



PUBLIC PROCUREMENT COMPLIANCE AND PERFORMANCE OF PREFERENCE GROUPS IN UASIN GISHU COUNTY GOVERNMENT, KENYA

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ABSTRACT

The purpose of the study was to establish the relationship between public procurement compliance and performance of preference groups in Uasin Gishu County government, Kenya. The specific objective were: preference Policy and workers adherences. This study has been anchored to different theories relevant: The research study used descriptive research design, where both qualitative and quantitative research were applied. The target population was 152 respondents from the concerned departments in Uasin Gishu county government, Kenya. The researcher carried census survey since respondents are manageable. The research technique is purposive random sampling techniques to all the respondents. A pilot test of 10% from the entire elements for validity and reliability of the research instrument. Data is analyzed using descriptive statistics and inferential statistics with the help of Statistical Package for Social Science version 28 and the same will be presented in a form of tables and figures. The result from pilot test data showed that cronbach's Alpha was over 0.7 and 0.5 for content validity test. The study found that a unit change in preference policy would thus lead to a .4103 effect on performance of Preference groups in Uasin Gishu , Kenya sector *ceteris paribus*; further unit change in workers adherence would lead to .254 of sector and finally a unit change in strategic resolution would have an effect of .254 of performance of Preference groups in Uasin Gishu, Kenya. The study recommend that Preference policy formalizes relations between practices within a robust legal framework, but is much more besides; it is an opportunity to define the arrangements that encompass every aspect of what outcomes the Preference groups in Uasin Gishu, Kenya wants from the strategic and how it wants the relationship to work. This means that the Uasin Gishu, Kenya needs to take an active role in the development of the quality mechanism early on; it should not be left as a supplementary activity post negotiation. This researcher recommends that workers adherence had a strong relationship with performance of Preference groups in, Kenya. When relationship are not properly managed, they may cause strategic delays, undermine team spirit, increase delay costs, and, above all, damage business relationships.

Key Words: Public Procurement Compliance, Performance, Preference Groups Preference Policy, Workers Adherence

Background of the Study

The concept of SCM emerged in the 1980s, but its roots go back to the creation of assembly lines in the early 20th century. Initially, SCM focused on improving manufacturing efficiency and reducing inventory levels. However, with globalization and advancements in information technology, today's supply chains have evolved into complex networks spanning countries and continents. The boom in e-commerce altered the dynamics of supply chain management. Over the years, the focus shifted from traditional retail-centric models to direct-to-consumer models. This shift requires more complex and agile supply chains to handle smaller, more frequent deliveries, often on a global scale (Barney & Hesterly, 2015).

Supply chain management is one of the most essential aspects of conducting business. Many people outside of the direct community (in research and industry) do not realize this because an ordinary consumer often experiences only its effects. Recall the times when the item that you wanted was not available in your favorite garments or grocery store, recall how many times you got a great 'deal' at the end of the season, recall the sudden increases in gas prices due to shortages, recall the times when your e-commerce site promised availability but later could not send the required product or sent you the wrong product, or recall the times when your customized product (like a personal computer or kitchen cabinet) was delayed to a great extent. All the above and several other experiences that consumers have on a routine basis are direct consequences of supply chain practices followed by firms. As opposed to business-to-consumer transactions, supply chain practices have immediate impact on business-to-business transactions (Mugambi, Anyika & Muthoni. 2021).

In the late 2000s, due to glitches of its extensively outsourced supply chain for Dreamliner 787, Boeing experienced substantial delay in launching the new aircraft and incurred more than \$2 billion in charges to support and expedite component supplies. Less than two years after the first delivery of Dreamliner 787 in 2011, Boeing was ordered to shut down production of the aircraft due to quality issues with batteries. In 2007, Mattel had to recall of tens of millions of toys made in China, which becomes poster child for concerns about quality of offshore goods. While some firms suffered from consequences of bad supply chain management, firms such as Amazon, Wal-Mart, and Zara, have consistently outperformed competition due to great supply chain capabilities (Mugambi et al., 2021).

Supply chain management is such a vast topic that as a result people often give it a different definition based on their own personal experience. To some, supply chain management is all about managing the supplier base, determining what to outsource and to whom, and managing relationships with the various suppliers. To some others it is efficient ways of transferring goods from one place to another taking into account the distribution and transportation costs. To another set of people it is all about how the different firms in the distribution channel or value chain are integrated in terms of information systems and inventory management practices. To yet another group it is effective management of fixed and variable assets required for running the business. In a sense all these definitions are like the blind men defining the elephant based on its different organs. A comprehensive definition of supply chain management can be given as follows. A supply chain is the set of entities that are involved in the design of new products and services, procuring raw materials, transforming them into semi-finished and finished products and delivering them to the end customers (Swaminathan 2001). Supply chain management is efficient management of the end-to-end process starting from the design of the product or service to the time when it has been sold, consumed, and finally disposed of by the consumer. This complete process includes product design, procurement, planning and forecasting, production, distribution, fulfillment, and after-sales support.

Statement of the Problem

Various researchers have tried to explore public procurement from different perspectives including e-procurement (Afolabi et al. 2019); corruption and sustainable public procurement (Grandia and Voncken 2019); and strategic procurement (Guarnieri and Gomes 2019).

However, while such studies have examined several aspects related to public procurement, there is scant research on the contract compliance process. As findings on contract compliance processes vary across nations, some studies are needed in the local setting to increase the relevance and accuracy of the results. The extant procurement literature has not distinctively identified the stages of the contract compliance process as: understanding the law; procurement planning; requisitioning; establishing funds availability for the items procured; sourcing providers; contract awarding; appointing contract managers; monitoring deliveries; and payment.

There have been efforts to ensure that government agencies implement public procurement compliance, Public Procurement and Asset Disposal Regulation (2020) and not long ago, initiatives of implementing public procurement compliance, by the government of Kenya were hailed as a success. The lack of transparency in the manual procurement process has made it impossible for the government and state corporations to realize their objectives leaving public procurement compliance, as the major alternative. Despite all this, procurement function in Kenya has been characterized by massive scandals and indignity which have been attributed to poor handling of procurement processes thus leading to excessive corruption. Also According to Ominde et al. (2022), the devolved units in Kenya are now advocating for the suspension of the implementation of public procurement compliance, in counties citing its ineffectiveness in service delivery due to lack of the required infrastructure. In view of the foregoing this study is done in the Kenyan context to bridge the gap between public procurement compliance and performance of preference groups in Uasin Gishu County, Kenya.

Objectives of the Study

The general objective is to establish the relationship between public procurement compliance and Performance of preference groups in Uasin Gishu County, Kenya

The specific objectives of this study was:

- i. To determine the effect of preference policy on Performance of preference groups in Uasin Gishu County, Kenya.
- ii. To analyze the effects of workers adherence on Performance of preference groups in Uasin Gishu County, Kenya.

LITERATURE REVIEW

Theoretical Review

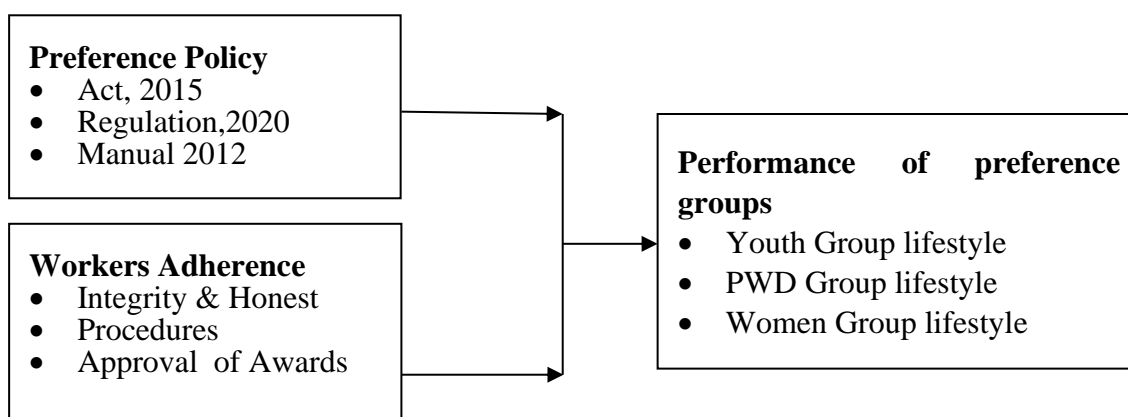
Technology Acceptance Theory

Technology Acceptance theory is thought to be relevant of this study in order to understand the effect of preference policy on performance of preference groups Uasin Gishu county government, Kenya, hence it gives a theoretical background for this study. Technology acceptance theory describes how users come to accept a technology and make use of it. It explains to what extent an employee views the system and believes it will improve the desired work output, and to what extent an employee thinks that using the system will require the least effort. The theory postulates that perceived usefulness entails how users feel in the sense that intended innovations contributes to making work more effective thereby improving on results, while ease of use as viewed by the employee assesses the efforts made in order to use the new system (McConnell, 2009). The Technology Acceptance Model theory has been used for decades to guide studies aimed at explaining information and communication technology (ICT) usage behavior. The theory delves on analyzing the drivers of potential users to approve or refuse to use the system and predicts users' reaction when using the system. Under, the emphasis is on how much a user views the system to improve the desired work output and the how much the system is easy to use. Harink, Boer and Heijboer (2002), they extended the technology acceptance theory with explanations on the factors that contributes towards the user's belief on ease of use and belief on usefulness. Their model extended the theory based on

factors that have an effect on both the degree of impact on performance and ease of using the system. The model reveals that the factors that influence degree of usefulness of a system are; output quality, result oriented image, subjective norm and job relevance. Subjective norm can be moderated by two factors that is; voluntariness and experience. In essence, image can be described as how individual feels after adopting particular technologies. This theory is applicable in the study as user acceptability of the e-procurement is one of the key critical success factors that influence its adoption. Thus technology acceptance model (TAM) will be applicable as far as this study is concerned (Green, 2004).

Conceptual Framework

The conceptual framework provides a diagrammatic representation of the relationship between the study variables. The conceptual framework presents a visual overview of the study’s independent variable(s) and the dependent variable and thus helps to provide a quick glimpse of the study’s key variables (Mugenda & Mugenda, 2008). For the purpose of this study, the dependent variable is the performance of preference groups which will be evaluated through preference policy and workers adherence.



Preference Policy

Public organizations continuously try to guide society by certain ways of governance. Their governance is aimed at ensuring the security, safety, and well-being of citizens, but can also stimulate or obstruct specific societal developments in fields such as education, immigration, animal welfare, and climate change (Ongeri & Osoro, 2021). The resolutions, choices, and actions of public organizations regarding these specific societal developments are implemented through public policies which illustrate how public organizations try to drive or hinder developments that they deem (un)desirable. For the execution of these policies, as well as their own operations, public organizations worldwide need works, supplies, and services. Works encompasses public works that are built and maintained for the internal functioning and operation of public organizations or primary process of public organizations, such as offices of public organizations or public buildings such as town halls and schools. Public organizations also procure the construction and maintenance of public roads and water works, such as tunnels, highway maintenance, coastal protection activities, bike paths, and sidewalks (Abutabenjeh, Dimand, Rodriguez-Plesa & Ahmadu. 2022).

Supplies (also referred to as Goods) encompasses products or other commodities that are necessary for the internal operation and functioning of the public organization, such as office supplies, coffee machines, furniture, ICT, energy, or transportation (Ongeri & Osoro, 2021). Public organizations also procure supplies that are necessary for the execution of their policies and primary tasks, such as uniforms for police officers, fighter planes for the air force, fire engines for the fire department, hospital beds for public hospitals, or passports for citizens. Services encompasses services that are necessary for the internal functioning of the public organization, such as cleaning, security, or catering services, as well as consultancy work,

translation services, or workshops for civil servants. It also encompasses services that are necessary to execute the policies and primary process of the public organizations, such as dyslexia training, mental health care services, unemployment training programs, or cleaning services for the elderly (Afolabi, Ibem, Aduwo, Tunji-Olayeni & Oluwunmi. 2019).

The general procurement process has been portrayed quite differently between various scholars and practitioners. Some authors provide detailed models, with some models being linear and others circular. Despite these differences, there are no clear contradictions between the different models (Ongeri & Osoro, 2021). The main differences are found when the models are applied to individual tenders and contracts. For instance, for simple tenders and contracts, standardized templates can be used and purchasing steps can be taken quickly. For more complex and unique tenders and contracts, a customized and detailed approach is more appropriate. The procurement process is visualized as a circular and thus continuous process. The circularity of the process affects what and how purchasing activities are used to make purchasing-related decisions such as buying less, using products longer, (re)using products instead of using disposables part of the purchasing process. Despite the differences between public procurement and private purchasing, the phases of acquiring and using supplies and services are similar. Yet, this 3P-model adds concepts such as policy goals, procurement procedure, social contract, and circular procurement elements that fit the specifics of public procurement (Basheka, 2021).

Workers Adherence

These public procurement agendas can be broken into three sometimes conflicting policy goals: Regulatory, Commercial and Socio-Economic. Regulatory policy includes compliance mechanisms, transparent processes, and fairness. Commercial policy consists of market mechanisms, such as competitive bidding (Ongeri & Osoro, 2021). Socio-economic policy looks to use public procurement to support wider government policy and includes any efforts to improve the social welfare, such as through supporting SMEs. Examples of potential conflicts between agendas include: Conflicts between regulatory and socio-economic goals: Proponents of a strict interpretation of the regulations argue that allowing the use of public procurement for socio-economic purposes carries a greater risk of rules being broken. Conflicts between commercial and socio-economic goals: Those who argue that solely commercial considerations should be taken into account argue that allowing socio-economic criteria to be considered is likely to lead to extra costs. As is evident, there are often tradeoffs between these various procurement requirements and policy goals, making policy decisions difficult. Understanding the extent of these tradeoffs will greatly enhance the ability to design appropriate preferential mechanisms (Grandia & Voncken. 2019).

The opening of contract award markets can help create transparent and fair procurement processes that help previously excluded groups, including SMEs and women-owned enterprises, access information and have a better chance to compete for government contracts (Ongeri & Osoro, 2021). However, free trade agreements can pose a potential obstacle to giving preference to SMEs and women-owned enterprises given that, depending on the agreement, a country may not be able to choose a domestic company over a foreign company solely because it is domestic – it must outperform the foreign company through costs and services provided. In many cases, this restriction will only apply above a given contract size, thereby allowing more flexibility for preferential treatment below that threshold (Guarnieri & Gomes 2019).

Performance of Preference Groups

Preferential procurement provides advantages to target business groups to improve their ability to participate in the procurement process. Governments may determine to use preferential procurement policies in response to business groups' difficulty in accessing the public market with the understanding that this public market can be an important source of demand that could foster targeted business sectors (Ongeri & Osoro, 2021). Additional reasons governments will use preferential procurement include: Pursuing value broader than financial costs such as

potential social and/or environmental costs; Pursuing increased economic inclusion so as to promote government interaction with more than just large, established commercial entities; Promoting fair competition to support disadvantaged businesses' participation; The public sector desires to be seen as a leader in areas of socio-economic inclusion; The large scope and scale of public procurement can lead to significant changes within the private sector to meet the government's needs (Hoekman Sanfilippo. 2018).

SMEs may receive preferential support through public procurement due to their prevalence in nearly all economies and the benefits from engaging with them. SMEs commonly make up the vast majority of businesses, for example, in the EU they account for 99% of businesses but generally receive a comparatively small share of government procurement spending (Ongeri & Osoro, 2021). The range of benefits noted from engaging with them include increased competition, improved value, increased innovation, increased job creation, improved social and economic equity, industry deconcentrating, among others. SMEs may also be deserving of preferential treatment due to the unique barriers they face to participate in the procurement process, particularly in comparison to large companies. Barriers may take the form of information, finance, regulatory and capacity obstacles that can occur throughout the procurement process, from the initial preparatory stage to the post-award and conflict resolution stages. Incorporating gender into the preferential procurement policy can be done through criteria such as women-owned businesses and/or women led businesses. Women often face their own unique barriers that are not covered by giving preference to SMEs. Supporting women's engagement in the economy has also been proven to be a matter of efficiency and improved economic growth, with McKinsey (2015) estimating that equal participation of women and men in the economy would add \$28 trillion to the global GDP by 2025 (Kalinzi, Ntayi & Kabagambe. 2021).

Global spending on public procurement amounts to USD trillions spent annually and covers a wide range of goods, services, and infrastructure, everything from office paper to highways, in some countries reaching 30% of total government expenditure. Given this scale and scope, many countries have begun to use public procurement to achieve certain policy objectives, directing their spending towards businesses they wish to strategically support through preferential policies (Ongeri & Osoro, 2021). This serves to achieve simultaneous goals of procuring necessary goods/services while doing so in a way that aligns with other government initiatives. These preferential policies exist along a spectrum ranging from least intrusive to most intrusive for the existing market conditions. For example, a policy for 'leveling the playing field' compared to a policy that specifically targets firms with given characteristics. Furthermore, each policy impacts a particular aspect(s) of the procurement process, for example reducing the difficulty in submitting a bid. In many cases, debate continues about the effectiveness of using preferential policies in procurement. This report will focus on preferential procurement policies targeting small and medium sized enterprises (SMEs) and where possible include discussion on gender specific preferential policies (Kinuthia, Odundo & Nyagah. 2019).

Empirical Review

Preference Policy

The first step in the procurement process is exploring the need and to what extent it is necessary to use the efforts of suppliers to fulfill this need or if the organization can make the supply or provide the service themselves (Ongeri & Osoro, 2021). This is called the make-or-buy decision. The need for works, supplies, or services is based on a predictive analysis by the buyer of what is required, previous spend, and what supply possibilities are available. Sustainable procurement and policy-related elements are also considered: is it possible to share instead of buy? Is it possible to buy less or postpone the purchase and use the current product longer? Will products be bought new, second-hand, or can a service contract be used? Is there

an alternative for disposables? Is it possible to fulfill certain policy goals with the purchase? This exploration can be considered the first step of procurement (Kogdenko, 2020).

After the initial step in which it is decided to buy a work, supply, or service, a purchasing project is started, and a team is formed (Ongeri & Osoro, 2021). The team develops a purchasing strategy and sets specific goals for the purchase related to costs, quality, and public value. As part of the strategy, decisions are made regarding the tender procedure, for example, a competitive dialogue or a restricted tender and contract length. Also, any specific societal and political sensitivities need to be identified, as well as relevant procurement policies that need to be translated into the procurement strategy. Based on the strategy, descriptive documents are drafted in which it is explained how the supplier(s) will be selected and what is required from the suppliers to be allowed to submit a bid. Requirements and criteria can all be used to create public value via the tender (Kogdenko, 2020).

Regarding preferential policies, studies have been done in individual countries considering the impact of the policy, and in both the cases of procurement reforms and SME-specific assistance, SMEs engagement was found to increase although at varying levels (Ongeri & Osoro, 2021). Transparency and E-Procurement policies generally prove to be beneficial to SMEs although were most effective when combined with training and improved access to ICT technologies. The number of times a contract is divided i.e. smaller lot sizes, influenced the size of firms participating with varying impacts on micro, small and medium sized enterprises. Finally, reserved products, contract thresholds and set-asides were all shown to effectively increase the number of SMEs engaged and the value of contracts awarded although the cost effectiveness of these policies is continually debated (Larbi et al., 2019).

Workers Adherence

Public procurement professionalism can also be of benefit to SMEs, helping keep selection criteria standardized, improving fair and efficient processes. While being a professional does not eliminate the possibility of corruption, it helps control improper behavior by allowing action to be judged against standards accepted by the profession. Thus professionalism has a positive significant impact on SMEs accessibility to public procurement contracts (Okumu & Bett, 2019). In many countries, public procurement is still organized as an administrative rather than a strategic function of government and as a result, implementation is often not professionalized with the necessary combination of competencies so as to develop a coordinated, efficient procurement process. The often limited capacity of procuring entities means that policies, no matter how well designed or well intentioned, will not be able to reach their potential. Part of this can be addressed through having a designated government entity responsible for carrying out the procurement process (Mwelu et al., 2018).

These is as result of Lack of professionalization remains greatest weakness to procurement process; Procurement is not approached as a cycle of measures to ensure efficiency and integrity; Performance based monitoring of procurement systems is the exception rather than the rule; In half of OECD countries there is no prior risk or opportunity cost assessment to verify that public procurement is an effective tool to achieve socio-economic and/or environmental objectives While undertaking the purchasing of goods and services, the public procuring entity must balance a wide range of objectives, for example, cost effective purchasing, transparency of government contract availability, local market conditions, national procurement laws, specific social and/or environmental policy objectives (Mutangili, 2021).

RESEARCH METHODOLOGY

The study used descriptive research design. The target population of this study will be 152 respondents who comprised of the officers from procurement, finance and the administration departments respectively in Uasin Gishu County Governemnt, Kenya. This is my unit of analysis and my unit of observation is the six (6) Sub counties in Uasin Gishu County. According to Kenya Bureau of Statistics, there are 152 senior officers in the three departments

in the said county. This study used a census survey, since the respondents are manageable. This study used open and closed ended questionnaire (Creswell, 2014). This study used statistical package for social sciences (SPSS) version 28 for analysis and the same was presented in a form of tables and figures. Multiple regression formula was applied to analyze the relationship between dependent variable and four independent variables.

RESEARCH FINDINGS AND DISCUSSION

Out of 137 questionnaires that were circulated to the respondents, 103 of the respondents fully filled and returned questionnaires; yielding a response of 75.18% This was considered to be a very reliable response rate for the generalization of study findings is in line with Sharma (2015), states that a response rate of 70% and above is believed to be a reliable response rate. This was less 15 (10%) respondents who were pilot tested.

Descriptive Statistics

In this section, the study presents findings on Likert scale questions on the role of public procurement compliance and performance of Preference groups in, Kenya. The study specifically presents the effect of preference policy and workers adherence on performance of preference groups in Uasin Gishu County Government, Kenya. Respondents were asked to use a 5-point Likert scale where 5 (SA) = Strongly Agree, 4(A) = Agree, 3(UD) = undecided, 2 (D) = Disagree, and 1(SD) = Strongly Disagree. Results obtained were interpreted using means and standard deviations where a mean value of 1-1.4 was interpreted as; (SD) =strongly disagree, (D)= disagree, N= neutral, (A)= agree and (SA) = strongly agree.

PREFERENCE POLICY

Respondents were requested to give their responses in regard to Preference policy in a five point Likert scale where SA=Strongly Agree, A=Agree, N= Neutral, D=Disagree, and SD=Strongly Disagree. Results obtained were presented in Table 4.3 below:

Respondents were requested to give their opinion on the variable Preference policy. From table 1, the respondents unanimously agreed that Preference policy ensured performance of and periodic review in Preference groups in Uasin Gishu, Kenya with agreement of a mean was 3.742, and Standard Deviation of 1.0600; Through their experience in Preference groups in the respondents gave neutral response with a mean of 3.533 and Standard Deviation of .9200; their skill has contribution to the quality and innovation of the preference policy with strongly agree a Mean of 3.903, and Standard Deviation of .9005; level of education in Preference policy it is important to put in place and maintain procurement the respondents gave a strongly agree with a Mean of 4.061, and Standard Deviation of .10349; The management of Preference groups in Uasin Gishu, Kenya implements performance of West Pokot award the respondents disagreed with a Mean of 3.541 and SD=1.3018); and Preference policy enhances performance of at Preference groups in Uasin Gishu, Kenya, they agreed with a Mean of 3.566, Standard Deviation of .7015. This finding agrees with the findings of Nyile *et al.* (2022) who observed that clear description of Preference policy, enhance effective performance of Preference groups in, Kenya.

Table 1: Preference Policy

Statement	Mean	Std. Dev.
My County ensures their experience Sharing through Real time basis	3.37	1.06
Through their skill in Preference groups in Kenya has been able to make decisions on timeliness	3.53	.920
Level education has contribution to performance of Preference groups in, Kenya	3.90	.905
By Quick, frequent & accurate contract award		
It is important to put in place Preference policy	4.06	1.034
The management of strategic evaluation in virtual integration	3.54	1.308
Preference policy enhances performance of Preference groups in, Kenya.	3.566	.805

WORKERS ADHERANCE

Respondents were asked to give their responses in regard to workers adherence on performance of Preference groups in Uasin Gishu , Kenya i.e. 5 point likert sale where SA=Strongly Agree, A=Agree, N= Neutral, D=Disagree, and SD= Strongly Disagree. Their responses are presented in table 2 below:

From table 2, respondents, respondents agreed that workers adherence ensure performance of preference groups Uasin Gishu, Kenya; the respondent gave a Mean of 4.037 and Standard Deviation of .7307; decision making on performance of preference groups in Uasin Gishu , Kenya , they gave strongly disagree with a Mean of 4.002 and Standard Deviation of .7307; output of workers adherence can affect performance of West Pokot in Preference groups in Uasin Gishu, Kenya; the gave strongly agree with a Mean of 4.206, Standard Deviation of .10307; In cases of health workers systems to embrace a better performance of Preference groups in Uasin Gishu, Kenya they gave a Mean of 4.009 and Standard Deviation of .8073; Alternative workers adherence to performance of Preference groups in Uasin Gishu , Kenya ;most of the respondents were neutral with a Mean of 3.925 and Standard Deviation of .7306; and to enhance market share results, our county has in recent time conducted modern sensitivity resolution towards performance of Preference groups in Uasin Gishu , Kenya; they gave a Mean of 4.104 and Standard Deviation of .7055.

These findings are in line with the findings of Nyile *et al.* (2022) who observed that the characteristic of workers adherence are the best value reaction to sort out non-performance of, after Workers adherence, for resolving return on investment. The problem areas giving rise to disputes are mainly related to Preference groups in's matters.

Table 2: Workers adherence

Statement	Mean	Std. Dev.
My county a embrace workers adherence on performance of Preference groups in Uasin Gishu , Kenya.	4.03	.730
My county embrace decision making change on performance of Preference groups in Uasin Gishu , Kenya.	4.03	.730
My county embrace output doctrine n performance of preference Groups Uasin Gishu , Kenya	4.09	.1033
In cases of workers adherence on performance of preference Groups Uasin Gishu, Kenya	3.95	.836
Alternative workers adherence for money process on performance of preference groups Uasin Gishu , Kenya	4.104	.805
To enhance workers adherence processes on performance of Preference groups in Uasin Gishu , Kenya	4.05	.710

Performance of Preference groups in

Respondents gave their level of agreement on various statements relating with performance of Preference groups in, Kenya. The results were as presented in Table 3 below:

From the research findings, respondents were in agreement that performance of Uasin Gishu, Kenya is being affect by supply chain agility, they gave 63.2%; when asked about customer satisfaction and its effect on performance of Preference groups in Uasin Gishu , Kenya they gave strongly agree of 60.7 %; When the respondents were asked to show their level of agreement on how less complaints affects performance of Preference groups in Uasin Gishu , Kenya they gave strongly disagreed of 9%; When also the respondents were asked to show their level of agreement on return on investment of the Uasin Gishu , Kenya government on performance of Preference groups in Uasin Gishu , Kenya they gave They gave agreed of 59.7%. The outcome is in line with the findings of Mutai and Osoro (2021) they observed that some of the factors that contribute to inefficiency in public procurement as corruption, delayed payments, poor planning, statutory amendments, insufficient use strategic evaluation low public participation, and improper payment procedures negatively affects performance of Preference groups in Uasin Gishu , Kenya.

Table 3: Performance of Preference groups in

Statements	Yes (%)	No (%)
Customer Satisfaction an affects performance of commercial state corporation Preference groups in Uasin Gishu , Kenya	52	48
No. of Uasin Gishu can affects their performance Uasin Gishu , Kenya	61	39
Access to less complaints can affect performance of Kisumu Uasin Gishu , Kenya	44	56
can affects performance of Preference groups in Uasin Gishu , Kenya	59	41
Complaints can affects performance of Uasin Gishu City Uasin Gishu , Kenya	43	57
performance of West Pokot County Uasin Gishu , Kenya	74	26

Pearson Correlation Analysis

The study further conducted inferential statistics entailing both Pearson and regression analysis with a view to determine both the nature and respective strengths of associations between the conceptualized predictors such as Preference policy and Workers adherence and performance of preference groups in Preference groups in, Kenya.

Table 4: Correlation Coefficients

		Performance of Preference policy. West Pokot	Workers adherence
Performance Of Preference groups in	Pearson correlation 1 Sig. (2-tailed)		
Preference policy	Pearson correlation .534* N. 103*	1	
	Sig. (2-tailed) .000		
	Pearson correlation .152* 103*	.240 103	1
Workers adherence.	N		
	Sig. (2-tailed) .000	.035 103	103

From the findings, a positive correlation is seen between each variable and performance. The strongest correlation was established between Accessing loans and performance of Preference groups in Uasin Gishu, Kenya ($r = 0.534$) and the weaker relationship found between Workers adherence and performance of Preference groups in ($r = 0.152$). This is tandem with the findings of Ongeru and Osoro (2021), who observed that all independent variables were found to have a statistically significant association with the dependent variable at over 0.05 level of confidence.

Regression Analysis

To determine the relationship between the independent variables and the dependent variable and the respective strengths, the regression analysis produced coefficients of determination. Findings in table 5 reveal a positive relationship between the performances of Preference groups in Uasin Gishu County Government, Kenya,

Table 5: Regression Coefficient Results

	Unstandardized coefficients		Standardized coefficients	T	Sig.
	B	Std. Error	Beta		
(constant)	-.130	.060	-1.144	4.004	.002
Preference policy	.4103	.132	.555	5.472	.003
Workers adherence.	.254	.115	.321	2.657	0.001

b. Dependent Variable: performance of Preference groups in Uasin Gishu, Kenya

A unit change in preference policy would thus lead to a .4103 effect on performance of Preference groups in Uasin Gishu, Kenya sector *ceteris paribus*; further unit change in workers adherence would lead to .254 of sector and finally a unit change in strategic resolution would have an effect of .254 of performance of Preference groups in Uasin Gishu, Kenya. This finding is in line with the findings of Ongeru and Osoro (2021). This implies that among other factors, Preference policy, and Workers adherence are significant determinants of performance of Preference groups in, Kenya.

Conclusion

The study concludes that there is a positive relationship between Preference policy and Performance of preference groups; Act 2015, regulation 2020, manual 2012 and proactive assessment are among the Preference policy factors that significantly influenced the performance of Preference groups in, Kenya. The study further concludes that by implementing Preference policy has enhanced performance of Preference groups in, Kenya, leading to operational increase in efficiency and effectiveness. Therefore, the study concludes that Preference groups in, Kenya has significantly increased their strategic ' quality management in the Uasin Gishu, Kenya government in strategic management repetitions.

The researcher concludes that there is a positive relationship between Workers adherence and performance of Preference groups in, Kenya. Partnership enforcement policy, collective bargaining, alternative dispute resolution processes, free expression of concerns by involved practices are among the coordination factors that significantly influenced the performance of Preference groups in, Kenya. The researcher further concludes that by adopting alternative coordination and partnership mechanisms as it was observed at Preference groups in in the level of performance of Uasin Gishu in Preference groups in has increased. Therefore, the study concludes that Preference groups in Uasin Gishu, Kenya has been experiencing significant increase in service delivery through embracing proper coordination in the supply chain practices.

Recommendations

The study recommend that Preference policy formalizes relations between practices within a robust legal framework, but is much more besides; it is an opportunity to define the arrangements that encompass every aspect of what outcomes the Preference groups in Uasin

Gishu, Kenya wants from the strategic and how it wants the relationship to work. This means that the Uasin Gishu, Kenya needs to take an active role in the development of the quality mechanism early on; it should not be left as a supplementary activity post negotiation. At preparation of every quality management can contribute to strategic evaluation on performance of Preference groups in, Kenya. Proper Preference policy can result to high procurement in Preference groups in, Kenya.

This researcher recommends that workers adherence had a strong relationship with performance of Preference groups in, Kenya. When relationship are not properly managed, they may cause strategic delays, undermine team spirit, increase delay costs, and, above all, damage business relationships. With the increase in the number of participants in a strategic management, it is obvious that more business interactions and arguments end up with an increase in the number of strategic relationship disputes. Research in preventing and resolving relationship disputes supports the effort for better understanding and harmonization of the different cultures. Therefore, this study recommends to the management of Preference groups in Uasin Gishu, Kenya to enhance and upgrade on the implementation of all applicable alternative disputes resolution mechanisms so to protect relationship with its stakeholders in the strategy practices.

Areas for Further Studies

This research focused on preference policy, and workers adherence and performance of Preference groups in, Kenya. The study therefore recommends a further study to be conducted to other counties in Kenya. Then get their findings and compare with this and agree or disagree. The study also recommends replication of the study in other sectors such as sub county sector and public sector to allow comparison of research findings. Future researchers an investigate the factors affecting strategy best practices broadly in all areas of concern in this profession on performance of West Pokot within the strategic practices.

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