

**FACTORS AFFECTING IMPLEMENTATION OF HEALTH AND SAFETY
REGULATIONS IN CONSTRUCTION INDUSTRY IN KENYA: A CASE OF
JOMUMU BUILDING AND GENERAL RENOVATORS LIMITED**

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DECLARATION

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

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This project has been submitted for examination with my approval as University Supervisor.

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DEDICATION

This work is dedicated to the Almighty God who gave me knowledge, good health and strength to carry out this work successfully. Also, to my parents Mr and Mrs. Mwangi, my sister Esther Wambui and brother Charles Mutembei who have been very supportive throughout my studies and in this research work.

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I thank God Almighty for the sustenance, wisdom and strength He has accorded me to undertake this research proposal. Secondly thanks to my parents Mr and Mrs. Mwangi, my sister Esther Wambui, brother Charles Mutembei and friends for their love and moral support throughout the period of my studies. I would like to sincerely appreciate the work of my supervisor Mr. David Kanyanjua without whose guidance and incisive comments I would not have undertaken this project proposal successfully and also the entire fraternity of Management University of Africa, I appreciate for all your help, thank you and God bless you.

ABSTRACT

The purpose of this study was to establish the factors affecting implementation of health and safety regulations in construction industry in Kenya, a case study of Jomumu building and general renovators limited. The study precisely sought to establish whether government policy, communication, employee training and organizational culture influences the implementation of health and safety regulations in construction industry in Kenya. The study is significant to the construction sector, policy makers, and future researchers. The researcher used descriptive research design in collecting the data. The design was preferred because it is concerned with answering questions such as how much, what, which and who thus answering phenomenon in its current state. A descriptive study was carefully designed to ensure complete description of the situation, making sure that there was a minimum bias in collecting of data and reduced errors in interpreting the data collected. Data collection techniques such as the use of structured questionnaire was used to collect data in order to give respondents opportunity to express their views. The target population was 240 respondents. The data analysis was done using descriptive tools and presented using tables, pie charts and bar graphs. In the findings it was noted that implementation of health and safety regulations in construction industry is greatly affected by government policy, 69% of the respondent indicated communication was a factor affecting implementation of health and safety regulations, majority 54% said employee training was a factor affecting implementation of health and safety regulations in the construction industry, in the analysis 77% of respondents indicated that organizational culture was a factor affecting implementation of health and safety regulations in the construction industry. It was recommended that the organization should come up with various strategies so as to achieve high health and safety measures. It is very important for the construction industry to have good government policies which are more efficient and effective. For effective functioning to be realized it was recommended by the respondents that government policy, communication, employee training and organizational structure should be enhanced for a better flow of activities.

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LIST OF ABBREVIATIONS/ACRONYMS

C.E.O	Chief Executive Officer
CRB	Credit Reference Bureau
DOHSS	Directorate of Occupational Health and Safety Services
GDP	Gross Domestic Product
IDNDR	International Decade of Natural Disaster Reduction
ILO	International Labour Organization
KNBS	Kenya National Bureau of Statistics
OHS	Occupational Health and Safety
PSC	Psychosocial Safety Climate
VAT	Value Added Tax
WHO	World Health Organization

CHAPTER ONE

INTRODUCTION

1.0 Introduction

This chapter includes the following sub-topics: background to the study, statement of the problem, objectives of the study, research questions, and significance of the study, and finally the scope of the study. This part of the research proposal sets the foundation of the entire research study work.

1.1 Background of the Study

Construction is a fundamental column for worldwide aggressiveness and central empowering influence to Kenya's Vision 2030. Kenya has encountered a construction blast amid the most recent decade. As indicated by Kenya National Bureau of Statistics (KNBS) construction area in Kenya contributes 4.9 for each penny of the Gross Domestic Product (GDP) (KNBS, Economic Survey Report, 2013). Framework improvement represented 8.7 for each penny of the aggregate spending plan for Financial Year 13/14 of the aggregate spending plan of KES1.6 Trillion (Economic Survey Report, 2013).

At the point when construction industry is contrasted and other work serious businesses, construction industry has encountered a disproportionally high rate of incapacity wounds and fatalities (Hine, 2012). Information accessible from Directorate of Occupational Health and Safety Services (DOHSS) demonstrates that in the middle of 2005 and 2009, there were 7769 fatalities overall industry areas. In 2011, construction industry represented 16% of deadly mischances (40 cases revealed for 100,000 laborers) and 7% of non-lethal cases (DOHSS Annual Report, 2011).

Numerous specialists have met their passing's in building destinations while others have turned out to be for all time disabled from construction related wounds. Further, laws on work related wellbeing and wellbeing are not entirely implemented. Wellbeing rules in most building destinations don't exist and on the off chance that they exist, the administrative specialist is frail in actualizing each control viably. At the point when mischances happen, they result in both immediate and backhanded expenses. Coordinate expense incorporates, hospital expenses, premium for pay advantages, risk and property

misfortune. Aberrant expense incorporates, time lost while going to entombment services, time lost in examination, down time on harmed gear and misfortunes emerging from site conclusion. For instance, falling structures while still in construction process catching building site laborers, slaughtering two specialists and harming numerous was accounted for at Space in Mombasa in April 2009 when a story working in construction collapsed covering alive a significant number of the specialists in a stack of cement and steel rubble (Construction risk management. Construction Review, 2009).

Health and safety in this way is a monetary and additionally helpful worry that requires legitimate administration control. Interest in construction health and safety really builds the gainfulness by expanding efficiency rates, boosting worker assurance and diminishing steady loss (Mohammed, 2008). Construction security and wellbeing administration in this way manages activities that administrators at all levels can take to make a hierarchical setting in which laborers will be prepared and roused to perform sheltered and beneficial construction work.

The issue of work environment health and safety is amazingly important, since by neglecting to stick to its standards, it influences moral, legitimate, social, mental and financial matters of the general public. Laborers on building destinations are presented to wellbeing and dangers, since working conditions are continually evolving. Besides, enhancing the wellbeing and danger administration of the construction ventures has over and over been appeared to spare lives, time, and cash, and to expand business generosity and notorieties (Bechal *et al.*, 2009). In the meantime, the privilege to protected and solid working conditions in construction industry has been a focal issue in the worldwide battle where current health and safety laws and controls have isolate areas particularly for the construction business (ILO, 2010; CRB, 2010). In the meantime, more secure and more beneficial working conditions make a critical commitment to destitution lightening and maintainable advancement as construction is work serious, especially in creating nations (Chi, 2012).

Security worries at work environment began decisively in 1906 in the U.S with the arrangement of the Massachusetts Board of Health which designated wellbeing

authorities to investigate industrial facilities, work places and such like foundations (Stranks, 2010). In the United Kingdom representatives set up their own work put boards of trustees chosen by the workers with the ability to decide health and safety matters with the administration. The general obligations of the council are in accordance with the European wide fit prerequisite of the health and safety mandate. Following the Mexico quake of 1985, which affected medicinal services and wellbeing, the United Nations General Assembly propelled in 1990 the International Decade of Natural Disaster Reduction (IDNDR), with a target to execute Disaster Mitigation programs which could over the long haul enhance security and wellbeing at work places and home (Ridley, 2009).

These worries for health and safety at work environment pointed basically at teaching representatives and the general public on high occurrences of mechanically caused mishances and illnesses (Hughes, 2008). The construction business is related with health and safety dangers on location, for example, tumbles from statures, unearthing mishances, electric shock and sicknesses transmitted by vectors that get by in natural surroundings made at building locales that are good for their rearing, for example, mosquitoes.

As indicated by Bechal *et al.*, (2009) a sheltered work environment is fundamental to the capacity of laborers to appreciate wellbeing, security, and the chance to make progress throughout everyday life. Laborers in a building site might be presented to different word related and wellbeing risks, for example, presentation to physical, concoction and natural specialists. Introduction to these substances/operators may result in intense damage, unending disease, changeless inability or even passing. Loss of focus at work and weariness emerging from weakness site conditions may anyway expand the danger of mishaps.

In any case Hinze (2008) showed that health and safety at building destinations manages both physical and mental prosperity of laborers on building locales and different people whose wellbeing is probably going to be antagonistically influenced by construction exercises. It is of essential worry to businesses, representatives, governments and venture

members. Health and safety along these lines is a monetary and also helpful worry that requires appropriate administration control.

The Occupational Safety and Health Act, 2007, is an Act of Parliament to accommodate the wellbeing, wellbeing and welfare everything being equal and all people legitimately present at working environments, to accommodate the foundation of the National Council for Occupational Safety and Health and for associated purposes. The Act applies to all working environments and laborers related with it; regardless of whether brief or perpetual. The principle point of the Act is to protect the security, wellbeing and welfare of specialists and non-laborers. It is in this way prescribed all Sections of the Act identified with construction ventures, for example, arrangement of defensive apparel, clean water, and protection cover are watched in order to shield all from business related wounds or other wellbeing dangers. Laborers in a building site might be presented to different risky substances and physical operators, for example, asbestos, lead, silica dust, natural solvents, sewer gases, welding exhaust, radiation, commotion and vibration. Unnecessary exposures to these substances/operators may result in intense damage, interminable sickness, lasting handicap or even demise (Hughes & Ferrett, 2011). Loss of focus at work and weakness emerging from weakness conditions may expand the danger of mishaps. Construction work is included by high work turnover, continually changing workplace and conditions nearby and diverse kinds of work being done all the while by a few contractual workers. These highlights would additionally build the wellbeing dangers of laborers.

Building site cleanliness empowers great housekeeping, furnishes laborers with clean drinking water, sterile bathrooms, and washing offices to tidy up. Access to clean water and bathrooms empowers great cleanliness at work and stays away from cross pollution to shield specialist health and safety (Murie, 2012). In Kenya, the Directorate of Occupational Health and wellbeing administrations is in charge of guaranteeing the essential and sufficient arrangements at all work places, constantly for counteractive action of word related sicknesses and mischances.

1.2 Statement of the Problem

Construction industry is an important part of the economy in many countries and often seen as a driver of economic growth especially in developing countries. Typically, construction industry contributes to 11% of gross domestic products (GDP) in most developing countries (Giang & Pheng, 2010). Despite this, the sector is accident prone (ILO, 2010). Construction has been regarded as the most hazardous place in which to work with a high level of health and safety risks (ILO, 2010, Lingard & Rawlinson, 2010; Smallwood *et al.*, 2008). ILO estimates that at least 60,000 fatal accidents happen in a year on construction sites around the world, despite the existence of Health and Safety standards on construction sites set by the International Labour Organization (ILO) and based on international conventions and recommendations on occupational health and safety. In the developing world, the risks associated with construction work are very frequent while available data suggests that they are 3–6 times greater (Jason, 2008). In comparison with developed countries, construction sites in developing countries are ten times more dangerous.

In Kenya though rules and regulations on health and safety management at construction sites by the National Council for Occupational Safety and Health exist, there are reports of injuries, accidents and ill health following construction activities. The reports seen from construction sites indicate the need for better management of health and safety through a paradigm shift and management approach and the development of a health and safety management framework. This prompted the researcher to carry out a comprehensive research on the factors affecting implementation of health and safety regulations in construction industry in Kenya.

1.3 Objectives of the Study

1.3.1 Main Objective

The study's main objective is to find out the factors affecting implementation of health and safety regulations in construction industry in Kenya with reference to Jomumu building and general renovators limited.

1.3.2 Specific Objectives

- i. To investigate the effect of government policy on the implementation of health and safety regulations in construction industry in Kenya.
- ii. To establish the effect of communication on implementation of health and safety regulations in construction industry in Kenya.
- iii. To investigate the effect of employee training on implementation of health and safety regulations in construction industry in Kenya.
- iv. To determine the effect of organizational culture on implementation of health and safety regulations in construction industry in Kenya.

1.4 Research Questions

The study was guided by the following questions:

- i. To what extent does government policy affect on the implementation of health and safety regulations in construction industry in Kenya?
- ii. How does communication affect on the implementation of health and safety regulations in construction industry in Kenya?
- iii. To what extent does employee training affect on the implementation of health and safety regulations in construction industry in Kenya?
- iv. How does organizational culture affect on the implementation of health and safety regulations in construction industry in Kenya?

1.5 Significance of the Study

This study is of specific significance to the assessment of factors affecting the implementation of health and safety regulations in construction industry in Kenya. The study will also facilitate policy formulation and implementation for the organization working towards world class services and market leadership.

This study will be of benefit the government in coming up with bills that encourage a conducive working platform where health and safety for the construction industry in Kenya is emphasized on. These policies will be of help in ensuring efficiency and effectiveness of the management of the construction industry in Kenya which contributes greatly to the economy.

Researchers who are conducting studies may use this research as their secondary data. This will also propose other areas which the researcher can explore further. Researchers in institutions like Management University of Africa will be able to use this information as literature review.

1.6 Scope of the Study

The study focused on the factors affecting implementation of health and safety regulations in construction industry in Kenya with reference to Jomumu building and general renovators limited. The study took a period of three months from July, 2018 to September, 2018. The research was based on the construction industry in Kenya.

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

Literature review provides the reader with an explanation of the theoretical rationale of the problem being studied as well as the research that has already been done and how the findings relate to the problem at hand. The main purpose of the literature review is to avoid unnecessary duplication of materials already covered. The literature is reviewed from, working papers, journals, books, reports, periodicals and internet sources. The past studies, theoretical review, critical analysis and research gaps were discussed.

2.1 Theoretical Literature Review

The study is guided by two theories which are relative to implementation of health and safety regulations in construction industry in Kenya. These are social cognitive theory and safety climate theory.

2.1.1 Social Cognitive Theory

This theory is related with idea of self-efficacy and result anticipation. Bandura (2011) attested that the previously mentioned idea has been broadly utilized in an assortment of health-related settings. It is further contended that self-efficacy is picked in setting of social cognitive theory because of the way that it has numerous applications in an assortment of settings and furthermore because of huge cover of determinants between social cognitive theory and comparable health related speculations. Social cognitive theory has two precepts. The primary portrays how brain science needs to consolidate the social setting inside the investigation of human conduct since individuals are basically social in nature. The second fundamental diagrams how individuals utilize their comprehension for roads of reasoning and imparting to adjust to social settings. At the end of the day, this theory interprets discernment as a piece of social acts (Bandura, 2011).

It is contended that individuals endeavor to have authority over the different angles that characterize their condition. Each individual looks to have power over wanted results and accomplish authority over the undesired occasions. Bandura (2011) expressed that, from

a social psychological perspective, individuals are presented to various related conditions each day, decide the best way to deal with these circumstances, evaluate their apparent skill (self-adequacy) to execute their goals, decide whether the conduct they perform will create the coveted (result hope), lastly, choose the imperativeness of getting the (result esteem).

In his investigation Peterson (2010), saw that safety related training happens in mechanical settings reflexively. The researcher placed that, from a social psychological point of view, the prior can basically have an assortment of impacts. It is exemplified that; run of the mill health training sessions center either around giving workers data in regards to risky conditions or utilize frighten strategies to caution representatives about perilous safety related circumstances. Bandura (2011) prompted that, keeping in mind the end goal to have the best effect on workers' self-viability, a move in accentuation is required. Rather than attempting to startle workers into health safety, they ought to be given imperative instruments in order to practice individual authority over their health propensities. In this manner, so as to affect representatives' safety self-viability, health instruction should center around furnishing workers with training to give them the truly necessary abilities to play out their work assignments securely.

It is contemplated that while a normal safety training session may neglect to affect representatives' self-viability, it could impact their result anticipations. It is exemplified that, if representatives watch a health video which delineates a finger removal happening because of a worker neglecting to kill the ability to a machine; a move in the watchers' result hopes could change towards that specific sort of damage. The seriousness of the damage is contended that it would prompt anticipations concerning the physical inability (physical result hope) from removal, aversive social responses from family, companions, and coworkers (social result hope), and if the individual held health as a center esteem, a negative self-assessment.

It is in that capacity found that, from a social intellectual point of view, the mix of safety training and health instruction could build workers' self-viability and, along these lines, shape their result expectances in the event that they had quality training and trust they can

have contribution to the health procedure. Apparently, health mediations that emphasis on giving pragmatic apparatuses and strategies to enhancing safety should upgrade members' (workers') safety self-adequacy with respect to damage anticipation.

2.1.2 Safety Climate Theory

As per Law et al., (2011), psychosocial safety climate (PSC) as shared impression of hierarchical strategies, practices, and methodology for the safety of worker health and safety that exudes to a great extent from administration hones. The PSC theory broadens that the activity requests assets structure and proposes that authoritative level PSC impacts work conditions and along these lines, word related medical issues and work commitment. As indicated by Dollard (2011) the theoretical theory of word related health atmosphere draws upon viewpoints from crafted by pressure, word related hazard, and authoritative atmosphere literary works.

In their investigation, Dollard and Bakker (2010) noticed that development industry is an aspect particular segment of authoritative atmosphere identifying with opportunity from word related damage at work. It is additionally said that it reflects administration responsibility to specialists' word related health and the need they provide for protecting word related health rather than creation requests. Development industry are compared to hierarchical atmosphere, in that it is imagined as a property of the organization, comprising of collected view of people inside that organization with respect to administration pledge to ensuring their health and safety.

As indicated by James, Choi, McNeil, Minton, Wright, and Kim (2008), the PSC develop stems to a great extent from the possibility that people credit importance to their workplace, that is, their working conditions, administration frameworks, pay, collaborator connections, and treatment value. In this way, manners by which PSC can wind up obvious to people incorporate having all around created communication frameworks, for example, for revealing poor word related health at work, and furthermore to effectively include all levels of the organization in work pressure aversion (Dollard and Bakker, 2010). In setting of this examination, Construction industry are apparent at the production line and furthermore in the homesteads where representatives are locked in. It is,

obviously, that the representatives in the tea segment are inclined to word related medical issues. As the theory expresses that representative health and safety exude to a great extent from administration hones, at that point the chiefs in the tea segment ought to guarantee that workers' health and health are maintained.

2.2 Empirical Literature Review

2.2.1 Government Policy and Implementation of Health and Safety Regulations

Strategy or approach study may likewise allude to the way toward settling on imperative hierarchical choices, including the distinguishing proof of various options, for example, projects or spending needs, and picking among them based on the effect they will have. Approaches can be comprehended as political, administration, monetary, and managerial instruments organized to achieve unequivocal objectives (Pierre, 2008).

Meanings of approach and research done into the region of strategy are as often as possible performed from the viewpoint of strategies made by national governments, or open arrangement. A few definitions and key attributes of strategy have been recognized inside the structure of government approach. While a considerable lot of these are comprehensively appropriate to different organizations, for example, privately owned businesses or non-benefit organizations, the administration centered starting point of this work ought to be remembered (Mullins, 2011).

As per Williamson (2010), in Policy Analysis: A Political and Organizational Perspective, an arrangement is 'an arrangement of interrelated choices taken by a political on-screen character or gathering of performing artists concerning the choice of objectives and the methods for accomplishing them inside a predefined circumstance where those choices should, on a basic level, be inside the intensity of those on-screen characters to accomplish'. Being the creator of various papers regarding the matter he is thought to be a main expert in this field.

Reliable arrangements make broad power elements or potentially manage laws. Various approaches are dynamic arrangements; they are not simply static rundown of objectives or laws. Approach blue prints must be actualized frequently with surprising outcomes.

Social strategies are what occur on the ground when they are actualized well as what occurs at the basic leadership or administrative stage. At the point when the term arrangement is utilized, it might likewise allude to official government (rules that senator how the laws ought to be put into design subject for the equivalent chance of the demonstrates that the organization means to treat its whole staff similarly, (Compton, 2010).

As indicated by Thomas Birkland (2011) in an Introduction to the Policy Process, there is an absence of an accord on the meaning of approach. The objectives of arrangement may shift broadly as indicated by the organization and the setting in which they are made. Extensively, arrangements are ordinarily established with a specific end goal to maintain a strategic distance from some negative impact that has been seen in the organization, or to look for some positive advantage.

A reason explanation, laying out why the organization is issuing the strategy, and what its coveted impact is. Relevance and degree explanation, portraying who the approach influences and which activities are affected by the arrangement. The relevance and extension may explicitly bar certain individuals, organizations, or activities from the approach necessities. A compelling date which shows when the approach comes into constrain. Retroactive strategies are uncommon, yet can be found. A duties area, demonstrating which gatherings and organizations are in charge of doing singular approach proclamations. These obligations may incorporate distinguishing proof of oversight and additionally administration structures. Arrangement articulations showing the particular directions, necessities, or alterations to authoritative conduct that the strategy is making (Ken, 2008).

Certain enterprises are controlled by national or neighborhood government directions which makes add up to or halfway boundaries to passage. Some postal conveyance administrations have as of late been opened up to new business entrance while different zones still stay precluded. The permitting law presents obstructions to participants who wish to open an eatery, an open house or work an off permit. Different controls increment the capital expenses of market section. Complying with health and safety directions

frequently requires consumption in adjusting premises for instance in the arrangement of toilets and emergency exits. Cleanliness controls set down strict directions on nourishment arrangement for open utilization which builds the start-up and progressing costs for a few sorts of private venture from select eateries to sandwich bars. Proprietors of private company frequently grumble that fitting in with scale, the expenses of complying with the printed material of assessment adventures, for instance is a moderately settled cost, which the bigger firm can amortize over higher deals turnover than the little firm (Compton, 2010).

As indicated by Birkland, (2011) there is absence of agreement on the meaning of an approach. The term Public strategy dependably allude to the activities of Government and the organizations that decide those activities. Procedures shift altogether from the stringent to the extremely casual extensive companies and Government substances are well on the way to have stringent and formal procedures. The objective of strategies may shift as needs be to the organizations and the setting in which they are made. Extensively, arrangements are ordinarily founded keeping in mind the end goal to maintain a strategic distance from some negative impacts that have been seen in the organization, or to look for some beneficial outcomes.

As indicated by middlemen (2001), A Political and Organizational Perspective, an arrangement is 'an arrangement of interrelated choices taken by a political performing artist or gathering of on-screen characters concerning the choice of objectives and the methods for accomplishing them inside a predefined circumstance where those choices should, on a fundamental level, be inside the intensity of those on-screen characters to accomplish'. Being the creator of various papers regarding the matter he is thought to be a main expert in this field.

As indicated by Lysons *et al.*, (2011) expressed that the strategy is an assemblage of standards communicated or inferred, set down to coordinate a venture towards its goals. Approaches are required and should be clung to by all individuals in their exercises all through the organization. At corporate and operational level, arrangements have the accompanying favorable circumstances, they give expert in light of standards to a given

strategy, they give rules while planning utilitarian and operational systems, they give inclination from administration control and permit co appointments crosswise over authoritative units and decrease time supervisor's speed in deciding.

As per Robert (2008) arrangement endeavors to center everybody in an organization to a shared objective and needs by making an interpretation of co-work methodology into quantifiable destinations all through the different capacities and levels of the organization. Subsequently, everybody in the organization ought to comprehend the key arrangement, have the capacity to drive a few objectives from the arrangement and decide how every objective ties into their own particular day by day exercises. Approach or arrangement study may likewise allude to the way toward settling on critical organization choices, including the distinguishing proof of various option, for example, projects or speeding needs picking among them based on the imperative they will have. Arrangements can be comprehended as political, administration, money related and managerial instrument consented to achieve unequivocal objectives meanings of approach and research done into the territory of strategy are often performed from the separate of strategies made by national government or open approach.

Government approach gives a case of how organizations endeavor to stay away from negative impacts. Numerous huge organizations have approaches that all exchanges over a specific esteem must be performed by a particular organization who has figured out how to meet the organization's criteria. Such archives have standard arrangements that are specific to the organization issuing the approach. While such configurations contrast as far as their frame, approach records more often than not contain certain standard segments including. A compelling date which demonstrates when the approach comes into constrain, retroactive arrangements are uncommon, however can be found. An obligations segment, showing which gatherings and organizations are in charge of completing individual arrangement explanations. A reason articulation, delineating why the organization is issuing the approach, and what its coveted impact is (Blakemore, 2008).

Materialness and extension proclamation, portraying who the arrangement influences and which activities are affected by the strategy. The relevance and extension may explicitly bar certain individuals, organizations, or activities from the arrangement necessities. A successful date which shows when the approach comes into drive. Retroactive strategies are uncommon, however can be found. An obligations area, showing which gatherings and organizations are in charge of completing individual arrangement articulations. These duties may incorporate distinguishing proof of oversight as well as administration structures. Approach proclamations showing the particular controls, prerequisites, or changes to hierarchical conduct that the strategy is making (Ken, 2008).

These obligations may incorporate recognizable proof of oversight or potentially administration structures. Approach proclamations demonstrating the particular directions, necessities, or changes to hierarchical conduct that the strategy is making (Ken, 2008). Government strategy which can influence the performance of wholesalers can be those of tax collection, sponsorships, loan costs, trade rates, open private organizations. We get cash from our work and make good on regulatory expense on these profit (pay assessment and national protection) we purchase merchandise and enterprises and make good on deals government obligation (VAT). Firms pitch merchandise and ventures to us and are exhausted on their benefits (enterprise impose). Firms make good on government expense on their representatives' wages (businesses' national protection commitment) consequently this influence contrarily the development business.

2.2.2 Communication and Implementation of Health and Safety Regulations

Communication is alluded to as how much a firm offers choices, desires, and objectives all through the organization (Nahm *et al.*, 2008; Carmeli & Tishler, 2009). The communication factor is seen by various scientists in the zone as a basic achievement factor for an Implementation of health and safety directions venture (Sarker & Lee, 2008; Holland *et al.*, 2009). Somers and Nelson (2009) contend that interdepartmental communication, collaboration, and best administration bolster are the most critical achievement factors for health and safety directions application to be utilized inside an organization to its fullest potential, alongside merchant support and seller organization.

These elements not just influence health and safety controls at the implementation stage, yet in addition at the performance stage (Loh & Koh, 2009).

As indicated by Farace, Monge, and Russell (2012), there are three fundamental sorts of communication at a working environment. They are errand related communication, development related communication (new thoughts), and upkeep related communication (social points that keeps up human connections). Communication can be characterized as the trading of a data, thought and feeling between people of gatherings, at the end of the day, communication assumes a major job in adjusting individual and hierarchical destinations (BOYACI, 2012).

Undertaking related communication and development related communication (new thoughts) are mutually alluded to as work-situated communication. For example, in an organization, directors tell subordinates what their assignments are and how to achieve these errands; sales people answer to their bosses about the amount they have sold for the current week; representatives of a newsroom converse with alternate workers of the Technique bolster office about how to utilize another framework. This sort of communication may occur at a week by week meeting inside divisions, or may simply be by means of email (Wang, 2011).

Then again, supervisors may likewise share the uplifting news about their kids with their subordinates; the sales representatives may likewise inform bosses regarding the ongoing battling with beaus or lady friends; the columnists may likewise visit with the PC fellow around a fascinating internet diversion. These sorts of communication are alluded to as social-enthusiastic situated communication. They may happen amid the lunch, or when the organization holds an authoritative action, for example, grill or gathering (Wang, 2011).

Inward interchanges are basically an administration discipline encouraging vital communication between pioneers, administrators and workers. Inside communication furnishes representatives with imperative data about their employments, organization and its condition. A powerful inner communication framework can lift resolve, help make

satisfied workers who are more profitable, and enable administration to build up its image through better performance. Viable Internal Communication guarantees that workers are focused on accomplishing business objectives, accordingly enhancing efficiency and performance. With the progression in innovation organizations have discovered approaches to enhance communication with workers (Balani & Bhatia, 2015).

Compelling communication among directors and specialists and in addition among laborers themselves is essential to the achievement of Implementation of health and safety controls (Loh & Koh, 2009). Desires or objectives at all levels of an organization should be imparted (Loh & Koh, 2009). Representatives ought to be educated ahead of time of the degree, targets, exercises, and updates in the framework. They should, as Nah *et al.*, (2008) say, concede and focus on the change which will happen. Viable communication in an organization may produce noteworthy advantages; it empowers an organization to start an exchange to make mindfulness, comprehension, and thankfulness for the organization's vital objectives. Through communication representatives feel more associated with the general performance process. A sentiment of having a place helps create intrigued, submitted representatives, which in the long run upgrades Implementation of health and safety controls performance. Communication likewise incorporates the formal advancement of venture groups and the declaration of undertaking advancement to whatever is left of the organization (Holland *et al.*, 2009). Representatives ought to be advised ahead of time of the undertaking's arrangement, scope, targets, exercises, and updates (Sumner, 2009).

Likewise, the discoveries of Peng and Litteljohn (2009) demonstrate that viable communication is a key necessity for successful system performance. Authoritative communication assumes an essential job in training, information dispersal and picking up amid the procedure of health and safety controls performance. Truth be told, communication is inescapable in each part of methodology performance, as it relates impressively to sorting out procedures, hierarchical setting and usage destinations which, thus, affect the procedure of performance. Communication obstructions are accounted for more as often as possible than some other sort of boundaries, for example, authoritative

structure hindrances, learning obstructions, faculty administration hindrances, or social boundaries.

With a specific end goal to oversee health and safety directions performance it is vital for organizations to have appropriate communication which is encourages legitimate administration of methodology. Authoritative communication is powerful in guaranteeing appropriate usage of procedure when senior work force inside an organization accountable for openness must be absolutely vital partners with regards to system definition. They gathered be incorporated into the key arranging board of trustees and allowed to contribute on outline of the methodology and how it ought to be executed (Forman & Argenti, 2009).

Heide, Grønhaug and Johannessen's (2012), for instance, show that there are different kinds of communication issues (without determining what they are). These communication issues might be impacted to some degree by the hierarchical structure. As per Heide, Grønhaug and Johannessen, they comprise the key boundary to the performance of arranged key exercises. Rapert, Velliquette and Garretson (2012) express that communication and shared understandings assume a vital job in the performance procedure. Specifically, when vertical communication is visit, key agreement (shared comprehension about key needs) is upgraded and an organization's performance makes strides. They investigate vertical communication linkages as a method by which vital agreement and performance can be improved.

Through meetings, a few analysts found that implementation of health and safety regulations is probably going to come up short when dates are not conveyed well ahead of time, particularly to partners (Nah *et al.*, 2009). Mendel (2011) notices communication breakdown as a noteworthy health and safety venture leap. To keep away from expansive uprising, consistent communication about the venture is vital all through its different stages. Inspiring representatives to comprehend what is changing, why it's changing, and how it will help the organization is essential for acknowledgment (Sarker & Lee, 2008).

To stay away from communication breakdown, one ought to dependably give clear directions and messages to maintain a strategic distance from perplexity (Loh & Koh, 2009). Clear and fair communication with representatives is critical in Implementation of health and safety directions (Sarker & Lee, 2008). Communication all through the change with respect to delicate issues, for example, the level and sort of staff decreases that would result from the activity, must be tended to sincerely and transparently (Sarker & Lee, 2008). Communication with representatives results in more prominent comprehension of the organization's needs and, accordingly, snappier acknowledgment of the product (Holland *et al.*, 2009; Tarafdar & Roy, 2008).

2.2.3 Employee Training and Implementation of Health and Safety Regulations

As per Decenzo and Robbins (2010), OSHA'S broad site gives a tremendous measure of commonsense, simple to peruse and comprehend data for workers and managers. Controls are plainly characterized and consistence and investigation methodology are clarified in basic terms. Education and training are a noteworthy stress of the OSHA site and incorporate handbooks for private venture, email pamphlets training program data and intuitive internet training called 'e devices' that spreads many health and safety tops.

As indicated by Armstrong (2010), supervisors have a fundamental job in helping their kin to learn and create. Most learning happens at work however it will be more viable if chiefs give the instructing, direction and support peoples" needs. To do this they have to think about enlistment training how to guarantee constant learning, and self-improvement arranging forms. In enlistment training you are engaged with helping individuals to take in each time you invite new workers, plan how they will procure the skill required, ideally as recorded in a learning particular, accommodates them to complete and see that the arrangement is executed.

Training is the fleeting learning process which is application particular, planned for enhancing expertise or information which has a quick application to the advantage of the person and the organization. Advancement is the procedure of change of a worker from a lower level of capacity, ability and information to that of larger amount. This progress is affected by instruction, training, work understanding and condition (Nair, 2010).

As indicated by Nzuve (2011), individuals ought to never be permitted to work machines, apparatuses and hardware's until the point that they know how to work them securely. Health training is intended to avoid physical damage to the two individuals and organizations property. This would incorporate physical estimates, for example, how to look after plant, machines, apparatuses, gear and structures. Training and improvement may likewise incorporate vocation advancement exercises and representative guiding to enable individuals to settle on better decisions about their professions and to accomplish their coveted objectives (Cascio, 2010).

As per Hall, Taylor and Torrington (2009), safety training has three noteworthy purposes; representatives ought to be told about and comprehend the idea of the perils at the work environment; representatives should know about the health tenets and strategies; and the should be induced to consent to them. Safety training should be done in three setting; at the enlistment, at work and in supplemental classes. A wide range of training strategies can be utilized, including addresses, exchanges, films, pretending and slides. These strategies are some of the time supplemented by publication or other safety mindfulness crusades and communications, and disciplinary activity for ruptures of the health rules (Easter *et al.*, 2009).

Representative advancement is something that a great many people envision as meddlesome throughout the day assemble instructional meetings. Tragically, this feared way to deal with worker advancement is the polar opposite of how representative improvement should happen and feel to workers. Representative improvement can show itself in numerous types of training, assessments, instructive projects, and even criticism. Whenever executed effectively, the impacts of training on representative effectiveness can regularly empower development inside the specialist and the organization itself. Training is composed through short re-building courses, for example, authentication, symposiums, and workshops. Training builds the learning and ability levels of the representative. The prepared specialist can expand the proficiency level. This means expanded honor for good work and accordingly introducing certainty to the worker. At work training is led at the work site and with regards to the activity. Since most occupations in the business can be learned in a generally brief timeframe, this strategy is

the most broadly utilized. It has the benefit of unequivocally rousing the student to learn since it isn't situated in the fake circumstance of a classroom (Flippo, 2009).

Cole (2012) Training should begin with official surveying the organizations quality position and making a quality vision. It goes to state that after officials have experienced their preparation whatever is left of organization needs to experience training as well. The general goal of this is to help individuals by and by focused on interest in the performance procedure. This will guarantee that clients will be expecting and getting great quality administrations from workers.

Mullins (2010) take a gander at training in the organization as an approach to react to the change early which will set up the organization and gain remunerate. In term of safety benefit or accomplishment of these objectives training and departmental emerge on the grounds that the world changes. These progressions influence situations which organization works. Representatives are influenced by change and they should embrace, learn new abilities, adapt to various weight, procure new information and produce new connections. Training conveys extra assets to individual to empower them change and create change as influenced like political, monetary, social, innovation, the law of the earth. Presently there is a requirement for post-performance training, intermittent gathering of framework clients can help distinguish issues with the issues with the framework and energize the trading of data increased through involvement and expanding nature with the framework.

As indicated by Muruka (2009), Learners should get to escalated enlistment and nonstop customized training programs, planned by proficient educational programs designers, to new and potential specialists in the work advertise. It is suggested that the expenses for representatives and master training be met from expanded budgetary assignments, training demand, World Health Organization (WHO) teaming up focuses and International Labor Organization (ILO) focuses. Satisfactory assets ought to be dispensed for staff training and advancement at the Occupational Health and Safety (OHS) as the most attractive proactive measures to avert Occupational wounds and related expenses. The expenses ought to be met from all partners (Mearn & Hope, 2009).

2.2.4 Organization Culture and Implementation of Health and Safety Regulations

As indicated by Murugan (2009) the term organization implies diverse things to various individuals. It is utilized generally to mean a gathering of individuals, a structure of relationship. A procedure and capacity of administration. By arranging directors unite to labor and material asset for the fulfillment of the targets of a venture. An organization is likewise a distinguished gathering of individuals contributing their exertion towards fulfillment of certain regular goals.

As indicated by Chester (2009) an organization appeared when their various people in celebration and in connection to one another and will contribute towards a typical undertaking. In current use the word organization is utilized primarily in two different ways; as a structure and as a processor. As per a few directors expect organizations only a structure of connection between different places of the (Essay, 2011), it is the basic system of obligations and duties required and to the individual and performing different capacities inside the organization. It is basically component for doing the capacity important to accomplish a coveted objective.

As per Koontz and Ronnel (2011) organization is a structure relationship by which singular exertion is facilitated. It is the type of human relationship for the accomplishment of the normal reason. In this way, an organization structure implies an arrangement of employment position the job allotted to them and the expert connection between the different positions. The structure encourages the stream of work. What's more, the communication in the venture it gives assignments. The organization structure is for the most part like a pyramid with a limited best and wide base.

Stanley (2011) states that a standout amongst the most accommodating method for being thinking about administration rationality. In specialized communication is to inspect the different authoritative structure that specialized communication, organization can take beginning with question of where one will be hierarchically and officially regularly paid in tending to other expansive issues identified with how one will communicate with others. In deed to a degree one administration theory is frequently dictated by hierarchical structure eve in the event that it ought to be founded on other thought. In regular co-work

government and non-benefit organization specialized communication work is sorted out in of four fundamental ways. They can be physically unified as physically incorporated as physical dejection and inside either structure they can be authoritatively concentrated or arranged. While this subject has been dealt with regularly in a writing impact the administration theory of the specialized communication massager. In general organization influences the structure of communication bunch in two essential ways, officially and physically. The regulatory issue comes down whether there is a centrifuged specialized communication organization. On the off chance that so the specialized communication reports to their own organization if not they report specifically to supervisors in other organization more often than not in building or promoting relying upon the idea of the on general organization. The physical issue tends to where the specialized communication works. Either in a focal place scattered among the undertakings aggregate all through the organization consequently the distractive/physical game plan are conceivable. Clearly, numerous more upsides and downsides exist for every one of these potential outcomes however have listened just the most critical ones (Stanley, 2011).

As indicated by Maslow (2010) Organizational culture is a thought in the field of Organizational examinations and administration which depicts the brain science, states of mind, encounters, convictions and qualities (individual and social qualities) of an organization. It has been characterized as the particular gathering of qualities and standards that are shared by individuals and gatherings in an organization and that control the manner in which they connect with one another and with partners outside the organization. This definition keeps on clarifying authoritative qualities otherwise called convictions and thoughts regarding what sorts of objectives individuals from an organization should seek after and thoughts regarding the proper sorts or principles of conduct hierarchical individuals should use to accomplish these objectives. From authoritative qualities create hierarchical standards, rules or desires that recommend fitting sorts of conduct by representatives specifically circumstances and control the conduct of hierarchical individuals towards each other.

Organizational culture isn't the same as corporate culture. It is more extensive and more profound ideas, something that an organization 'is instead of what it 'has', culture is the aggregate whole of the qualities, traditions, conventions and implications that make an organization interesting. Corporate culture is frequently called "the character of an organization" since it exemplifies the vision of the organization's authors. The estimations of a corporate culture impact the moral norms inside an organization, and additionally administrative conduct. Senior administration may endeavor to decide a corporate culture. They may wish to force corporate qualities and models of conduct that particularly mirror the goals of the organization. What's more, there will likewise be a surviving inner culture inside the workforce. Work-bunches inside the organization have their own particular conduct idiosyncrasies and connections which, to a degree, influence the entire framework. Roger Harrison's four-culture typology, and adjusted by Charles Handy, recommends that not at all like hierarchical culture, corporate culture can be transported in. For instance, PC professionals will have ability, dialect and practices picked up freely of the organization, yet their essence can impact the culture of the organization overall (Chester, 2009).

2.3 Summary and Research Gaps

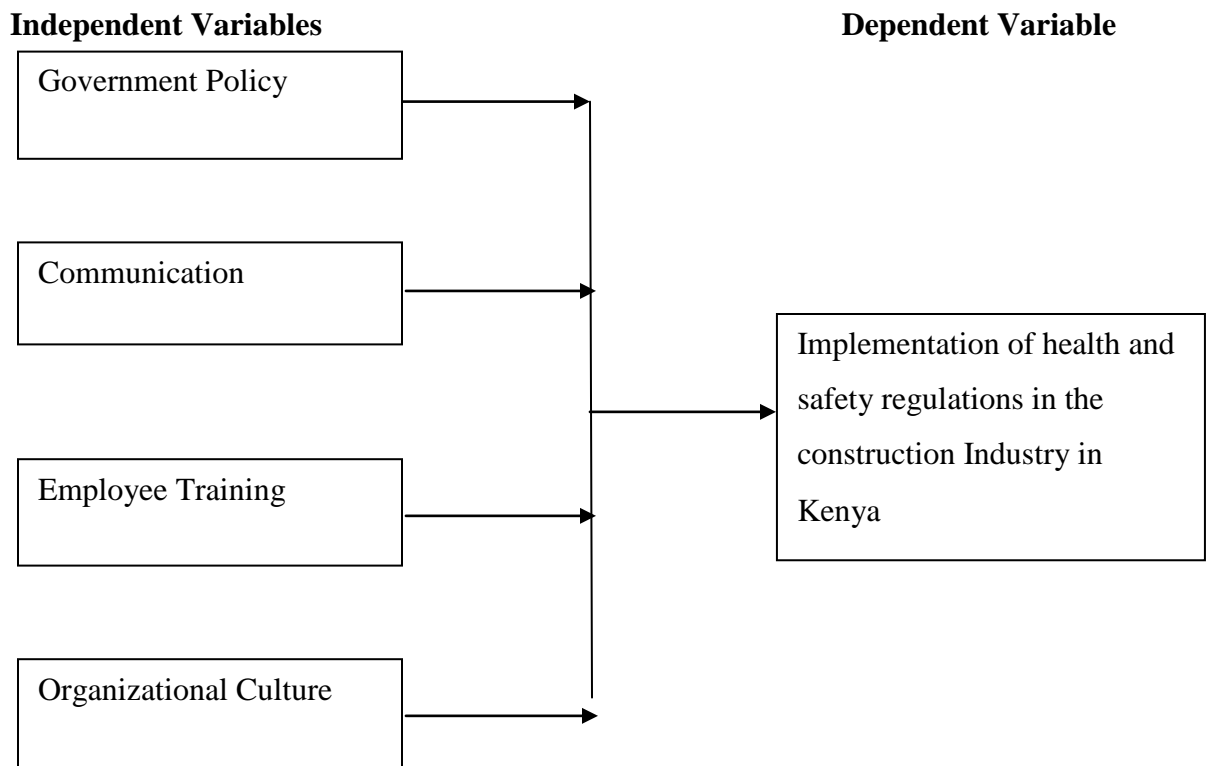
Concentrates like an overview on administration viewpoints of the condition of work environment health and safety practices in Kenya (Mbakaya, Onyoyo, Lwaki & Omondi, 2010) and a survey of writing on preventive work related health and health in the development business (Hasle & Limborg, 2009) demonstrate that organizations have issues with satisfying lawful necessities for the control of health and safety. The reality of constrained asset and cost of executing control measures is moderately high in organizations (Hasle & Limborg, 2009). General health supervisors are in this manner left with quandary of how to influence their chief executive officer (C.E.O) and individual directors of the adequacy of implementing health and safety measures.

Every one of these investigations demonstrate that no significant research has been done to clarify the variables influencing the usage of health and safety controls in the development business in Kenya. This has in result impacted presence of an information

hole on how government policy, communication, employee training, and organizational culture influence implementation of health and safety regulations in the construction industry in Kenya. This examination considers along these lines gave center around the missing holes keeping in mind the end goal to give suitable suggestions on how supervisors should implement health and safety regulations in organizations.

2.4 Conceptual Framework

Figure 2.1 Conceptual Framework



Source: Author (2018)

2.5 Operationalization of Variables

2.5.1 Government Policy

The government fiscal policy also contributes towards the private sector decisions. Here the markers have to consider taxation and customers and import duties, if any on his product and on the input used firm. For example, if the firm uses a product which attracts a higher rate of sale tax or whose price are controlled by government then its finished

product price will be high. Even if the firm wants to reduce the price for the customer to generate demand it may not be able to do so mainly due to government policies.

2.5.2 Communication

Communication is the ability of people to interact together with each other for the growth of each other. Lack of proper communication systems in a business may lead to great losses and also missed changes. Health and safety can only thrive well if there exists a well-designed communication channel.

2.5.3 Employee Training

This is a process that attempt to provide an employee with information, skills and understanding of the organization and its goals. If the employees do not understand how the system works, they will invent their own process using those parts of the system they are able to manipulate. Most top management managers lack training to compete effectively. This has affected their growth and efficiency and hence diminished their ability to contribute effectively to the implementation process.

2.5.4 Organizational Culture

Organization culture is the way or the method through which activities are done in an organization. In this response the organization culture may in one way affect the performance of the employees if it is not well evaluated. Organization culture should be evaluated effectively by the management to ensure that the culture is easy one to work with.

2.6 Chapter Summary

This chapter provides a literature review as per the research objective; an introduction to the literature review was given. Review of past studies was done to the specific objectives of this research which were government policy, communication, employee training, and organizational culture and towards the end of this chapter a summary of the chapter is provided. The next chapter which is chapter three will cover the research methodology and design to be used for the purpose of data collection.

CHAPTER THREE

RESEARCH DESIGN AND METHODOLOGY

3.0 Introduction

This study sought to analyze the factors affecting implementation of health and safety regulations in construction industry in Kenya. It involved a blueprint for the collection, measurement and analysis of data. Therefore, in this section the researcher identified the procedures and techniques that was used in the collection, processing and analysis of data.

3.1 Research Design

This research study adopted a descriptive survey approach on the factors affecting implementation of health and safety regulations in construction industry in Kenya. The researcher choose Jomumu building and general renovators limited as the case study. The descriptive design was deemed appropriate because the main interest is to establish the relationship and analyze how the factors supported matters under analysis in one company. According to Kothari (2009), a descriptive study is concerned with finding out the what, where and how of a phenomenon. Descriptive research design was chosen because it enables the researcher to generalize the findings to a larger population.

According to Mugenda and Mugenda (2008) it is important and appropriate to use data where subjects are observed in either natural set ups without manipulating the environment. It can be used when collecting information about people's attitudes and opinions. It is an efficient way to obtain information needed to describe the attitudes, opinions and views of management and the staff in the company on the factors affecting implementation of health and safety regulations in construction industry in Kenya.

3.2 Target Population

Study population is a well-defined or specified set of people, group of things, households, firms, services, elements or events which are being investigated. Thus, the population should fit a certain specification, which the researcher is studying and the population should be homogenous (Cox, 2010). This study targeted management and staff in

Jomumu building and general renovators limited. The researcher targeted the management and support staff of this company who make a total of 240 respondents. This population provides a significant representation of the construction industry in Kenya.

Table 3.1 Target Population

Category	Population	Percentage
Top level managers	30	12.5
Middle level managers	90	37.5
Low level employees	120	50.0
Total	240	100

Source: Jomumu Building and General Renovators Limited (2018)

3.3 Sample and Sampling Technique

This is a survey and therefore the researcher studied Jomumu building and general renovators limited. However, from the possible 240 target population, stratified random sampling was employed to select respondents from each of these strata's and obtain a total of 72 sample population. This is 30% of the total population. Kothari (2009) argues that if well chosen, samples of about 30% of a population can often give good reliability findings. In addition, Mugenda and Mugenda (2008) states that in stratified sampling where population within each strata is known, a sample of 30% is adequate representation for data collection. The respondents are deemed suitable for the study as they have better knowledge and awareness on the issue at stake and would provide specific information from a management perspective.

In this study stratified and simple random sampling was used to select the objects that represented the population. There are often factors which divide the population into sub-populations. This has to be accounted for when we select a sample from the population.

In order for us to obtain a sample that is a representative of the population stratified method of sampling was used. A stratified sample was obtained by taking samples from each stratum or sub-group of a population. A population with several strata, was required to have the proportion of each stratum in the sample, this should be the same as in the population. Using this method, the sample was divided into different strata's at the organization thereby the divisions were according to their working departments. Its advantages were that; the cost per observation in the survey was reduced, and that estimates of the parameters were used for each sub-population. In addition to that, the sampling method ensured that all members of the population were included in the study. A random sample was preferred because it is free from bias and therefore each unit had a chance to be included in the sample. This presented in the following table;

Table 3.2 Sample Size

Category	Population	Sample Ration	Sample Size
Top level managers	30	0.3	9
Middle level managers	90	0.3	27
Low level employees	120	0.3	36
Total	240	0.3	72

3.4 Instruments

The researcher administered a survey instrument (questionnaire) to each member of the sample population. Secondary data was also collected for this study. This data was useful for generating additional information for the study from already documented data or available reports especially from the company's' website. Cooper and Schindler (2010) further explain that secondary data is a useful quantitative technique for evaluating historical or contemporary confidential or public records, reports, government documents and opinions. Fisher (2009) add that, numerical records can also be considered a sub category of documents and that such record include figures, reports and budgets. This basically implies the incorporation of valuable statistical data in the study.

Primary data was gathered directly from respondents and for this study the researcher used a questionnaire. The questionnaire consists of close and open-ended questions. The research instruments were organized based on the objectives of the study. The questionnaire consisted of two sections, where the first part mainly contained information on the company background which is the gender, age and years of experience. This enabled the researcher to know the nature of the departments, while the second part focused on the factors affecting implementation of health and safety regulations in construction industry in Kenya. This enabled the researcher to be in a position to analyze the factors affecting implementation of health and safety regulations in construction industry in Kenya and any other factor not mentioned in the study.

Uma (2009) believes that questionnaires are especially valuable because they are efficient “in terms of (a) researcher time, (b), researcher effort, and (c), financial resources.” Although, He also examines the major drawbacks of questionnaires: the simplicity of answers yielded, the problem of respondents who are unmotivated or unreliable, the famous halo effect, the acquiescence and prestige biases, issues concerning self-deception and respondent literacy, and the effect of fatigue in cases where the questionnaire is long. In order to meet the research objectives, the research used both structured and semi structured questionnaires.

The close ended questionnaire items were included in order to limit irrelevance to the questionnaire objectives, and open-ended questionnaires were designed to enhance clarity of the responses during the interviews. According to (Bailey *et al.*, 2008) questionnaires make each respondent respond to the set of questions and provide efficient way of collecting responses from a large sample prior to the quantitative analysis. Accordingly, in applying descriptive design, secondary and primary data was essential for purposes of comparison especially with secondary data which included document reviews.

3.5 Pilot Study

The aim of the pilot study was to test the reliability of the questionnaires. According to Cooper (2010), a pilot test is necessary for testing the reliability of data collection

instruments. Cox (2010), explains reliability of research as determining whether the research will truly measure that which it was intended to measure or how truthful the research results will be. Pilot study was conducted to detect weakness in design and instrumentation and to provide proxy data for selection of a sample.

The researcher selected a pilot group of 7 individuals from the target population which was 10% of the total to test the reliability of the research instrument. The pilot data was not included in the actual study. The pilot study allowed for pre-testing of the research instrument. The clarity of the research instruments to the respondents was established so as to enhance the instrument's validity and reliability. The study enabled the researcher to be familiar with research and its administration procedure as well as identifying items that required modification. The result shall help the researcher to correct inconsistencies that were seen to arise from the instruments, which ensured they measured what was intended.

3.6 Data Collection Procedure

The researcher administered the research instruments individually to a sample of 72 respondents currently working in Jomumu building and general renovators limited. The researcher exercised care and control to ensure all questionnaires were issued to the respondents and to achieve this, the researcher maintained a register of questionnaires which was administered and those which were received.

3.7 Data analysis and Presentation

The data collected by use of the various instruments were first edited to get the relevant data for the study. The edited data was coded for easy classification in order to facilitate tabulation. The tabulated data was then analyzed quantitatively by calculating various percentages. Presentation of data was in form of pie-chart and bar graphs only where it provided successful interpretation of the findings. Descriptive data was analyzed both quantitatively and qualitatively and the results were provided in form of explanatory notes.

3.8 Ethical Consideration

This research is purely submitted for academic examination of a degree of arts in development studies program and can be shared with construction firms in Kenya. The researcher strictly adhered to all the rules regarding conducting a research. The objective of this study was to analyze the factors affecting implementation of health and safety regulations in construction industry in Kenya. Respect for Persons. The researcher treated the participants with respect as all humans are presumed to be free and responsible persons. Informed Consent. It is the right and responsibility of every competent individual to advance his or her own welfare. Therefore, this responsibility was exercised freely and voluntarily. Respect confidentiality and privacy. Upholding individuals' rights to confidentiality and privacy was a central tenet that I upheld. Honesty. The researcher was honest and portrayed a high level of integrity while conducting the study.

3.9 Chapter Summary

The chapter provided a description of the research methodology that was employed in this study. The chapter covers an introduction to the chapter, the research design which is mainly descriptive research design which was used in the study, the target population, the sample and sampling technique, instruments whereby questionnaires were our main instruments of data collection in the study, a pilot study, data collection procedure, the data analysis and presentation whereby the collected data was analyzed by the use of descriptive statistics and lastly the ethical considerations of the study.

CHAPTER FOUR

DATA ANALYSIS, PRESENTATION AND INTERPRETATION OF FINDINGS

4.0 Introduction

This chapter analyses the data collected in the study. The data was interpreted according to research statistics. The data was analysed using tables and charts. A number of questions especially the open ended once generated data of qualitative nature. The data provided information that formed the basis for discussion and interpretation of results.

4.1 Presentation of Findings

4.1.1 Response Rate

In the study the researcher distributed 72 questionnaires to the management and employees of Jomumu building and general renovators limited and the following were the response.

Table 4.1 Response Rate

Response	Frequency	Percentage
Respondents	63	87
Non-respondents	9	13
Total	72	100

Table 4.1 shows the response rate. Based on the analysis 87% of the respondents dully filled and returned the questionnaires while 13% of the total respondents did not return the questionnaires. From the analysis it was concluded that majority of the respondents were able to participate in the study which implies that there was a good response by the respondents. The analysis agreed with Cooper and Schindler (2014) analogy that a response rate that is above 50% was appropriate for data analysis.

4.1.2 Gender Analysis

The researcher sought to know the age of the population and the findings of the study are shown in the table and figure below.

Figure 4.1 Gender of Respondents

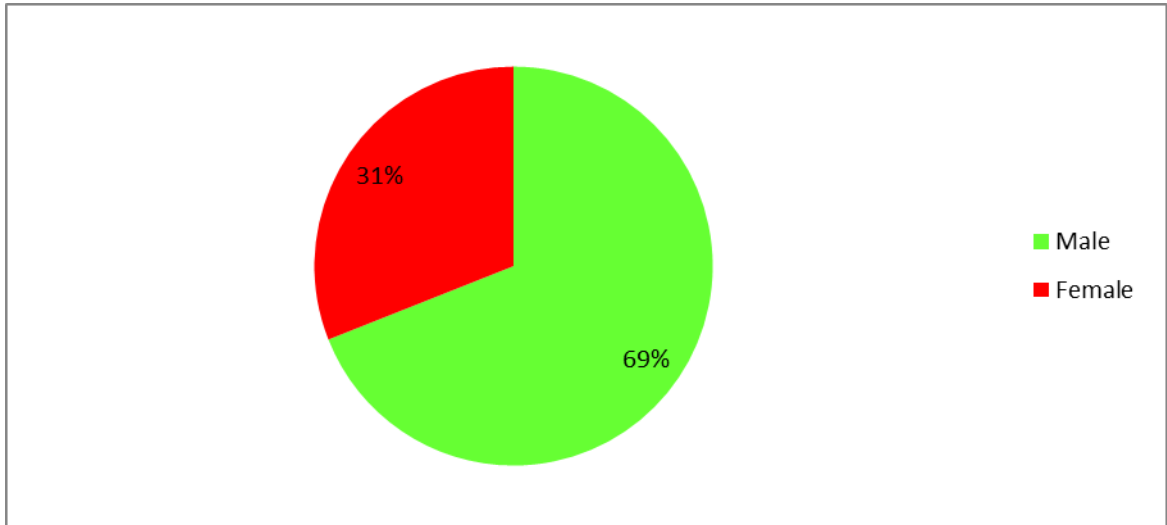


Figure 4.1 above shows gender of respondents. Based on the analysis 69% of the total respondents were male while 31% of the total respondents were female. From the study it was concluded that males in the construction industry are more than female.

4.1.3 Level of Education

The analysis of level of education was as follows;

Table 4.2 Highest Level of Education

Category	Frequency	Percentage
Primary	0	0
Secondary	9	15
College	22	34
University	32	51
Total	63	100

Table 4.2 above shows the highest level of education. Based on the analysis 51% of the total respondents indicated that they were university graduates, 34% had college qualification, while 15% had secondary qualifications. From the study it was concluded that the respondents were generally literate, most of the respondents are university graduates.

4.1.4 Age Analysis

The researcher sought to know the age of the respondents and the following were the results obtained.

Figure 4.2 Age Analysis

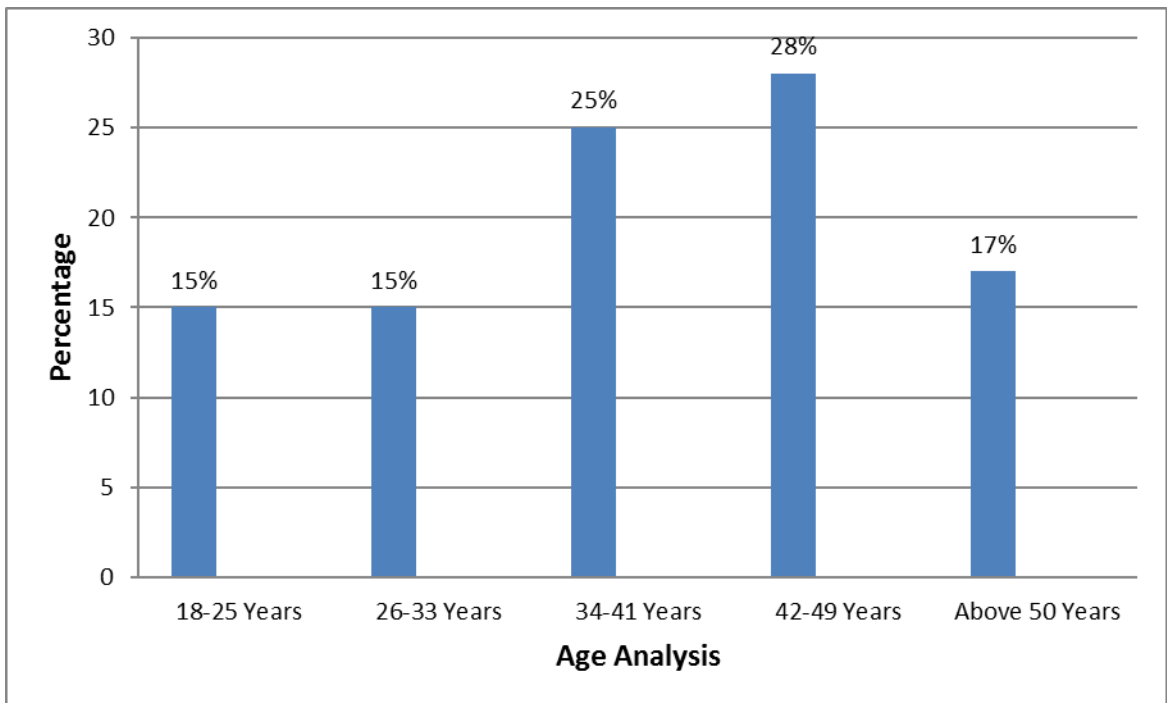


Figure 4.2 above shows the age of employees of Jomumu building and general renovators limited. Based on the study 15% of the total respondents indicated that they were in the age bracket between 18-25 years, while 15% were between the age of 26-33 years and 25% of the total respondents were between 34-41 years, 28% of the total respondent were between 42-49 years and 17% of the total respondents were above 50 years. From the study it was concluded that most of the respondents were aged 34 years and above.

4.1.5 Number of Years Worked

The number of years worked is very important to know their level of experience, from the study the results on number of years worked are as follows:

Table 4.3 Number of Years Worked

Category	Frequency	Percentage
Less than 3 years	10	16
3-7 Years	10	16
8-14 Years	15	23
Over 15 Years	28	45
Total	63	100

Table 4.3 above shows the number of years worked in the organization. Based on the analysis 16% of the total respondents indicated that they have worked less than 3 years, those who have worked between 3-7 years were 16%, 23% were those who worked between 8-14 years and 45% have worked over 15 years. From the study it was concluded that most of the employees had worked more than 15 years in the industry.

4.1.6 Government Policy

The researcher sought to investigate whether government policy affect implementation of health and safety regulations in construction industry and the results were as follows:

Figure 4.3 Whether government policy affect implementation of health and safety regulations

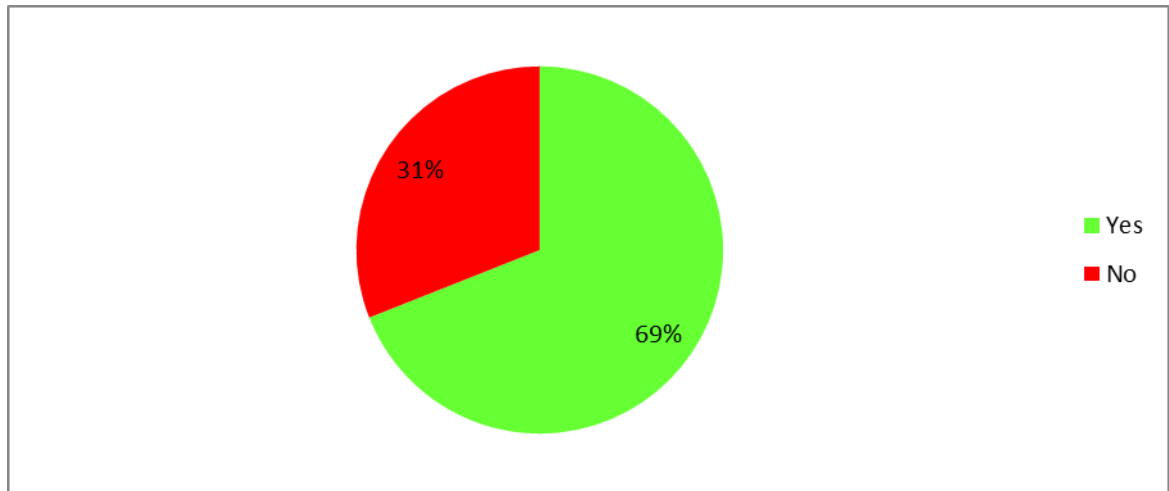


Figure 4.3 above shows the effect of government policy on implementation of health and safety regulations based on the analysis, 69% of the total respondents indicated that government policy had an effect on implementation of health and safety regulations in construction industry while 31% of the total respondents stated that government policy had no effect on implementation of health and safety regulations. Majority of the respondents asserted that failure to adhere to government policy hinders implementation of health and safety precautions in construction companies.

4.2.7 Government policy rating on implementation of health and safety regulations

Table 4.4 Government policy rating on implementation of health and safety regulations

Category	Frequency	Percentage
Very great extent	26	41
Great extent	14	23
Moderate extent	14	22
Little extent	8	14
Total	63	100

The above table 4.4 shows how the respondents rated government policy. Based on the analysis 41% of the total respondents indicated the effect of government policy as very great extent, 23% thought it was great extent while 22% agreed that it was moderate extent, while 14% of the total respondents stated that it was of little extent. From the study it was concluded that the rating of government policy on implementation of health and safety regulations was very great extent.

4.1.7 Communication

The researcher sought to investigate whether communication affect implementation of health and safety regulations and the results were as follows:

Figure 4.4 Whether communication affects implementation of health and safety regulations

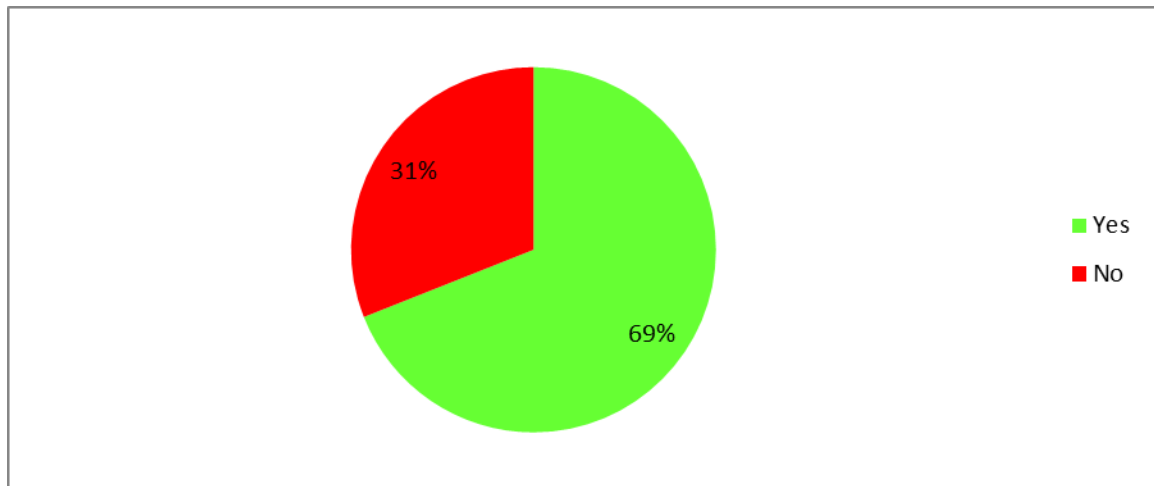


Figure 4.4 above shows the effect of communication on implementation of health and safety regulations in construction industry. Based on the analysis 69% of the total respondents indicated that communication affects implementation of health and safety regulations while 31% of the total respondents stated that communication had no effect on implementation of health and safety regulations in construction industry. Majority of the respondents who agreed were of the opinion that communicating health and safety measures minimized cases of injuries at construction sites.

4.1.8 Impact of communication on implementation of health and safety regulations

Respondents rated the impact of communication; the analysis was as follows:

Table 4.5 Impact of communication on implementation of health and safety regulations

Category	Frequency	Percentage
Very High	13	20
High	31	49
Moderate	14	23
Low	5	8
Total	63	100

According to table 4.5 shows the rate of communication. Based on the analysis 20% of the total respondents rated communication as very high, 49% was high, 23% was moderate while, 8% was low. From the study it was concluded that majority of the employees rated communication as good.

4.1.9 Employee Training

The researcher sought to investigate whether employee training affect implementation of health and safety regulations and the results were as follows:

Figure 4.5 Whether employee training affects implementation of health and safety regulations

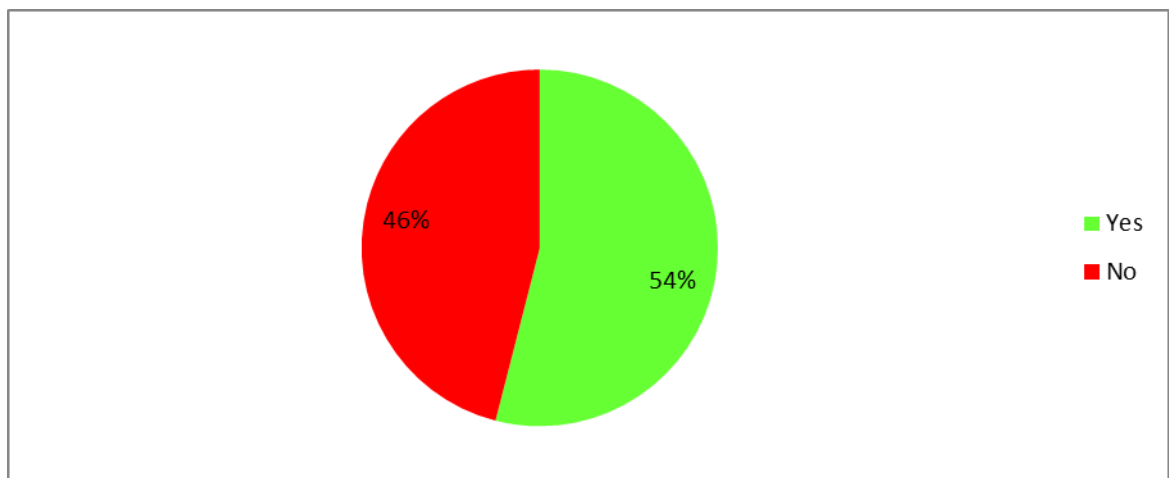


Figure 4.5 above shows the effect of employee training. Based on the analysis 54% of the respondents thought employee training had an effect on implementation of health and safety regulations in construction industry, while 46% of the total respondents stated that employee training had no effect on implementation of health and safety regulations. From the study it was concluded that employee training had an effect on implementation of health and safety regulations in construction industry. This implied that training plays a significant role towards implementation of health and safety regulations.

4.1.10 Rating on Employee Training

Table 4.6 Rating on employee training on implementation of health and safety regulations

Category	Frequency	Percentage
Very great extent	26	41
Great extent	18	28
Moderate extent	14	22
Little extent	5	9
Total	63	100

The above table 4.6 shows how they rated employee training. Based on the analysis 41% of the total respondents indicated the effect of employee training as very great extent, 28% believed it was great extent, 22% thought it was moderate extent, while 9% of the total respondents stated that it was of little extent. From the study it was concluded that majority of the respondents rated the effect of employee training as of very great extent.

4.1.11 Organizational Culture

The analysis on how organizational culture affect implementation of health and safety regulations in construction industry.

Figure 4.6 Whether organizational culture affects implementation of health and safety regulations

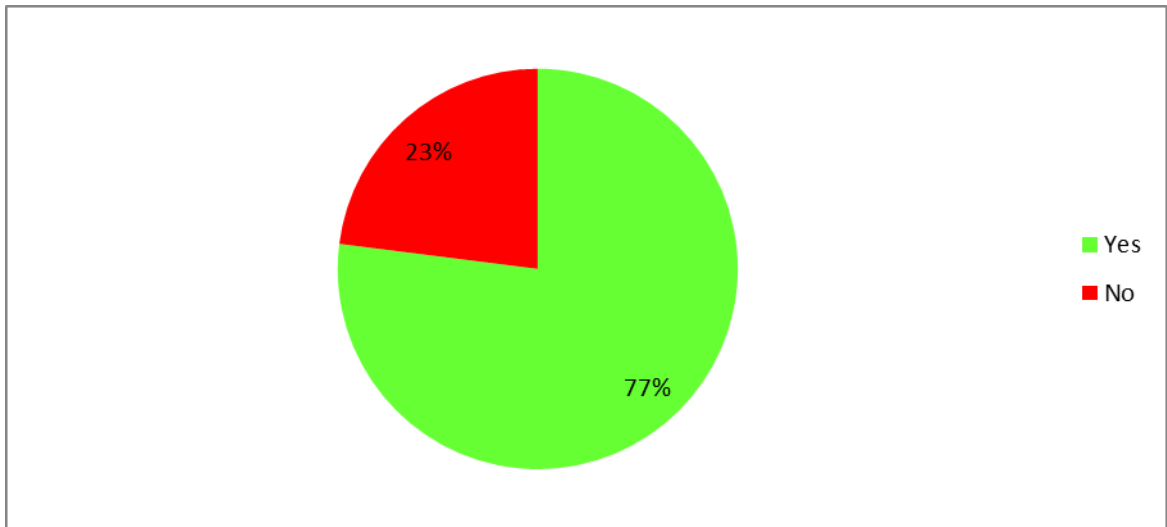


Figure 4.6 above shows the analysis of organizational culture. Based on the analysis, 77% of the total respondents indicated that organizational culture had an effect on implementation of health and safety regulations in construction industry, while 23% of the total respondents stated that organizational culture had no effect on implementation of health and safety regulations. From the study it was concluded that organizational culture had an effect on implementation of health and safety regulations in construction industry. This implies that organization culture shaped the way employee view health and safety regulations to safeguard themselves against predicaments.

4.1.12 Organizational Culture Rating

The analysis of organizational culture was as follows:

Table 4.7 Effects of organizational culture on implementation of health and safety regulations

Category	Frequency	Percentage
Very High	24	38
High	14	23
Moderate	14	22
Low	11	17
Total	63	100

The above table 4.7 show organizational culture rating. Based on the analysis, 38% of the total respondents indicated that organizational culture in the organization was very high, 23% was high, while 22% was moderate and 17% rated it as low. From the study it was concluded that the rating of organizational culture on implementation of health and safety regulations in construction industry was excellent.

4.2 Limitation of the Study

The organization respondents were busy that the researcher found it difficult to collect the required information. Movement of the employees did not give time to respond effectively to the questionnaire. In order for the researcher to overcome this limitation she had to plead with the management for a specific time to collect data. This helped to solve the problem of the busy respondents.

The issue of confidentiality was very sensitive and therefore it was anticipated hindrance in the process of data collection. However, the researcher overcame by allaying the respondent's fears through presenting a letter from Management University of Africa to assure the respondents that the study was strictly for educational purpose only.

4.3 Chapter Summary

In summary, the above data analysis shows that government policy, communication, employee training, and organizational culture were great factors affecting implementation of health and safety regulations in construction industry in Kenya with reference to Jomumu building and general renovators limited.

CHAPTER FIVE

SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS

5.1 Introduction

This chapter offers an overview of the research findings. The researchers view of the study is based on the facts derived from the research findings. The researcher starts by offering a summary of the major findings before narrowing down towards the recommendations and sums up the chapter by making suggestions for further research.

5.2 Summary of Findings

5.2.1 To what extent does government policy affect implementation of health and safety regulations in construction industry in Kenya?

Government policy respondents said that the organization needs to invest heavily on the health of employees in the company to remain effective in its operations. Majority of the respondents at 69% were of the opinion that government policy had an effect on implementation of health and safety regulations in construction industry in Kenya while other respondents at 31% stated that government policy had no effect on implementation of health and safety regulations in construction industry in Kenya. From the study it was concluded that government policy had an effect on implementation of health and safety regulations in construction industry in Kenya.

Based on the analysis 41% of the total respondents indicated the effect of government policy as of very great extent, 23% thought it was great extent while, 22% agreed that it was moderate extent while 14% of the total respondents stated that it was of little extent. From the study it was concluded that the rate of government policy on health and safety regulations was of very great extent. Majority of the respondents were of the view that government policy affected implementation of health and safety regulations in construction industry in Kenya. Majority of the respondents also thought government policy is a vital link that can streamline implementation of health and safety regulations in construction industry in Kenya in order to achieve efficiency and effectiveness in operation. The study findings align with Occupational Safety and Health Act (2007) which states that every organizations should secure the safety, health and welfare of persons at

work, and protect them against risks to safety and health arising out of, or in connection with the activities of persons at work.

5.2.2 To what extent does communication affect implementation of health and safety regulations in construction industry in Kenya?

Majority of the respondents at 69% indicated that communication had an effect on implementation of health and safety regulations in construction industry in Kenya. Respondents at 31% thought communication had no effect on implementation of health and safety regulations in construction industry in Kenya. From the study it was concluded that communication had an effect on implementation of health and safety regulations in construction industry in Kenya.

The majority of the respondents stated that communication was the major contributor to implementation of health and safety regulations in construction industry in Kenya. Based on the analysis 20% of the total respondents rated communication as very high, 49% was high, 23% was moderate while 8% was low. From the study it was concluded that majority of the respondents rated communication as high. The study agrees with the Institution of Occupational Safety and Health (2010) reports that depicts that communication channels between the different levels of the organization must be effective and go both ways to reach higher management.

5.2.3 To what extent does employee training affect implementation of health and safety regulations in construction industry in Kenya?

Majority of the respondents at 54% were of the opinion that employee training had an effect on implementation of health and safety regulations in construction industry in Kenya, while respondents at 46% agreed that employee training had no effect on the implementation of health and safety regulations in construction industry in Kenya.

Based on the analysis 41% of the total respondents indicated that the effect of employee training on health and safety regulations was of very great extent, 28% believed it was great extent, 22% thought it was moderate extent, while 9% of the total respondents stated that it was of little extent. From the study it was concluded that majority rated employee training as very great extent. Majority of the respondents indicated that

employee training is very important to maintain so as to ensure satisfaction to employees which in return will increase the level of health and safety regulations and ensure there is efficiency in organizational operations. The findings agree with Armstrong (2010) who asserted that safety training spells out the rules and provides information on potential hazards and how to avoid them.

5.2.4 To what extent does organizational culture affect implementation of health and safety regulations in construction industry in Kenya?

From the study 77% of the total respondents indicated that organizational culture had an effect on implementation of health and safety regulations in construction industry in Kenya while other respondents at 23% stated that organizational culture had no effect on implementation of health and safety regulations in construction industry in Kenya, from the study it was concluded that majority of the respondents were in agreement that organizational culture influenced implementation of health and safety regulations in construction industry in Kenya.

Majority of the respondents indicated that organizational culture is a big challenge to health and safety regulations, where 38% of the total respondents indicated that the effect of organizational culture was very high, 23% was high, while 22% was moderate and 17% rated it as low. From the study it was concluded that the effect of organizational culture was very high. This implied that organization culture affects successful implementation of health and safety regulations in the construction industry. This is in line with the research study by Simons and Thompson (1998) who found out that organizational culture affected strategic decision-making process in organizations.

5.3 Conclusions

The study relied from the findings acquired through the use of questionnaires to find out the factors affecting implementation of health and safety regulations in construction industry in Kenya, but have been addressed by the research objectives which were conducted to have a great impact on health and safety regulations.

The study revealed that majority of the respondents stated that government policy had an effect on the implementation of health and safety regulations in the construction industry in Kenya. It was also concluded that government policy was fairly practiced in the construction industry in Kenya.

Communication have effects on the overall implementation of health and safety regulations in construction industry in Kenya as a result what is to be executed in the sector has to be determined by the communication channels prescribed by the organization hence the channels should be revised to put proper measure in place to avoid contradiction in the policies to enhance effectiveness and efficiency in implementation of health and safety regulations in construction industry in Kenya.

Employee training affected implementation of health and safety regulations in construction industry in Kenya, majority of the respondents indicated that employee training affected implementation of health and safety regulations in construction industry in Kenya and therefore it can be concluded that employee training has got great an effect on the implementation of health and safety regulations in the construction industry in Kenya.

Organization should adopt and implement health and safety regulations in construction industry for efficiency and effectiveness. The government should come up with a new bill that covers all aspects of the implementation of health and safety regulations in construction industry, this can only happen if the organization upholds positive organizational cultures and ensures all stakeholder are gaining from it and its for the benefit of the organization to ensure swift implementation of health and safety regulations in construction industry.

5.4 Recommendations

5.4.1 Government Policy

The government should ensure that the law is very clear to everyone to avoid confusion in the industry and lower the taxes on raw materials used in the construction industry in Kenya.

5.4.2 Communication

There should be smooth flow of communication to enhance efficiency and effectiveness of employees and enhancing the health and safety regulations which is achieved by the organization so as to set a competitive edge in the private sector, communication channels should be well defined so as to create teamwork and cooperation and ensuring that employees are engaged in decision making.

5.4.3 Employee Training

Proper and continuous training of employees should be done to keep abreast with the changing world. Employees have the most important factor in efficiency. The organization should ensure that employee training is done often through orientation on job and off the job training to fully equip the employees with confidence and courage to face work with minimal supervision.

5.4.4 Organizational Culture

Organization should adopt and implement different cultures for efficiency and effectiveness of implementation of health and safety regulations in construction industry in Kenya. Organizational culture should be properly done to ensure smooth running of the organization. Organization culture is very vital in the organization and should be handled with great care to avoid misunderstandings between employees.

5.5 Suggestion for Further Study

A study could be carried out on some of the other factors that could affect implementation of health and safety regulations in construction industry in Kenya such as organization policy, management style, and finance to identify how each of them affect implementation of health and safety regulations in construction industry in Kenya.

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APPENDICES

APPENDIX I: INTRODUCTION LETTER

**School of Development Studies
Management University of Africa
P.O Box 29677-00100,
Nairobi, Kenya.**

Dear Sir/Madam,

RE: INVITATION TO TAKE PART IN A RESEARCH

I am a Bachelors Degree student at Management University of Africa conducting a research on factors affecting implementation of health and safety regulations in construction industry in Kenya with specific reference to Jomumu Building and General Renovators Limited.

As a partial fulfillment of my coursework, attached is a questionnaire I request you to fill on your free time. Information provided will be used for academic purpose and results will not be provided to any third-party organization without your consent.

Your cooperation and assistance in this research will be highly appreciated.

Yours faithfully,

**Mary Wangui Mwangi
BDS/12/00085/2016**

APPENDIX II: QUESTIONNAIRE

SECTION A: PERSONAL INFORMATION

1. Gender

Male []

Female []

2. Level of education

Primary []

Secondary []

College []

University []

3. Age

18-25 Years []

26-33 Years []

34-41 Years []

42-49 Years []

Above 50 years []

4. Number of years worked

Less than 3 Years []

3-7 years []

8-14 years []

Over 15 years []

SECTION B: GOVERNMENT POLICY

5. Does government policy influence the implementation of health and safety regulations in construction industry in Kenya?

Yes []

No []

6. Explain.....
.....
.....

7. To what extent does government policy influence implementation of health and safety regulations in construction industry in Kenya?

Very great extent []

Great extent []

Moderate extent []

Little extent []

SECTION C: COMMUNICATION

8. Does communication influence implementation of health and safety regulations in construction industry in Kenya?

Yes []

No []

9. Explain.....
.....
.....

10. How would you rate the extent to which communication affect on implementation of health and safety regulations in construction industry in Kenya?

Very High []

High []

Moderate []

Low []

SECTION D: EMPLOYEE TRAINING

11. Does employee training influence implementation of health and safety regulations in construction industry in Kenya?

Yes []

No []

12. Explain.....
.....
.....

13. How would you rate employee training on influencing implementation of health and safety regulations in construction industry in Kenya?

Very great extent []

Great extent []

Moderate extent []

Little extent []

SECTION E: ORGANIZATIONAL CULTURE

14. Does organizational culture influence the implementation of health and safety regulations in construction industry in Kenya?

Yes []

No []

15. Explain.....
.....
.....

16. How would you rate organizational culture in influencing implementation of health and safety regulations in construction industry in Kenya?

Very High []

High []

Moderate []

Low []

THANK YOU FOR YOUR COOPERATION