

Factors Influencing Employer-Employee Relationship in Strategy Execution in Non-Governmental Organisation In Nairobi, Kenya

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Abstract:

The Employer-Employee relations are very important in employment relationship and strategy execution in any organization. Employer-employee relationship p determines behavior in terms of motivation, communication and level of commitment which me important in strategy execution in any organization. The main objective of this study was to investigate the factors influencing employer-employee relationship in strategy execution in Non-Governmental Organizations in Nairobi County. In achieving this, tile study sought to achieve the following objectives: establish the influence or communication process on employer-employee relationship and strategy execution among NGOs in Nairobi County; determine the effects of technological changes on tile employer-employee relationships and strategy execution among NGOs in Nairobi County; examine the effects of Working Environment on the employer-employee relationship and strategy execution among NGOs in Nairobi County; and determine the influence or organizational structure on the employer-employee relations and strategy execution among NGOs in Nairobi County.

This study applied a cross-sectional study design which made use of descriptive research design emphasizing the measurement and analysis of relationships between variables. The target population comprised of 1002 NGOs in Nairobi. A representative sample of 101 NGOs being 10% or tile population was used in the study. The study used primary data which was collected using a questionnaire. The data was analyzed using quantitative and qualitative techniques. The data was analyzed using SPSS (Statistical Package for Social Sciences) and presented using frequency tables, line graphs, pic charts and bar charts.

Tile study found out that the employer clearly communicated future strategies to all employees for smooth execution. The study also established that better technology had boosted strategy execution; equipment of the company was well maintained and serviced; the technology in the firm was updated; the organization had invested in adequate equipment for each employee's smooth working. In addition, the study found out that the organization had provided conducive work environment for employees.