that convey an individual with feeling of individual security and prosperity they include: monetary security, individual security, great wellbeing and fortress from mishap. People being social being that are ceaselessly looking for social associations Social necessities incorporate looking through adoration and having a place outfit an individual with a feeling of having a place and acknowledgment. Regard needs alludes to requirement for confidence and regard with dignity being marginally more importance

2.7.2 Resource-Based Theory

The theory of Resource-based theory was conceptualized by Wernerfelt (1977) and suggests that “resources controlled by a firm are the main factors of its performance, and these may contribute to a reasonable advantage of the firm”. The resource-based theory recommends that organizations should look inside the company to find the sources of competitive advantage using their resources. He argues that the progress of an organization is largely subjective by the distinctiveness of its capabilities.

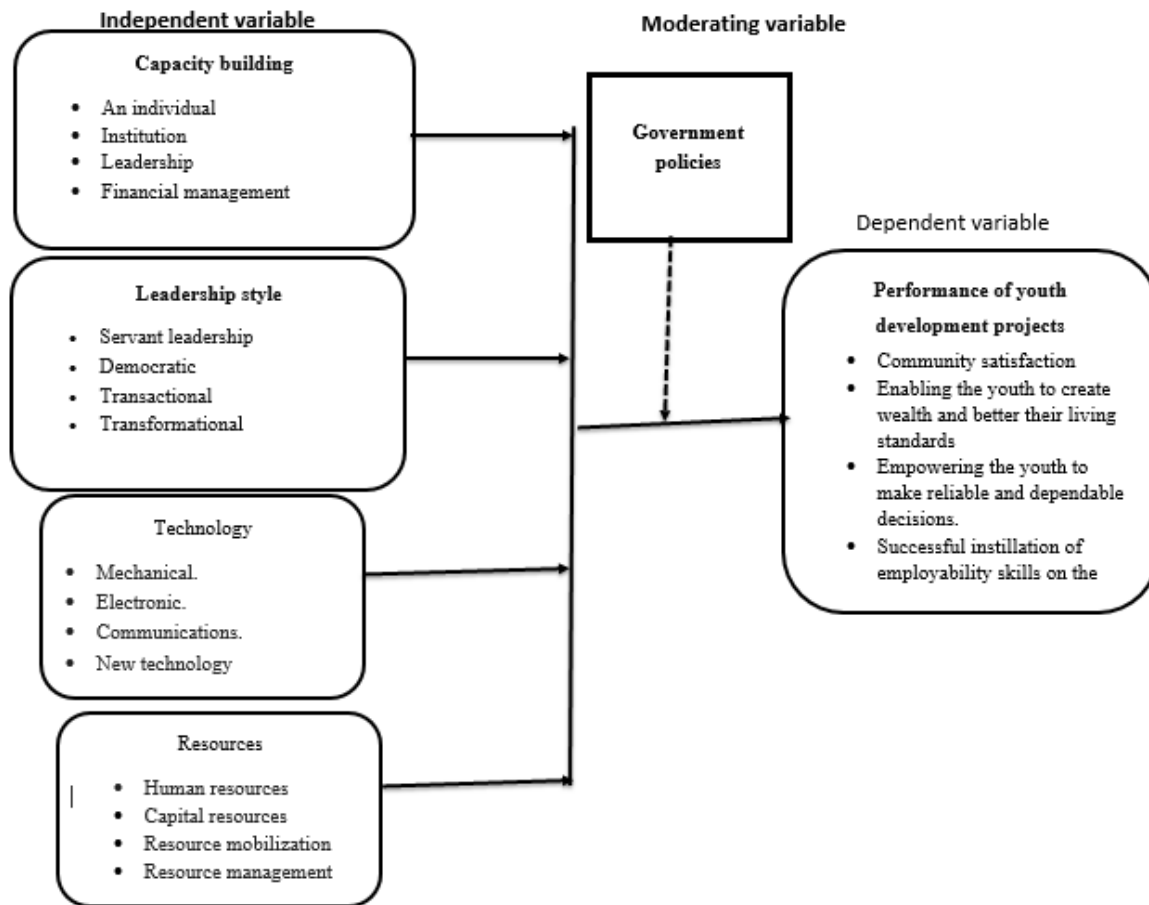
In his hypothesis, organizational resources are used to formulate a workable strategy which is a step in strategic planning. Therefore, this suggests that to develop a viable technique for a corporation it should consider the resources in place to implement the strategy. The idea provides theoretical foundations to understand how resources can be manage well and efficiently in a firm. Similarly, Wernerfelt (1977), affirms the resources possessed by a firm have a direct consequence on the performance of the firm.

This theory opinions an organization as a set of resources or potential of which most of them are intangible. The distinctiveness of capabilities influences the success of corporations. Organizations that have unique competencies have qualities that others cannot imitate. (Hannan & Sutherland, 2015). The idea has relevance to the present study as it seeks to find out the effect of resource allocation on the performance of the Meru youth service projects.

2.8 Conceptual Framework

Conceptual framework diagrammatically paints the connection between the study variables. The independent variables capacity building, leadership, technology and resources which impact the performance of the youth development project shown in Figure 1.

Figure 1 Conceptual framework



2.9 Summary of reviewed literature

After reviewing various studies carried out on determinants influencing youth development projects, there is various information available on the variables reviewed. There exists research regarding social economic impact of Influence of youth development program on national development and Youth enterprises development fund. The review established that very little study has been done concerning the performance of youth empowerment programs and the determinants of the same. Further the study used the resource based theory to enhance the importance of resource allocation in a project. The theory states that resources controlled by

an individual organization are the basically the fundamentals of its progress, and may contribute to a competitive advantage of the firm. This section outlined that the distinctiveness of capabilities influences the success of corporations. Organizations that have unique competencies have qualities that others cannot imitate. (Hannan, ET el 2015). The conceptual framework explained the variables and indicated the association between the independent variables and indicators and the dependent variables and the indicators.

2.10 Research gap

This entails review of research done in connection to the current research objective identifying gaps focused on. The results are presented in Table 2.1

Table 2.1: Research Gaps

Author and Date	Focus of the Study/Title	Methodology Used	Findings	Objective addressed	Knowledge Gap	Focus of Current Study in addressing the gap
Thurai (2016)	The impact of modern technologies towards behavior of youth	Descriptive research, correlation and regression	The use of technology was discouraged as it distracts the youth	Impact of technology on performance of youth development projects	The study focused on impact of technology on individual youths and not youth projects performance	Impact of technology on youth development projects
Gopalakrishnan (2014)	influence of resource of allocation by Managers on the Success of an organization	Descriptive research, correlation and regression	There was an improved performance if resource allocation was found to be effective	Influence of resource allocation on performance of youth development projects	The research was based on general organization and therefore was not specific on any categorization	The study worked to unravel how resource allocation affect performance of the projects
Umulisa(2015)	Effects of project resource planning practices on project performance	Descriptive research with secondary data analysis	The study found that with good resource planning then the success of the projects was guaranteed	Influence of resource allocation on performance of youth development projects	The study didn't focus on the resource allocated it majored on planning of the resources.	The study unraveled how resource allocation affect performance of the projects
Koonyo (2017)	Influence of capacity building on project performance	Descriptive survey, regression and coefficient.	Capacity building has the ability to influence the performance of projects generally	Influence of capacity building on performance of youth development projects	The project generalized on project and did not specify on performance of youth related projects.	The study will reveal how capacity building affect performance of the projects

Laureani & Antony (2017).	Effects of transformational leadership on project performance	Descriptive research and inferential methods used	Leadership style implemented affected the performance a special focus on transformational leadership	Influence of transformational leadership on performance of youth development projects	This project did not have a youth perspective to it	The study will seek to establish the effect of leadership style among other factors on the performance of projects
Mohamud (2019)	Youth Enterprise Funds Services in Wajir County, Kenya	Descriptive research used	Entrepreneurship training has significant impact on youth	Influence of resource allocation on performance of youth development projects	The study did not directly look at a specific projects as a result of the fund	The study will capitalize on of allocated or available resources on determining the success of youth development projects
Wanengi & Kimani (2017)	The impact of social media on performance of youth organization	Descriptive research, regression and coefficient analysis used	Social media presence improved greatly the performance of an organization	Impact of technology on performance of youth development projects	The projects scope was only limited to social media	This study will investigate the general Impact of technology on performance of youth development projects
Waithera & wanyoike (2015)	Influence of project monitoring and evaluation on performance of youth funded agribusiness projects	Descriptive research, regression and coefficient analysis used	The project concluded that a proper leadership the does adequate monitoring contributes significantly to the performance of a project	Influence of leadership on youth project performance	The project did not put any emphasis on a specific leadership style	This study will emphasize on the influence of transformational leadership on performance of youth development projects

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

The chapter describes the research methods that have been used in this study. The chapter further elaborates methods applied in gathering of data for the study. It also includes design applied, targeted population, sample size and sampling technique and the research instruments for collecting data other sections include testing reliability and validity of data then processing and analysis data.

3.2 Research design

The design adopted for this study is a cross-sectional descriptive research with a primary goal of assessing a sample at specific point in time deprived of manipulation (Steffen, 2015).It allows researchers to look at prevailing characteristics in a sampled population with the aim of retrieving information of what is currently happening. The cross-sectional descriptive research design method was useful in establishing determinants for the performance of youth development.

3.3 Target population

The entire population targeted for this study was 986 according to Meru county economic report 2019, people comprising of former trainees, the management team and staff members of Meru youth service project Meru county Kenya.

Table 3.1: Target Population

Classification	Target pop	%
Youth representatives (Former trainees)	601	61.1
Staff and Management team	146	14.8
Community leaders	239	24.2
Total	986	100

3.4 Sample size and Sampling Procedures

Sampling is described as a cautious selection of a few members of the entire population to provide information which is studied and a conclusion drawn about the entire population whom these sample stands to represent (Bulmberg, Cooper and Schinder 2011). The subsection discussed in the section are sample size and sampling procedure used.

3.4.1 Sample Size

Yamane (1967) formula guided calculation of sample size in this study. The level of precision (e) is 0.1 with N representing population size and n standing for sample size.

The formula states:

Equation 1

$$n = \frac{N}{1+N(e)^2}$$

Where: n-Sample size, N-population, e-Margin of error of 0.1

$$n = \frac{986}{1+986(0.1)^2}$$

$$n = \frac{986}{11} = 89.6364 = 90$$

Table 3.2: Sampling Frame

Category	Target population	Percentage	Sample
Youth representatives (Former trainees)	601	9.1%	56
Staff and Management team	146	8.9%	13
Community leaders	239	8.9%	21
Total	986	8.967%	90

The study was conducted on 90 sampled respondents which represented 8.967% of the entire population. The sample slots will be allocated to the community leaders throughout the county and the institutional personnel equally.

3.4.2 Sampling procedure

The study used Stratified random sampling to identify the community leaders to be sampled throughout Meru and staff in the MYS. The sample was organized in a way that it covered the opinions of the people the project affects directly or indirectly. According to Bulmberg, Cooper and Schinder (2011) this method has an improved sample's efficiency and delivers acceptable data for examining different population to ensure adequate representation. Having adequate representation in the sample made the study more inclusive and thus conclusive. The organization of the data made it easy and possible to analyze once it was collected.

3.5 Research Instruments

The collection of data for the study was done using a questionnaire. The questionnaires administered were to contain both open and close ended items. To enhance efficiency and integrity of data the questionnaires were administered via a drop and pick method. Data was obtained from the youth who had gone through the training, the staff and management team of the youth service project and representatives of community leaders in the county who would provide information on behalf of the entire community.

3.5.1 Instrument Pretesting

In conducting this study, pretesting of research instruments was carried out to enhance consistency and validity of the research instruments used. The pretesting was crucial in the study aimed at addressing any gaps in the research instruments used in the study.

3.5.2 Pilot Testing

Pilot testing entails testing the research instrument with a populace similar to the one being studied to identify the effectiveness of the instruments and correct the areas that are found to need corrections (Kumar, 2011). In this study this was done using about 10 items which was estimated to be 10 percent of the size to be sampled and was considered effective to manage. This was done to develop and test the adequacy of the instrument used. This testing also helped in the assessing of the analysis technique and identifying any logistic problems that may arise. The testing was successful in achieving its set targets.

3.5.3 Validity

Validation of the research instrument was done in the following two ways: first by the researcher framing items in the instrument by considering the set objectives to warrant that the information contained answers the research questions. Second, by researcher consulting the supervisor and experts from the department open and distance learning, University of Nairobi for their judgment on the instrument. In the words of Borg and Gall (1989), expert judgment improves an instruments content validity.

3.5.4 Reliability

The instrument were taken through reliability test to ensure it was devoid of errors meaning it will give the same results over different time and over different items in the instrument. For this study split half method and test and retest methods were used to check the reliability of the items conducting the study. Calculations were then done using spearman brown correlation formulae to ascertain the reliability of the instruments. Perfect correlation of the two halves are perfectly reliable than the sum scale would have to be perfectly reliable. According to a study (Rousson, et al. 2012) both constructs having a construct composite reliability coefficient of above or equal to 0.7 would mean they were sufficient to be used in the study

3.6 Data Collection Procedures

The University availed an introduction letter for the student that would be presented to the respondents to get their consent for the study. Once the researcher acquired the introduction letter from the University, the researcher personally administered the questionnaire to the respondents so that to explain to the respondents the areas that needed clarification. This enabled the researcher to collect information that is correct and reliable.

3.7. Data Analysis

After the collection of data concluded, the data checked for errors to ensure completeness and consistency. The data was keyed in the computer to provide a background for investigation and analysis. Analysis of quantitative data was carried out through descriptive statistics and presented through frequencies, means, standard deviations and percentages aided by SPSS version 21. The data is then present using tables in the later chapters of this document. This

was carried out by totaling responses, calculating percentages of variations of responses to have an interpretation that is in agreement with the set study objectives.

Inferential statistics specifically multiple linear regression models were used to establish significant difference between youth training project and youth empowerment. The model will be suitable because it will be useful in predicting outcome of a variable in relation to other variables. The following multiple linear regression model was used in the study

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \varepsilon \dots \dots \dots \text{Equation 2}$$

Where:

Y = Youth training project

β_0 = constant

$\beta_1, \beta_2, \beta_3, \beta_4$ = regression coefficients

X_1 = capacity building

X_2 = leadership

X_3 = technology

X_4 = resources

ε = Error Term

3.8 Ethical consideration

Efforts were made to ensure the rights of the participants were protected. Participation was purely voluntary and therefore their consent was sought before they were given the form to fill. It was made clear to the respondents that the response is anonymous. Therefore, it was made clear that they were not to write their names on the sheet. No coercion of any kind took place as a way to protect the respondent's freedoms and right to privacy. The respondents were also made aware that no discrimination would arise as a result of the feedback provided.

3.9 Operationalization of Variables

The study had one dependent variable and four independent variables as the conceptual diagram below will show. The Table 3.3 below is a discussion of the indicators of each variable, the instruments used in gathering and the relevant methods which will be used in analyzing these variables.

Table 3. 1: Operationalization of variables

Research objectives	Variables	Indicators	Measurement scale	Methods of collecting data	Data analysis technique
To establish the influence of capacity building on the performance of youth development projects in Meru county Kenya.	Capacity building	Increased in efficiency in operation. Increased in the ability to solve problems Increased innovation and invention	Nominal	Survey	Descriptive statistics Multiple Regression analysis
To ascertain the influence of leadership style on the performance of youth development projects in Meru county Kenya.	Leadership style	Personnel involvement. Quality of decisions involved. Performance of the project	Ordinal	Survey	Descriptive statistics Multiple Regression analysis
To establish the influence of technology on the performance of youth development projects in Meru county Kenya.	Technology	Increase in innovation and invention rate Increased new projects Increased efficiency in communication	Ordinal	Survey	Descriptive statistics Multiple Regression analysis
To establish the influence of resources on the performance of youth development projects in Meru county Kenya.	Resources	Enough staff Adequate payment to the staff Increased communication skills	Interval	Survey	Descriptive statistics Regression analysis
	Government policy	Transparency Youth involvement in policy making	Norminal	Survey	Descriptive statistics Multiple Regression analysis

CHAPTER FOUR

DATA ANALYSIS, PRESENTATION AND INTERPRETATION FINDINGS.

4.1 Introduction

This section of the document entails a review of data collected, presentation of the same and a subsequent interpretation. The segment is comprised of portions that cover the demographic distribution of respondents and the influence of the variables to the performance of the project. During the analysis the data was arranged subject wise, reflecting each individual objective of study.

4.2 Questionnaire Response Rate

The study was carried out by administering questionnaires to the stakeholders of Meru youth service including the management team the staff and the former trainees at the service. Table 4.1 presents the results.

Table 4.1 Response Rate

Category	Sampled	Successful respondents
Youth representatives	56	51
Project managers	13	12
Community leaders	21	19
Total	90	82

The researcher administered 90 questionnaires to the randomly chosen respondents. 82 questionnaires were properly filled and returned from the 90 administered. This brought about a response rate of 91% which was considered adequate to provide findings with acceptable credibility and reliability. The response rate is acceptable since in the words of Mugenda and Mugenda (2003) any response percentage that is beyond 70% is judged excellent. The study also embraced recommendations by Nulty (2014) indicating that a response percentage that is more than 70% is acceptable, hence for the study the response was 91% was considered acceptable.

4.3 Reliability Analysis

Reliability test of the items used in the study was done using split half method and, on the halves, test and retest methods thereafter calculated using Spearman Brown correlation. Table 4.2 presents the results.

Table 4.2 Reliability Analysis

	Reliability co-efficient
Capacity building	0.768
Use of technology	0.741
Leadership style	0.843
Resource allocation	0.886
Performance of the youth project	0.722

The findings in Table 4.2 indicate the reliability for all variables was above the minimum set at one at 0.7(Yin, 2017). Resource allocation was the most reliable with a co-efficient of 0.886, then leadership style with a co-efficient of 0.843, then capacity building with a co-efficient of 0.768, and finally use of technology with a co-efficient of 0.741 while the performance of the Youth Service Project had the lowest reliability at a co-efficient 0.722. Therefore, this was an indication that the instruments were reliable and any further amendments were not necessary.

4.4 Demographic Characteristics

On the survey, demographic information concerning the surveyed respondents in the Meru Youth Service program was gathered. The information sought after included gender, marital status, age, level of education and employment status. These Demographic Characteristics were in the first part of the questionnaire.

4.4.1 Gender Distribution of the Respondents

From the study, the researcher required the respondents to indicate their gender. This helped the researcher to ascertain the Gender Distribution of the Respondents and if it was the true representation of the actual youth population and the legal requirement. The results gender distributions of the respondents are presented in Table 4.3.

Table 4.3 Respondents Gender Distribution

Gender	Rate	%
Male	48	58.5%
Female	34	41.5%
Sum	82	100.0%

The information presented in the table 4.3 above show that 58.5% of the respondents being male and 41.5% are female. This evidently demonstrated that the study observes the two third gender rule in Kenyan constitution. The ratio of men to women though, is still higher which can be explained by fact that the Kenya is a patriarchal society. This situation was well captured by Kobor, (2017) who argued that in Kenya men have more opportunities to access higher education than women because of the patriarchal nature of the society.

4.4.2 Distribution by Age

Age distributions being an integral part of this project, the respondents were requested to indicate their age. This was analyzed in Table 4.4.

Table 4.4 Ages

Age	Frequency (F)	Percentage (%)
18-29 years.	26	31.7
30-39 years.	34	41.5
40-49 years.	12	14.6
50 yrs. And above	10	12.2
Total	82	100

The results on the Table 4.4 show the information of respondents by age. From the table analysis show (31.7%) of the people in the project are of age between 18-29 years. 41.5% between 30-39 years, 14.6% between 40-49 years, 12.2% are above 50 years. This shows most of the respondents fall between 18-39 years who can be categorized as young people. This

indicated that indeed the projects was working as envisioned. However, 26.8% of the respondents were of ages above 40 years indicating that the project had more experience personnel who would provide adequate counsel thus making the project more productive.

4.4.3 Distribution by educational level.

Table 4.5 shows the academic qualifications of the respondents.

Table 4.5 Educational level

Educational Level	Frequency (F)	Percentage (%)
KCSE	8	9.8
Certificate	32	39
Diploma	18	22
Degree	16	19.4
Postgraduate/degree	8	9.8
Total	82	100.0

The findings depicted in table 4.5 illustrate the academic level of the respondents. The data showed that 39% of the respondents had a post high school certificate, 9.8% had only a KCSE certificate, 22% had university or college diploma, 19.4% had a university degree while the minority at 9.8 % had a postgraduate degree. This implied that the respondents were competent enough to respond to the questionnaire and their response would be reliable since this indicated the respondents were competent to respond appropriately and the response they give can be relied upon since they have adequate information about the project.

4.4.4 Capacity of the respondents

The respondents were requested to indicate their current capacity in relation to the questionnaire varying from staff, management, trainer, community leaders, and youth representative. The findings were as presented in Table 4.6.

Table 4.6 Employment status of Respondents

Employment status	Rate	Percentage
Trainers	10	12.2%
Youth representative	43	52.4%
Management and other staff	15	18.3%
Community leaders	14	17.1%
Total	82	100.0

The results on the Table 4.6 demonstrate that 12.2% of those interviewed were trainers at the Meru Youth Service project, 52.4% were youth representatives from the training project, 18.3% were other staff and part of management working on the project, 17.1% of the respondents were community leaders from the entire county selected per constituency. This shows that the feedback covered all aspect of the project and thus the response given was well informed and that the respondents were well informed concerning the projects therefore their response was reliable.

4.5 Findings of the study per Objective.

This section of research entails a review of each variables of the study to establish the extent to which they influence the performance of the Meru youth service project. The study aimed at determining the degree to which respondents agreed with various statements on the extent to which variables influence the performance of the project. The variables gauged included; capacity building., influence of technology, influence leadership style, influence of resource allocation and finally the dependent variable performance of Meru youth service project Meru Kenya.

4.5.1 Performance of Youth Development Projects in Meru County

Performance of youth development projects was the dependent variable in the study. The respondents were given questions relating to the same and they were to indicate their level of agreement with the statement. Table 4.7 presents the results.

Table 4.7 Performance of Non-Communicable Diseases Projects

ITEMS	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Mean	STD. Dev
The project has facilitated creation of employment among the youth	5.4%	11.8%	21.1%	44.7%	17.0%	4.08	0.681
the projects has helped improve the living standards of the residents esp. youth	21.4%	33.8%	18.3%	19.6%	6.9%	2.78	0.773
Result indicator show the project is successful	1.7%	8.2%	29.7%	53.9%	6.5%	3.92	0.519
There is a high level of community satisfaction	6.8%	13.2%	21.4%	33.8%	24.8%	4.13	0.661
Composite						3.73	0.553

The results in Table 4.7 show that regarding the first statement, the project having facilitated creation of employment, 5.4% firmly objected, 11.8% did not agree, 21.1% not sure, 44.7% were in favor and 17% were strongly in favor. The item mean was 4.08 with a standard deviation of 0.681. The standard deviation indicates indicates that the deviation is statistically significant. The second statement was, the youth development project has facilitated improvement of living standards, 21.4% strongly disagreed, 33.8% disagreed, 18.3% were not sure, 19.6% agreed, and 6.9% strongly agreed. The statement mean response was 2.78 with a STDEV of 0.773 showing that the respondents disagreed with the statement and the standard deviation is statistically significant. The third line item was, result indicator shows the project is successful, 1.7% strongly disagreed, 8.2% disagreed, 29.7% were not sure, 53.9% agreed, and 6.5% strongly agreed. The line item mean was 3.92 indicating that those questions disagree. The last statement was, there is a high level of community satisfaction, 6.8% firmly objected, 13.2% did not agree, 21.4% did not agree or disagree, 33.8% agreed, and 24.8% strongly agreed. The line item mean was 4.13 and a STDEV of 0.661, this showing that the respondents are in agreement with the statement. Finally, the composite mean for performance

of the youth development projects was 3.73 having a STDEV of 0.553 showing that those questioned agreed that making up performance of the youth project. The standard deviation of the data is part of the expected variation though it can be considered statistically significant.

4.5.2 Influence of Capacity Building on Performance of Meru Youth Service Project

This section of the study was focused on determining how capacity building influences performance of Meru youth service project Meru county, Kenya. Table 4.8 presents the results.

Table 4.8 Influence of Capacity Building

ITEMS	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Mean	STD. Dev
Training programs for staff enhances performance	51%	45%	4%	0%	0%	4.46	0.59
Leadership Capacity Building makes leaders more productive	48%	52%	0%	0%	0%	4.49	0.5
Project Design Capacity Building enhances productivity	59%	38%	3%	0%	0%	4.56	0.54
Financial Management Capacity Building.	48%	37%	11%	4%	0%	4.32	0.748
Composite						4.458	0.594

The result on Table 4.8 show that 51% with the (mean=4.46, STD=0.59) of those questioned concurred that the number of training programs to the staff improves the overall performance of the project. It is also manifest that 48% with the (mean=4.49, STD=0.5) of the subjects of the study are strongly in favor that strongly agreed leadership capacity building makes leaders of the project more productive thus enhancing the projects performance. Other 59% with the (mean=4.56, STD=0.54) agreed strongly with the statement the indeed project design capacity building enhances productivity of the project. Additionally, finding depict that 48% of the

questioned were firmly in agreement, 37% were in agreement with the (mean=4.32, STD=0.748) that financial management capacity building influences the performance of the project. The above findings with a mean of 4.458 disclosed that most of the respondents who are directly or indirectly involved at the MYS agree that capacity building influences the performance of the Meru youth service project.

4.5.3 Influence of Use of Technology on Performance of Meru Youth Service Project

This section of the research contains the influence of use of technology on the performance of Meru youth service project. The indicators for this variable are; Real-Time updates and reporting, improved and instant communication, methods of communication, data storage and backup coupled budget and time trackers. The results are in the Table 4.9.

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Table 4.9 Influence of Use of Technology

Items	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Mean	STD. Dev
Use of Real-Time Updates and Reporting systems influences the performance of the project	26%	37%	17%	7%	13%	3.57	1.331
Improved and Instant Communication influences performance of the youth service.	27%	33%	19%	7%	14%	3.56	1.304
Modern Methods of communication influences performance of the project.	51%	47%	0%	0%	2%	4.44	0.74
Project data storage and backup minimizes loss enhancing performance	37%	32%	21%	8%	2%	3.93	1.058
Systems that do Budget and time tracking help enhance the performance of the project	59%	38%	3%	0%	0%	4.56	0.55
Composite						4.012	0.9966

According to the results presented in Table 4.9, 37% with a (Mean=3.57, STD=1.331). Of those questioned were in agreement that use of Real-Time Updates and Reporting systems influences the performance of the project, 26% strongly agreed while 13% strongly disagreed. On Improved and Instant Communication influences, 33% of the subjects were in agreement with the statement, 27% were firmly in favor, 20% neither agreed or disagreed, 7% did not agree and 14% objected completely (Mean=3.56, STD=1.304). On the Modern Methods of communication, the 25% of those questioned were strongly in favor, 30% were in favor, 23% neither agreed or disagreed, 7% did not agree and 11% firmly disputed with (mean=3.366, STD=1.392). On project data storage and backup minimizes loss, the 37% of the respondents strongly agree, 32% agreed, 21% neither agreed or disagreed, 8% did not agree and 2% firmly disputed with (mean=3.93, STD=1.058). Finally, on the Systems that do Budget and time tracking, the 59% of the respondents strongly agree, 38% agreed and 3% neither agreed or disagreed (mean=4.56, STD=0.55). Most of those questioned in the study stated that the use of several technologies to perform various functions influenced the performance of the project. The composite mean of 4.012 indicated that the majority of the respondents agree that the use of technology directly influenced the performance of the project. The standard deviation indicated that the deviation was not anywhere beyond the unexpected and hence statistically significant.

4.5.4 Influence of Leadership Style on Performance of Meru Youth Service

This section of the document contains the findings of the influence of leadership on the performance of the project. Indicators for this variable are; proper policies which entail the policies implemented on the organization, Leaders behaviors describing the conduct of the leaders directly involved with the project, Motivation and Leadership support. The results are presented in Table 4.10

Table 4.10 Influence of Leadership Style on Performance of Meru Youth Service

Variables	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Mean	STD. Dev
Policies created in running MYS promote better performance	48%	42%	7%	3%	0%	4.07	0.67
Transformational and transactional leadership style used influenced the performance of the project	29%	28%	17%	14%	12%	3.46	1.380
Leadership that involves the staff has influenced the performance of the project.	45%	45%	10%	0%	0%	4.32	0.687
Leaders behaviours have influenced the performance of the project	28%	37%	19%	8%	8%	3.73	1.184
Encouraging staff individual Innovation by the leadership team fosters success	33%	29%	17%	19%	2%	3.76	1.179
Motivation by leadership inspires better performance	24%	31%	19%	12%	14%	3.44	1.324
Composite						3.797	1.071

The finding presented on influence of leadership on Table 4.10, depict that 42% of those questioned indeed agree that Policies created promote better performance at the Meru youth service project. 48% were firmly in favor while none disputed (mean=4.07, STD=0.687). In regards to the question if leadership style used has influenced the performance of the project, 28% of those questioned, 29% strongly agreed, 17% neither agreed or disagreed, 14% did not agree and 12% firmly disputed (Mean=3.46, STD= 1.380). On how involving the leadership is and if it influences the performance of the project, 45% of the respondent's greed, 45% strongly agreed, 10% were neutral, none disagreed (mean=4.32, STD=0.687). On the question if leadership supporting innovation influences performance, the 28% of the respondents strongly disagreed, 34% agreed, 14% neither agreed or disagreed 11% did not agree and 13% firmly disputed (mean=3.5, STD=1.344). On the question if motivation by leadership inspires

the 24% of the respondents strongly agreed, 31 % agreed, 19% neither agreed or disagreed, 12% did not agree and 14% firmly disputed (mean=3.44, STD=1.324). As a result of the feedback of those questioned in the study it was depicted that leadership style and measures enforced by the leadership influences performance of the project. The mean of 3.797 implying that the leadership style used by the leadership in place influences the performance of youth development projects.

4.5.5 Influence of Resource Allocation on Performance of Meru Youth Service Project

This section of the document indicates the findings of the influence of resource allocation. The indicators for this variable are; Fund mobilization which illustrates the effort put in to source for funds, timely transfer of funds which explains the time that the projects funding takes to arrive, Effective financial management which the respondents will indicate how it affects the performance, and sources of funding

The findings are indicated in Table 4.11

Table 4.11 Influence of Resource Allocation

Variables	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Mean	STD. Dev
Fund mobilization influences the performance of the project	30%	23%	22%	7%	18%	3.34	1.48
Timely transfer of funds has influenced the performance of the youth service.	26%	32%	16%	7%	19%	3.44	1.42
Effective financial management influences performance of the project.	23%	30%	20%	7%	20%	3.24	1.48
The project has sustainable sources of funding thus improved performance	43%	30%	10%	10%	7%	3.93	1.273
Composite						3.49	1.41

The findings on above Table 4.11 indicated of the respondents sampled 30% are strongly in favor, 23% agreed and 20% do not agree that Fund mobilization influences the performance of the project with a (Mean=3.34, STD =1.48). In regard to the issue of timely transfer of funds, 19% disagreed, 26% of sampled respondents strongly and agreed 32% agreed and with the statement that Timely transfer of funds has influenced the performance of the youth service with (Mean=3.42, STD =1.44). Amongst those sampled, up to 23% are strongly in favor that Effective financial management influences performance of the project, while 30% are simply in favor, 20% do not agree having (Mean=3.24, STD =1.48).on the project having a sustainable sources of funding thus improved performance, 43% of those questioned strongly concurred with the statement, 30% simply concurred, 10% objected having a (Mean=3.93, STD =1.72) and 7% strongly disputed the statement. The mean of 3.48 indicates that the majority of the respondents slightly agree that the allocation of resources influences the performance of the youth development project

4.6 Correlation

The study conducted correlation analysis to ascertain the relationship and the degree to which dependent and independent variables move in relation to each other. The extent of the correlation between the dependent and independent variables is indicated in the Table 4.15

Table 4.13: Correlation Matrix

		Performance of project	Capacity building	Use of technology	Leadership style	Resource allocation
Performance of project	Carl p Correlation	1	.487	.063	.688**	.948**
Capacity building	Carl p Correlation	.487	1	.267	.309*	.502
Use of technology	Carl p Correlation	.063	.267	1	.112	.217
Leadership style	Carl P Correlation	.688**	.309*	.112	1	.094
Resource allocation	Carl p correlation	.948**	.502	.217	.094	1

** . Correlation is significant at the 0.01 level (2-tailed).

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

According to Table 4.15 , the most substantial correlation was found to be between resource allocation and the performance of the project at .948. Correlation between the performance of the project and, capacity building, use of technology, leadership style and resource allocation was found to be; 0.487, 0.063, 0.688**, 0.948**7 respectively. This shows a moderate relationship exist between variables. This was an indication of positive correlation between the variables. Showing they had a significant positive influence on each other.

4.7 Multiple Regression Analysis

This regression analysis was performed to establish how the performance of youth development projects being the dependent variable is influenced by the independent variables being capacity building, use of technology, resource allocation and leadership style.

The Table 4.12 indicates the regression of the study.

Table 4.12 Model Summary

Model	R	R Squared	Adjusted	
			R Square	STD. of Error Estimate
1	0.873	0.76213	0.72815	1.161

Table 4.12 shows that the adjusted R Square value is 0. 728%. As a result of the above findings it can be deduced that 72.8% of any the change in the dependent variable is directly attributable to the independent variables. Since the model used contains more than one independent variable, for more accurate results adjusted R was preferred to R squared (Bar-Gera, H. 2017).

4.7.1 Regression Coefficient

The study used the following multiple linear regression model.

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \varepsilon \dots \dots \dots \text{Equation 3.1}$$

Where:

Y = Youth training project

β_0 = constant

$\beta_1, \beta_2, \beta_3, \beta_4$ = regression coefficients

X_1 = capacity building

X_2 = use of technology

X_3 = leadership style

X_4 = resources allocation

ε = Error Term

These are the independent and dependent variables in the study.

Coefficients of variables in the study are shown in Table 4.14.

Table 4.14 Coefficients of the variables

	Unstandardized		Standardized	F	Sig
	Coefficients		Coefficients		
	B	STD. Error	Beta		
(constant)	0.457	0.169		3.269	0.043
Capacity building	0.831	0.282	0.614	2.823	0.004
Use of technology	1.106	0.185	0.761	1.349	0.000
Leadership style	0.944	0.167	1.141	2.923	0.000
Resource allocation	1.819	0.369	1.160	2.174	0.038

The data in the Table 4.14 indicates that the established regression equation model was as shown in equation 3.1.

Substituting the coefficient in the model,

$$Y = 0.457 + 0.831X_1 + 1.106X_2 + 0.944X_3 + 1.819 X_4 = \text{Equation 4.2}$$

According to this model and in line with the results in Table 4.14, the performance of the projects was 0.457 in absence of the 4 variables. The regression coefficient for capacity

building (0.831) was statistically significant ($f=2.823$, $p=0.004<0.05$), which indicates a positive change in capacity building will triggers an increase of 0.831 units in project performance. This implies that if capacity building is improved, then the performance will improve. The regression coefficient for use of technology was 1.106 statistically significant ($f=1.349$, $p=0.000<0.05$), which indicates that usage of technology increase by a unit will result to a residual growth of 1.106 units in project performance. The regression coefficient for leadership style was 0.944 and it was statistically significant ($f=2.923$, $p=0.000<0.05$), which indicates that a unit increase in leadership style will cumulate to a growth of 0.944 units in project performance. The regression coefficient on resource allocation was 1.819 and it was statistically significant ($f=2.174$, $p=0.038<0.05$), which indicates that only an alteration of allocated resources by 1.819 will thereby affect performance of the project. The F statistic was statistically significant suggesting that leadership style, capacity building, and use of technology and resource allocation influence significantly the performance of youth development projects in Kenya. This statistic shows that the overall model is significant and therefore could be used for further answering of the research questions.

4.7.2 Analysis of Variance

The overall significance of the model was verified by analysis of variance by using of F statistic at 95% confidence level as indicated in the Table 4.14 due to its efficiency in comparing two outcomes. The findings of Anova carried out on dependent being the performance of youth development project and independent variables being capacity building, use of technology, leaderships style and resource allocation are shown in Table 4.14

ANOVA Model analysis of variance

Table 4.15 ANOVA

Model		Df	Mean Square	F	Sig.
Regression	311.108	22	77.778	42.036	.000
Residual	70.189	68	1.7119		
Total	381.297	90			

The findings on the (ANOVA) of the study are depicted in Table 4.14 indicates that F- statistic ($F = 42.036$, $p < 0.000 < 0.05$). These findings imply that the model was significant in calculating the association between the variables. A high F value of 42.036 means there exist a relationship between the variables.

CHAPTER FIVE

SUMMARY OF FINDINGS, CONCLUSION, DISCUSSION AND RECOMMENDATIONS

5.1 Introduction

This chapter comprises of the summary of findings, discussion, conclusion and recommendations. It is made up of the following sections findings, limitations, conclusion and recommendations of the study on performance of Meru youth service Project in Meru County, Kenya. The chapter also highlights the area that the researcher recommends for further study.

5.2 Summary of the Research Findings

In this study the researcher investigated how determinants such as capacity building, leadership style, use of technology and resource allocation influence the performance of youth development project. On capacity building study established that training programs for the staff and leadership capacity building, project design capacity building and financial management capacity building influences the performance of the youth development project. Further the according to the findings the respondents indicated that increase in capacity building measures will increase the performance of the project.

The findings on use of technology indicated that the addition of more up-to-date systems to the project makes the activities in the project efficient and to some extent enhance the performance of the project. However, most of respondents indicated that the system that manages, tracks budget and time in the project, was especially useful at ensuring each task was completed in the prescribed period and in the right way hence influencing the project positively. It was noted that most respondents hoped that more technology would keep coming into the project to keep improving the performance. The technology is dynamic and keeps on changing hence it was established the need to keep on updating to prevent the project from becoming outdated.

The study found that policies in place created better performance of the project. It was also found that focused and credible leadership ensured better performance of the project. It was also discovered that leadership style that involves its staff in its activities influenced the performance. Leader's behaviors influence the performance of the project while the leadership that supports innovation from their staff influences and enhances better performance. Finally the study also found that proper mobilization, Timely transfer of funds into the project, effective financial management of the funds involved in the project, having sustainable sources of funding that ensures funds are availed when needed ensures that the performance of the project is guaranteed.

5.3 Discussion of the Findings

The study discussed the findings of the study based on each objective. The discussion presents a comparison of the outcomes of the current study with correlated studies and various authors from the literature review.

5.3.1 Capacity Building and performance of youth development Project in Meru County

Training programs for staff enhances their performance according to this study, a number of training programs greatly influences the performance Youth Service Project in Meru County. The study draws a similar conclusion with Blackstock, et al (2015), who stated that there were need for the manager and the team members to be trained on matters that will grow of their capacity to enhance chances of better performance of the project.

Further, the study established that project design capacity building; and leadership capacity building influence sustainability of Youth Service Project in Meru County to a moderate extent. This is in line with Tovey (2016) report that increasing the ability of individual or an organization to perform their basic functions and roles, find solutions to existing problems, and objectively dealing with development needs is all the capacity building focuses on. Martens and Carvalho (2017) support this by referring to capacity building as improving or enhancing the ability of an individual, a team and an institution to fulfil their core functions and achieve goals eventually. Both individuals and organizations need capacity building to

better their performance. The study also found that leadership and financial management capacity building had big influence on the performance of the project.

5.3.2 Use of Technology and Performance of Youth Service Project in Meru County

Effective and modern methods of information sharing influenced the Project in Meru County according to this study majorly. The results of the study agree with Abrudan and Fofiu (2017) who stated that project communication improves coordination and collaboration in overseeing advancement programs and to pick up contributor and institutional support. It additionally engages the group individuals to perceive imperative issues and discover shared belief for activity. It likewise assembles a feeling of character and cooperation to execute their choices.

Further, it was found that formal feedback; top-down/bottom up; and methods of communication influence sustainability of Youth Service Project in Meru County to a moderate extent. Evidence of minutes was found to influence sustainability of Youth Service Project in Meru County to a low extent. Kose and Ozturk (2018) assert in relation to the findings that it is the responsibility of the project managers to provide suitable and regular notices for meetings using media and flyers and establish that the interested members can get information in the most reliable way. However, it is upon the leadership to ensure the medium/technology selected is efficient and best suits the needs of the organization at the given time.

5.3.3 Leadership Style and Youth Service Development Project in Meru County

The study found out that leadership style used influences sustainability of Youth Service Project in Meru County to a very great extent. The findings conform to Sandstorm and Reynolds (2019) who emphasized in the influence that transformational leadership brings into an organization. Reynolds further stated that this type of leadership promotes innovation and invention thus breeding success.

The research also found that leadership support; and autocratic leadership influence sustainability of Youth Service development Project in Meru County to a great extent while democratic leadership; and strategic leadership as influence sustainability of Youth Service

development Project in Meru County to a moderate extent. This is in line with Barbosa, Gambi and Gerolamo (2017) who states that firm management team has a broad role of ensuring an enabling environment for to expose the required skill into employees. Each time the management/leadership take their role seriously it creates a sense of direction in the organization thus enhancing performance. The leadership can create working groups to enhance the output per person thus further boosting the performance per person.

5.3.4 Resource Allocation and Performance of Youth Development Project in Meru County

This research found out that financial management; and projects funding influence sustainability of Youth Service December Project in Meru County to a great extent. The findings relate to Burke (2013) who described reliable resource allocation to be vital in ensuring the positive performance of organizations and projects. The research also found that availability of funds; and funds mobilization influence sustainability of Youth Service development Project in Meru County to a moderate extent. The findings conform to World Bank (2015) that observed that most youth enterprise projects are not sustainable because of inadequate allocation of funds to youth enterprise programs and this problem according to this report is compounded by high cost of doing business.

5.4 Conclusion

The most crucial resource for performance of any project is the human resources who are the workforce. They are the key players of any project; in this regard, special emphasis and attention is needed on these significant resources. Any project can only achieve desired results if and only if the determinants which mostly involve the staff are empowered to discharge their duties effectively. Capacity building activities such as training of the staff are aimed at ensuring they become more productive. Capacity building therefore reflects directly on the performance of the projects. Its measures in place determine the level of performance in the projects.

The place of technology in the society today is vital. It is the backbone of any meaningful progress of any project or organization today. Technology ensures that the activities are done effectively and efficiently. Therefore, the projects performance is greatly influenced by the technology systems put in place. With the dynamism of technology, the project systems in place needs to be regularly updated to ensure they are at pace with technological changes. With effective and up-to-date technology coupled with well trained staff success of any viable project is a guarantee.

Leadership is an integral part of any organization. It gives direction and also ensures that the goals set are well implemented. The leadership adopted in the project determines how fast and effectively the goals of the project are met. In the youth development project, it was concluded that the leadership in place and policies in place ensured better performance. However, there was room to be more involving and enhance the policies implemented and this in turn improves the performance of the project.

Resources are the driving factor for the organization without adequate resources then there is no meaningful activity. It was concluded in the study that resources allocation in the project affected the performance in the project. Therefore, if adequate resources are allocated and its done in good time then the project was guaranteed to have enhanced performance.

5.5 Recommendations

The study suggested that staff involved in the project ought to be regularly trained from time to time in the issues relating to their jobs and the project management. These training should be carried out throughout the projects lifetime to ensure that the staff remains at par with the project objective. For the officers joining the projects, training should be a requirement as the other continuing staff receive refresher course.

It is also recommended that new technology should keep on being installed into the project to ensure that the project remain viable and updated. Regular technological trainings should be conducted to ensure everyone involved in the project is abreast of technology change. The allocation of resources are mainly from the county governments and national governments,

therefore, project management teams should lobby for resources to be allocated and released in good time to ensure growth, success and stability of the project. From the study it is also recommended to the project management team that they should source alternative sources of income to enable growth in function as well as ensuring that the functions existing are performed smoothly. The study also recommends that the leadership should be more involving to the staff, trainers, the community and their recruits to ensure that they are able to perform their mandate effectively

5.6 Suggested areas for Further Research

In this study, the determinants of performance of youth development project in Meru County were analyzed. Follow up of this study should be undertaken focusing at the effects of staff performance on the operations of the youth development project. This would allow the managements to better understand the need to ensure that their staff gives optimal potential, and in turn get a competitive edge in performing their set objectives. The study also recommends a study to be conducted naked on other factors that influence study on society. The researcher further recommends that a study be conducted to investigate the impact of donor funding on the youth project and the determinants of the funding. Influence of youth project on the community and national development.

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APPENDICES

Appendix I: Letter of Transmittal

Dear Respondent,

Re: Request Questionnaire Responses

I am a Masters student at University of Nairobi, carrying out a research on the determinants of the performance of youth development project. A Case of Meru Youth Service Project, Meru County, Kenya.

You have been selected as one of the people that could be of help to the research hence I humbly appeal your contribution in the research. Fundamentally, you would be required to fill a questionnaire. You will be treated incognito and your replies will be treated with utmost confidentiality. The information you offer will be used for academic purposes of and the recommendations will be availed to any other interested users.

Kindly give the information as precisely as possible. Thank you in advance

Yours faithfully

Appendix II: Questionnaire

Questionnaire

A questionnaire is an instrument comprising of series of questions with the aim of gathering information from respondents. Questionnaires could also be thought of as a variety of written interview. They were applied face to face, by telephone, computer, or post.

Data are often collected quickly because not a must the researcher be present. This is useful for giant populations where interviews would be impractical. Questionnaire will contain close and open ended items. These items are such as

Give suggestion on areas which Meru youth service should concentrate in effort to increase employment of youths in Meru county.....

Has Meru youth service helped create formal employment for youths?

Yes () No ()

SECTION A: SOCIO-DEMOGRAPHIC DATA OF THE RESPONDENT

Please place a tick (√) or write your responses where appropriate box/ spaces provided

1). Gender: Male () Female ()

2). Age Bracket:

i) 18-23 ()

ii) 24-29 ()

iii) 30-35 ()

3). Level of education:

i) Primary ()

ii) Secondary ()

iii) Tertiary/College ()

iv) University ()

4). Employment status:

i) Self-employed ()

ii) Casual/temporary employment ()

iii) Permanent employment. ()

SECTION B: PERFORMANCE OF YOUTH SERVICE TRAINING PROGRAM

3 . (i) Would you consider the Meru youth service project to be performing as required and meeting its set objectives.

Yes [] No []

(ii) If yes specify how.....

5. Indicate the extent to which you agree with the following statements as the impact of the youth service training on your life and actions with 5 being strongly agree and 1 strongly disagree.

(KEY (5 = strongly agree, 4 = Agree, 3 = Neutral; 2 = Disagree; 1 strongly Disagree)

Statement	1	2	3	4	5
Training resulted to starting a new business					
New skills enabled increase in incomes					
My living Standards improved after my at the MYS					
Access to better housing has improved					
The ability to relate well in the society was enhanced					
Decision making sills were improved					
Responsibility and self-care were some of virtues instilled					

6. Give suggestion on areas which Meru youth service project should concentrate on to better service to the incoming recruits

.....

SECTION C Capacity Building

1) Indicate to what extent in your opinion has the following aspects of capacity building influence performance of the Meru youth service program

(KEY (5 = strongly agree, 4 = Agree, 3 = Neutral; 2 = Disagree; 1 strongly Disagree)

Statement	1	2	3	4	5
The Number of training programs enhances performance					
Leadership Capacity Building makes leaders more productive					
Project Design Capacity Building enhances productivity					
Financial Management Capacity Building.					

Give suggestion on areas which Meru youth service should concentrate in effort to enhance capacity building of youths in Meru county.....

.....

SECTION D: Leadership Style

Has the leadership style at the Meru youth service influenced its performance?

Yes [] No []

If yes specify how.....

2) To what extent you agree with the following statements in reference to the leadership style used influencing the performance of Meru Youth Service Project in Meru County, Kenya?

(KEY (5 = strongly agree, 4 = Agree, 3 = Neutral; 2 = Disagree; 1 strongly Disagree)

Statement	1	2	3	4	5
Policies created promote better performance					
leadership style used has influenced the performance of the project					
Leadership that involves the staff has influenced the performance of the project.					
Leaders behaviors have influenced the performance of the project					
Leadership support by the leadership team fosters success					
Motivation by leadership motivates better performance					

3) In your own opinion, how do the above aspects of leadership style influence the performance of Meru Youth Service Project in Meru County, Kenya?

.....

.....

.....

SECTION E: INFLUENCE OF RESOURCE ALLOCATION ON THE PERFORMANCE OF THE MERU YOUTH SERVICE PROJECT.

4) To what extent do you agree with following statements as aspects of resource allocation influence on performance of the Meru Youth Service Project in Meru County, Kenya?

(KEY (5 = strongly agree, 4 = Agree, 3 = Neutral; 2 = Disagree; 1 strongly Disagree)

Statement	1	2	3	4	5
Fund mobilization influences the performance of the project					
Timely transfer of funds has influenced the performance of the youth service.					
Effective financial management by the leadership influences performance of the project.					
The project has sustainable sources of funding thus improved performance					

5) In your own opinion, how do the above aspects of resource allocation influence performance of the Meru Youth Service Project in Meru County, Kenya?

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SECTION F: INFLUENCE OF USE OF TECHNOLOGY ON THE PERFORMANCE OF THE MERU YOUTH SERVICE PROJECT.

Has the use of technology in the Meru youth service project influenced its performance?

Yes [] No []

If yes specify how.....

6) To what extent do you agree with following statements as aspects use of technology influence on performance of the Meru Youth Service Project in Meru County, Kenya?

(KEY (5 = strongly agree, 4 = Agree, 3 = Neutral; 2 = Disagree; 1 strongly Disagree)

Statement	1	2	3	4	5
Use of Real-Time Updates and Reporting systems influences the performance of the project					
Improved and Instant Communication influences performance of the youth service.					
Modern Methods of communication influences performance of the project.					
Project data storage and backup minimizes loss enhancing performance					
Systems that do Budget and time tracking help enhance the performance of the project					

7) In your own opinion, how do the above aspects of using technology influence performance of the Meru Youth Service Project in Meru County, Kenya?

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