

**RELATIONSHIP BETWEEN STRATEGY FORMULATION AND
PERFORMANCE OF PUBLIC ORGANIZATION IN ISIOLO
COUNTY GOVERNMENT**

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ABSTRACT

Strategic formulation is a management tool for measuring negotiated performance targets. It is a freely negotiated performance agreement between the government, acting as the owner of public agency on one hand, and the management of the agency on the other hand. The strategy in County governments is guideline for ensuring development effectiveness and it is aimed at aligning the County government development priorities, expected outcomes and general results, with budget levels. This is essential in ensuring both financial sustainability and human capacity to facilitate successful adoption and implementation of strategies formulated by County governments. The County government strategies are developed as a means of enhancing results based performance management and efficiency in their operations. The general objective of the study was to establish the relationship between strategies formulation and performance in Isiolo County Government. The specific objectives of the study were to establish the relationship between leadership support, government policies, employees skills, organization study adopted descriptive research design. According to Kothari (2009), descriptive research is used when the problem has been well designed. In choosing the members who will participated the study focus on the management and heads of sections. The total number of respondents was 63 management level employees. The study was anchored on the theory of research allocation, holistic strategy, implementation and sequential thinking theory. This study assumed that all the respondents will respond honestly to the questionnaire and that the population identified will represent the entire county governments in Kenya. Adopt census sample design since the target population was manageable and the respondents were within systems that can was accessed easily. The questionnaire was used to collect the data from the sample. The researcher administered the questionnaire to the respondents and gives them 3 days to complete, and later picked them. Descriptive statistics which includes mean and standard deviations were to capture the study findings. Pearson correlation test as used in hypothesis testing analyzed that data was presented for better comparison using tables. The result shows that the data collected and the statistical analysis with tables. The study concluded that there is positive relationship the study concluded that leadership, government policy, employee skills and organization structure have influence on the performance Isiolo government. It was recommended that The leadership should provide the required support to ensure that strategic plans formulated influences the county government performance. The governments should ensure that employees are regularly trained on strategic management to enhance their skills for effective formulation of strategic plans, The County government should come up with policies on County government management that support the formulation of strategic plans and, the County government should come up with an organization structures that covers the areas of focus as identified in the key strategic issues.