STRATEGY IMPLEMENTATION AND PERFORMANCE OF THE LAW COURTS IN MERU COUNTY KENYA
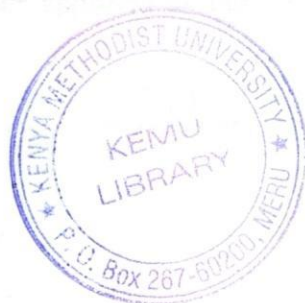
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ABSTRACT

Most organizations, whether private or public have come up with strategic plans in order to successfully attain organizational objectives. Some researchers have noted that organizations do not fully implement their strategic plans within the targeted duration. After failing to attain the desired objectives organizations come up with other strategic plans covering a different period. This study sought to determine factors influencing implementation of strategic plans more so the relationship between strategy implementation and performance in the Kenyan judiciary. Specifically, the study sought to find out how infrastructure, human resources, organizational culture and public awareness affect implementation of strategic plans in the Kenya judiciary. The study further endeavored to identify the role of funds, bureaucracy, organizational culture, team work, leadership and motivation among other parameters on implementation of strategic plans. The study used descriptive survey. Stratified sampling was used to identify various strata in the population and simple random sampling was used to obtain the sample of the respondents from the target population of 146 employees of the judiciary. The identified strata 107 consisted of Judges, Magistrates, Executive Officers, Court clerks and Clerical staff. Yamane formula was used to obtain the sample size from the target population. Data for the study was collected using a questionnaire because it is simple to administer and collect large amount of data. Data was analyzed using descriptive statistics and multiple linear regression. Multiple linear regression was used to analyze the data to determine the degree of relationship between the variables under study. All hypotheses were tested using multiple linear regression at 5% level of significance. Analyzed data is presented in frequency tables, charts and graphs. The study recommends that the judiciary should employ enough personnel especially the judges and magistrates to clear the backlog of cases, working as a team during strategy implementation, adoption of communication technology to speed up delivery of justice, regular training and promotion of staff based on merit , open up the judiciary to the members of the public to channel their views and encourage members of the public to seek alternative dispute resolution mechanisms to reduce congestion in courts.