FACTORS INFLUENCING PERFORMANCE OF SELFHELP GROUPS IN KATHIANI CONSTITUENCY IN MACHAKOS COUNTY IN KENYA

BY
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A Research Project Submitted in Partial Fulfillment of the Requirement for the Award of Degree of Masters of Art in Project Planning and Management of The University of Nairobi

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DECLARATION

This project is my original work and has not been presented for a degree in any other University or institution of higher learning and this is to the best of my knowledge.

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This research project has been submitted for examination with my approval as the university supervisor.

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DEDICATION

I dedicate this Project Report to Agnes Wanza my Mother, Melody Mwose my sister and Moses Mutuku my Brother who have stood as my pillar throughout the research proposal.
ACKNOWLEDGEMENT

First and foremost, I wish to express my appreciation to the Almighty God for his grace and good health. Secondly, to my supervisor Dr. Angeline Sabina Mulwa who passionately encouraged and guided me. I recognize my mother Agnes Wanza, my Sister Melody Mwose, my Brother Moses Mutua and Lydia Waema who encouraged me and stood with me while I was working on my project. My friend Catherine Ngila and the respondents who faithfully answered respondent to the questionnaires. I cannot fail to mention to the panelists of the University of Nairobi who encouraged me throughout or a refined Project Report.
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# ABBREVIATIONS

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Description</th>
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<tbody>
<tr>
<td>BPL</td>
<td>Below Poverty Line</td>
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<tr>
<td>MYWO</td>
<td>Maendeleo Ya Wanawake Organization</td>
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<tr>
<td>NGOs</td>
<td>Non Governmental Organizations</td>
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<td>SHGs</td>
<td>Self Help Groups</td>
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<tr>
<td>SPSS</td>
<td>Statistical Package for Social Sciences</td>
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<td>NACOSTI</td>
<td>National Commission for Science, Technology and Innovation</td>
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ABSTRACT

Self-Help Groups (SHGs) are increasingly becoming very important method of organizing women to take action and transform their situation. The strength of Self Help Groups is based upon the fact that the people who are facing problems are likely to be the most committed to solve them. The inability of formal credit institutions to cover rural poor is generally attributed to high cost of administering the large number of small loans. The main objective of the study was to examine the factors influencing the growth of self-help groups in Kathiani constituency in Machakos County. The study was guided by the following objectives: to determine the influence of entrepreneurial skills on the growth of self-help groups, to examine the influence of personal attributes on the growth of self-help groups, to determine the extent at which record keeping skills affect the growth of self-help groups and to analyze the influence of access to finance on the growth of self-help groups in Kathiani constituency in Machakos County. The design that was used in the research was descriptive survey. The target population of the study was 25 self-help groups in Kathiani constituency. The study used the census approach where all the members of the target population were included into the study sample. The study used primary and data collection method. The primary data was collected using questionnaires. First, the researcher went through the instruments and compared them with the set objectives and ensures that they contained all the information that answers the set questions and address the objectives. Second, experts (supervisor) were consulted to scrutinize the relevance of the questionnaire items against the set objectives of the study. The instruments were taken for piloting on a population that is similar to the target population in Machakos constituency. The data collected for the purpose of the study was adopted and coded for completeness and accuracy of information at the end of every field data collection day and before storage. The data from the completed questionnaires will be studied, re-coded and entered into the computer using the statistical package for social sciences (SPSS) version 19. This research is expected to yield both qualitative and quantitative data. The findings of the study were that; entrepreneurial skills, personal attributes, record keeping skills and access to finance significantly determined the performance of self help groups and that every unit increase in the independent variables would cause a positive change in the dependent variable with the following quantities; 1.851 (Entrepreneurial skills), 0.22 (Personal attributes), 0.555 (Record keeping skills) and 1.522 (Access to finance). 0.05) significantly. It was also observed that Entrepreneurial skills and Access to finance have the highest contribution to the regression equation compared to the other variables. The model fit summary shows that the coefficient of determination R square is 0.542 which implies that 54.2% of variation in the dependent variable is determined by the independent variables (predictors). It also means the goodness of fit test is fulfilled. The recommendations of the study are that; the County Government should frequently organize training forums for the self-help group leaders on management, book keeping and investment, the self-help groups should be sensitized on the available sources of finance like, the banks so as to diversify the finance sources, the banks should over loan facilities to the self-help groups at a reduced interest rate so as to encourage, them get loans the government should come up with a revolving fund for financing the self-help groups.
CHAPTER ONE
INTRODUCTION

1.1 Background of the Study
Women comprise half of human resources they have been identified as key agents of sustainable development and women’s equality is as central to a more holistic approach towards stabilizing new patterns and process of development that are sustainable. (Birendra Kumar Jha, 2009). The contribution of women and their role in the family as well as in the economic development and social transformation are pivotal. Women constitute 90 per cent of total marginal workers of the country. Rural women who are engaged in agriculture form 78 per cent of all women in regular work. Experience of NIRD action research projects reveal that, the operational aspects, such as the extent of enabling that goes into the community self help processes and sharpening the mind set of women (Harendar Kumar, 2009).

Self Help Groups have emerged as one of the major strategies for the convergence of services and activities for purposes of empowerment. Purba Basu (2004) indicates that Self Help Groups in India have emerged as a successful means of improving the socio-economic conditions of rural families with very little administrative expenses. Seibel and Khadka (2002) state that vast number of SHGs had been established in India in the recent past are self-reliant, autonomous and despite the fact that they were mostly from the lowest and other disadvantaged groups, they had proven to be the better savers, borrowers and investors. Again, the SHGs mobilized their own savings, transformed them into loans to members and ploughed back their interest income into equity.

According to Gupta & Gupta, (2006) Self Help Groups are significant tools to adopt participatory approach for the economic empowerment of women. It is an important institution for improving the life of women on various social components. It acts as the forum for members to provide space and support to each other. In this study formal women groups refers to a socially and economically group of between 9-20 people voluntarily coming to achieve common objectives. The group formulates formal rules and regulations, a formal organizational structure and leadership that
guide their day to day activities and eventually become registered by the Constituency Social Development Office. Whereas informal groups are locally formed, informal in nature and operate with informal rules, they are short-lived and their activities are informed by certain situations to address particular problems at a given time and do not last for long. Srivastava (2004) says that these groups start with savings and not with credit, the group then uses its savings to give loans to members to meet their emergency and other needs. The interest rates on the loans are market driven. The members decide on savings per member, maximum size of loans, guarantee mechanisms in loan sanction.

SHGs have been instrumental in empowerment by enabling women to work together in collective agency. Women’s networks do not usually obtain business or political favors as they command few economic resources and frequently rely on time and non-monetized labour exchange. However, self-help groups, when combined with savings and credit, have enabled women to benefit economically by monetizing their contributions and in the process have empowered them to become agents of change. A related aspect is that self-help groups have facilitated the formation of social capital, where people learn to work together for a common purpose in a group or organization. The ability to associate depends on the degree to which communities share norms and values and are able to subordinate individual interests to those of larger groups. Out of these shared values comes trust, with the potential for social, economic and political changes. However, these groups are often narrowly focused on microcredit, which, although useful as an entry point, can also limit and confine these groups to very small-scale activities with limited impact beyond the immediate family (Putnam, 2010).

In India, rapid progress in Self Help Group formation has now turned into an empowerment movement among women across the country. Economic empowerment has resulted in women’s ability to influence or make decision, increased self-confidence, and better status and role in households. The empowerment of women through SHG is giving benefit not only to the individual women but also for the family and community as a whole through collective action for development (Hardeep Kaur and Navkiranjit Kaur 2012). In Gambia, women groups are the core of developmental activities. The role of women in micro financing for poverty
alleviation has long been recognized as vital approach to household welfare and donor agencies and NGOs are promoting micro-finance through women’s groups (Saikou E. Sanyang & Wen-Chi Huang, 2008).

Sub-Saharan Africa is among the areas where poverty is geographically concentrated, and it is so pervasive that many of the policies concerned with poverty alleviation encompass practically most of the development plans. Ziderman (2003) asserted that small-scale informal sector enterprises presented enormous opportunities in Sub-Saharan Africa for the employment of women. The development of skills through targeted programs is essential to improving the livelihoods of disadvantaged groups, including women; training could enable women to function better in the informal sector. Rural communities are challenged by the task of organizing themselves for effective participation in economic and social development while ensuring equitable distribution of the benefits. Local communities continue to be impoverished by the macroeconomic reforms that have influenced the elimination of social programs and the diminution of the state’s role in fighting poverty (Ziderman, 2003).

The origin of women’s groups in Kenya is very varied. A detailed analysis is given by Were (1985). The mobilization of women in Kenya can be traced as far back as the women’s councils of the Kikuyu in the nineteenth century. During the first half of the 20th century women in areas like Vihiga, Kakamega, Kiambu, Murang’a and Machakos formed mutual assistance groups. Neighbors and relatives helped each other in birth, disease and death. In the late forties women’s clubs appeared as formalized and were the first to be organized in 1951 under the National Women’s Organization ‘Maendeleo ya Wanawake’ (Progress for Women) (Maas, 1991). MYWO which is the largest women’s organization or association in Kenya was set up by a small group of European women in the early 1950s to promote the advancement of African Women and to raise African living standards. It was organized following philanthropic model where white, middle-class women volunteers provided assistance to rural women’s clubs in welfare-oriented matters such as teaching home management, child care, sewing and knitting, embroidery and music among others.
1.2 Statement of the Problem
Self-Help Groups (SHGs) are increasingly becoming very important method of organizing women to take action and transform their situation. The strength of Self Help Groups is based upon the fact that the people who are facing problems are likely to be the most committed to solve them. The inability of formal credit institutions to cover rural poor is generally attributed to high cost of administering the large number of small loans. This has promoted large number of Non Government Organizations (NGOs) to enter the rural credit scheme for organizing the poor into informal groups. For mutual help, these groups are instrumental in promoting informal structure of the poor to help them save and promote self reliance in financing these needs through Self Help Groups. But still poor have financial crisis. Their poverty still persists. A research carried out by Mutoro (2007) in North Maragoli revealed that formation of women groups, especially with welfare objective was not a new phenomenon. The aspect that was new for many women in that area was the formation of income-generating groups and the formalization of groups through registration. Self Help Groups are a common phenomenon among most Kenyan communities and their role in economic improvement of households has been controversial for long because some men have viewed them with suspicion due to their effect of economic empowerment of women. The main purpose of formation of women self-help groups is to ensure that women are economically empowered and hence improved livelihoods. If the self-help groups disintegrate, then their original and main purpose will not be achieved. This means that the poverty cycle will continue as the women will have challenges in meeting their household needs. Thus, this study seeks to fill the research gap by examining the factors influencing performance of self-help groups in Kathiani constituency in Machakos County.

1.3 Purpose of the Study
Within this broad framework the study aimed at showing the factors influencing performance of self-help groups in Kathiani constituency in Machakos County.
1.4 Objectives of the Study

The study was guided by the following objectives:

i. To determine the influence of entrepreneurial skills on performance of self-help groups in Kathiani constituency in Machakos County.

ii. To examine the influence of personal attributes on the performance of self-help groups in Kathiani constituency in Machakos County.

iii. To determine the extent at which record keeping skills affect the performance of self-help groups in Kathiani constituency in Machakos County.

iv. To analyze the influence of access to finance on the performance of self-help groups in Kathiani constituency in Machakos County.

1.5 Research Questions

The study sought to answer the following questions:

i. What is the influence of entrepreneurial skills on the performance of self-help groups in Kathiani constituency in Machakos County?

ii. How do personal attributes influence the performance of self-help groups in Kathiani constituency in Machakos County?

iii. To what extent do record keeping skills affect the performance of self-help groups in Kathiani constituency in Machakos County?

iv. What is the influence of access to finance on the performance of self-help groups in Kathiani constituency in Machakos County?
1.6 Hypothesis of the study

This study was guided by the hypothesis below.

i. \( H_{01} \): There is significant relationship between the entrepreneurial skills and the performance of self-help groups.

ii. \( H_{02} \): There is significant relationship between personal attributes skills and the performance of self-help groups.

iii. \( H_{03} \): There is significant relationship between record keeping skills.

iv. \( H_{04} \): There is significant relationship between access to finance and the performance of self-help groups.

1.7 Significance of the Study

The study aimed at showing how the factors influencing the performance of self-help groups in Kathiani constituency in Machakos County. The information gathered in this study is aimed at assisting the Machakos County government and to closely monitor the growth of self-help groups. Also, to come up with the appropriate measures to counter the factors that are currently being experienced women self-help groups on the area.

For academicians and researchers, they would do an in-depth investigation on the factors influencing the performance of self-help groups in Kathiani constituency in Machakos County. Through studying the degree or the quantitative measurements of their challenges, the study will enable them to carry out further studies as they progress in advancing their education levels.

This study is hoped to help to show a solid understanding of the regulatory framework and the recommendations on the appropriate regulations that will be necessary for the women self-help groups. Because, the outcome of this process will inform the specific measures that either will be developed or will address the specific factors influencing the growth of self-help groups in Kathiani constituency in Machakos County.

1.8 Delimitation of the Study

The study was carried out in Kathiani constituency in Machakos County. The study was made a success due to the ease of accessibility of the respondents by the researcher in gathering information regarding factors influencing the performance
of self-help groups. The study was also anchored by a well researched literature review. The study specifically collected data on the factors influencing the performance of self-help groups in Kathiani constituency in Machakos County.

1.9 Limitations of the Study
While conducting this study, the researcher was faced with the following limitations:- This study was challenged by the fact that further research needs to be done since data analyzed was collected from one locality. To overcome this problem, more studies were therefore required before general conclusions can be drawn.

The researcher encountered reluctance from the women who were willing to reveal relevant information and providing access to confidential data. To overcome this problem, effort was made to explain that the exercise would benefit them when recommendations are eventually undertaken in the community.

1.10 Assumptions of the Study
This study was based on the following assumptions:
Firstly it was assumed that there are certain factors influencing the performance of self-help groups in Kathaini Constituency in Machakos County in Kenya. Secondly it was assumed that the selected respondents would cooperate and provide the required information honestly. Finally it was assumed that the information obtained would be critical in highlighting the factors that influence the performance of self-help groups in Kathiani constituency Machakos County.
1.11 Definition of Key Significant Terms

**Self-help group**
A Self-Help Group is a small homogeneous group of not less than twenty rural women living below poverty line (BPL) coming together to save small amounts of money regularly and to mutually contribute to a common fund.

**Women Self-help group**
This refers to an informal association of women in a community with a common objective of working together for their economic and social development, empowerment and also for their overall development.

**Entrepreneurship**
Entrepreneurship is the act of being an entrepreneur or "one who undertakes innovations, finance and business acumen in an effort to transform innovations into economic goods".

**Recordkeeping**
Is the process of recording transactions and events in an accounting system. Since the principles of accounting rely on accurate and thorough records, record keeping is the foundation accounting.

**Personal attributes**
Means traits that make up your personality, which define who you are as a person.

1.12 Organization of the study
Chapter one of this study introduces the background of the study, problem statement which describes the specific problem addressed in the study, the purpose of the study, research objectives and questions, significance of the study, delimitation and limitations of the study, assumptions and definition of key terms.

Chapter two presents a review of literature and relevant research associated with the problem addressed in this study. Chapter three presents the research design, target population, sampling procedure, data collection instrument, validity and reliability of the study and the data analysis and presentation. Chapter four contains an analysis of the data, Interpretation and presentation of the results. Chapter five offer a summary and discussion of findings, implications for practice, and recommendation for future research.
CHAPTER TWO
LITERATURE REVIEW

2.1 Introduction
At the present time economic development is one of the factors that have changed the entire scenario of social and cultural environment within the country especially for the women. The women are engaged in small-scale entrepreneurship programme with the help of Self Help Groups. Through that they were economically empowered and attaining status in family and community. This chapter highlighted the concept of self-help groups, theoretical review, empirical review and the conceptualization of the study.

2.2 The concept of self-help groups
SHGs are small informal associations created for the purpose of enabling members to reap economic benefit out of mutual help, solidarity, and joint responsibility. The benefits include mobilization of savings and credit facilities and pursuit of group enterprise activities. The group-based approach not only enables the poor to accumulate capital by way of small savings but also helps them to get access to formal credit facilities (Shylendra, 1998).

These groups by way of joint liability enable the poor to overcome the problem of collateral security and thus free them from the clutches of moneylenders. The joint liability not only improves group members’ accessibility to credit, but also creates mechanisms like peer monitoring leading to better loan recoveries. Besides, some of the basic characteristics of SHGs like small size of membership and homogeneity of composition bring about cohesiveness and effective participation of members in the functioning of the group. In general, SHGs created on the above lines of functioning have been able to reach the poor effectively, especially women and help them obtain easy access to facilities like savings and credit and empower them (National Bank, 1995).

SHGs have been instrumental in empowerment by enabling women to work together in collective agency. Women’s networks do not usually obtain business or political favours as they command few economic resources and frequently rely on time and
non-monetized labour exchange. However, self-help groups, when combined with savings and credit, have enabled women to benefit economically by monetizing their contributions and in the process have empowered them to become agents of change. A related aspect is that self-help groups have facilitated the formation of social capital, where people learn to work together for a common purpose in a group or organization. The ability to associate depends on the degree to which communities share norms and values and are able to subordinate individual interests to those of larger groups. Out of these shared values comes trust, with the potential for social, economic, and political changes. However, these groups are often narrowly focused on microcredit, which, although useful as an entry point, can also limit and confine these groups to very small-scale activities with limited impact beyond the immediate family (Putnam, 2000).

There are numerous benefits for communities that accrue from women participating in self-help groups such as the provision of education, collective labor, mutual support, and income generation. Through group activities and dynamics, skills can be acquired in accounting and management of group affairs and projects (Mbugua-Murithi, 1997). Women’s groups act as convenient organizational structures that are appropriate for use with rural development approaches (Srujana, 1996).

According to Noordin, Niang, Jama, and Nyasimi, (2001), women’s groups help disseminate information to their members in a participatory manner through group activities. When used by external facilitators or development agents, they serve as good entry points for understanding village development needs and problems. Groups also are useful instruments for changing the attitudes of members towards taboos, myths, farming practices, and overall local development (Noordin et al, 2001).

2.3 Empirical review

Sowjanya (2007) conducted a study on comparative analysis of successful and unsuccessful SHGs in Gadag Constituency, India using sixteen SHGs. He found out that in successful SHGs, majority (75%) of the groups conducted meetings on weekly basis, which is indispensable if they have to maintain frequent contact with SHG members to discuss about ongoing activities and also enable them to carry out weekly transactions of the group.
Sakunthalai and Ramakrishnan (2006) the concept of SHG is catching up as the most viable means to empower women, especially at the grass-root level. Women have shown extraordinary dynamism in organizing themselves in group activities for income generation; better bargaining power and improvement in the quality of life. Some advantages through Self-Help Groups in the villages and in the community are inculcation of the spirit of Self-Help, collective action for development, women begin to form similar group seeing the success of the other SHGs, family welfare through social awareness women, enhanced social status from secondary to primary, economic independence, voicing and acting against social injustices, problem solving ability and increased consciousness.

According to Morris (2006), women in business are a recent phenomenon in Kenya and to a large extend they have confined themselves to petty business and tiny cottage industries. Women entrepreneurs engaged in business due to economic factors, which encourage women to have an independent budgetary occupation and stands. A sense towards independent budget decision-making on their life and career is the motivational factor behind this urge. Saddled with household chores and domestic responsibilities women want to get independence under the influence of these factors the women entrepreneurs choose a profession as a challenge and as an urge to do something new. Such situation is described as pull factors. Push factors makes women engaged in business activities due to family compulsion and the responsibility is thrust upon them. Women have limited access to vocational and technical training in Kenya, women on average have less access to education than men, and technical and vocational skills can only be developed on a strong foundation of basic primary and secondary education. Kenya is characterized by low enrolment among women in education, high dropout rates and poor quality of education (Morris, 2006).

According to Ramakrishnan (2005), when the SHG initiative was launched to provide the poor with access to formal financial services, it was somehow expected that cooperatives would step into provide these services. Already existing small local level institutions with their readily available support structure as seen in the case of the agricultural credit societies were ideally placed to serve as outlets for financial services to SHG, given their numbers and reach. Despite these advantages, agricultural credit societies and cooperative banks have thus played a limited role in
the programme of linking SHG across States, the relationship between commercial success of cooperative banks, the extent of the linkage established and the impact of such linkages on performance. Most banks offer nominal membership to SHG, and only nine of the 199 banks allow full membership of any kind.

Bhagyalakshmi (2004) in her study stresses the need for sharpening women’s empowering strategies to make them effective and results oriented. She pointed out that money earned by poor women is more likely to be spent on the basic needs of life than that by men and that this realization would bring women as the focus of development efforts. She also examines the advantages of organizing women groups thereby creating a new sense of dignity and confidence to tackle their problems with a sense of solidarity and to work together for the cause of economic independence.

2.3.1 The influence of entrepreneurial skills on the performance of self-help groups

A study (Cooper, as quoted in Das, 2000) of women entrepreneurs in the western world, proposed that three factors influence entrepreneurship antecedent influences such as background factors like working capital and genetic factors that affect motivation, skills and knowledge), the “incubator organization” the nature of the organization where the entrepreneur was employed just prior to starting a business; the skills learned there) and environmental factors economic conditions, access to venture capital and support services, role models). Research from the rest of the world indicates that women and men differ on some of the above factors. While several of these financial factors are in inherent to many countries, some of them are more severe in Kenya (Barrett and Weinstein, 2006).

Kamaraju (2009) has mentioned in his article “Self Help Groups Emerging Rural Enterprises” that in rural areas the SHGs utilized the loan for purchasing milch animals, goat and for meeting personal urgent needs. Some SHGs have purchased power tillers for agriculture purpose on hire basis. Investment in power tiller will increase their income both individually and collectively. Hiring out power tiller to peasant is an important entrepreneurial activity of self-help groups. He also indicated that the self-help groups should function as a non-political and non-controversial one. Political and religious neutrality paves the way for their healthy growth. He has also
expressed that the SHGs gain momentum now-a-days, because of its many fold effort in the economic empowerment of poor women.

2.3.2 The influence of Education levels on the performance of self-help groups
Sheik Mohamed (2004) has mentioned in his article, ‘Self Help Groups for the Success of Women Entrepreneurs’, which women are contributing significantly in modern business and commercial world in their own way. Working women can be classified into different categories like women entrepreneurs, highly qualified professionals, employees in the organized private and public sectors and women workers in unorganized sector. He has also explained that transforming the prevailing social discrimination against women must become the top priority and must happen concurrently with increased direct action to rapidly improve the social and economic status of women.

2.3.3 Record keeping skills affect the performance of self-help groups
Kinder Not Hilfe (2008) and Sowjanya (2007) observes that the SHGs are required to maintain certain account books like loan and savings ledger, cash and receipts book, payment and bank pass book, in addition to an attendance cum minute book where the attendance of members, the agenda for meeting and the minutes are noted. All the fines collected, loans given out and loans paid back are noted. These books and records are supposed to be maintained and updated on a regular basis, especially during the meetings. The Cash Book is usually kept by the Book Keeper. All the financial transactions of Group members are recorded in the Cash Book. Usually the weekly changes in cash are shown in the front of the book. Also, there is a separate section for loans.

According to Kinder Not Hilfe (2008) SHGs are facilitated to understand the need for maintaining records and are trained to maintain the same. The bookkeeper of the group maintains the records. Where members of the group may not be literate, they may request a literate member of the community to keep the records on their behalf. Record keeping is keeping accurate information concerning activities and group funds. Record keeping builds the confidence of the members that their money is safe plus helps them remember what has happened and provides data and information to monitor the progress of the group. Record keeping; builds and maintains trust in the
group, builds the confidence of members that their money is safe, helps members remember what has happened, monitors progress of group information and actions, provides information for follow up (loans, repayment), provides a check on the leaders. Each Self Help Group maintains records on the Group activities.

Sawjanya (2007) found that the groups records were moderately maintained (not so neatly written) 31.25 per cent maintained very well (up to date and neatly written) followed by 25 per cent not maintained well (not maintain up to date data). In successful SHGs, 62.50 per cent of group’s maintained records very well or neatly up to date followed by 37.50 per cent moderately maintained (not so neatly written). In unsuccessful SHGs, equal per cent (50 per cent) of the group’s maintained group records moderately and not maintained well (not maintain up to date data). Thus, the study intended to establish the extent to which women in SHGs maintains their records, since this is key to their successful functioning.

2.3.4 The influence of access to finance on the performance of self-help groups
According to Joshi (2007) micro-finance provides credit access to poor with no collateral obligations. It encourages savings and promotes income-generating activities. Loans are provided at the market driven rates of interest and peer pressure is used in repayment. Micro-finance is carried out through Self-Help Groups, where poor come together in the range of 10-20 by weekly, fortnightly and monthly meetings through their savings and loaning. It is hoped that through such interventions hitherto uncovered groups are covered with credit and in the process get empowered.

2.4 Theoretical Foundation of the Study
The following are some of the theories that were used in this study:

2.4.1 Bruce Tuckman’s theory of Group Development
For the self-help groups to be successful, they must be cohesive. Cohesion is the “glue” that binds a group of people together. A cohesive group acts together and sees itself as unified. A non-cohesive group pulls in different directions and sees itself as a collection of individuals. Several factors influence group cohesion: Group size, External threats, Homogeneity, Stability, Success. (Carron & Spink, 1995)
In the study of the factors influencing the success of WSHGs, the researcher adopted Bruce Tuckman’s “forming, storming, norming & performing” theory. He maintained that these phases are all necessary and inevitable in order for the team to grow, to face up to challenges, to tackle problems, to find solutions, to plan work, and to deliver results. In the Forming stage which is the first stage, team members get to know each other, work out their roles and where they stand in relationship to one another. Crucially, Tuckman points out how people at this stage test their relationships (rivalries begin, etc.). The second stage is the Storming stage where conflict and polarization brews and there may be a rebellion against the leader. This is usually an unhappy time for the group, but it is a vital stage in the group’s development. The third stage is the Norming stage where cooperation replaces conflict as members work towards common goals: this is where Group Cohesion occurs, increasing mutual respect. People feel comfortable expressing intimate personal opinions in this stage. The fourth stage is the Performing stage where roles become flexible and functional. Relationships have stabilized and the main goal now is group success. In 1977, Tuckman and Mary Ann Jensen proposed a fifth stage which they called Adjourning. Self-help groups may typically go through the five stages. However, the last stage which is adjourning is not desirable. From this theory, it is clear that the women self-help groups go through the forming stage whereby the women are mobilized to form a self-help group. Since the groups comprises of women of different backgrounds, the self-help groups go through the storming stage as they try to cope with each other in order to achieve the main purpose of the self-help groups. To overcome this stage, self-help groups usually formulate rules to govern all their activities. The rules are discussed and agreed upon by all the members. By doing this, the self-help groups will have moved to stage three which is the Norming. At this stage, members make regular saving and meet on a weekly basis. Failure to attend the meetings usually attracts a fine which is stipulated in the group rules. At the fourth stage, the self-help groups are performing well as members are able to take loans for various purposes. They also continue contributing their savings as they repay their loans. This increases the capital base of the group and hence other group members can also borrow loans for various purposes. The self-help groups which are not able to go through the four stages successfully usually disintegrate and hence the purpose of forming the self-help groups is not
achieved. This theory therefore fits well into the study as it examines the factors that influence the success of women self-help groups by ensuring that they move from the forming stage to the performing stage at which level they are successful.

2.4.2 Expectancy Theory
The expectancy theory says that individuals have different sets of goals and can be motivated if they have certain expectations. This theory is about choice, it explains the processes that an individual undergoes to make choices. In organizational behavior study, expectancy theory is a motivation theory first proposed by Victor Vroom of the Yale School of Management. Vroom, hypothesizes that in order for a person to be motivated that effort, performance and motivation must be linked. Vroom realized that an employee’s performance is based on individual factors such as personality, skills, knowledge, experience and abilities. A number of factors can contribute to an employee’s expectancy perceptions, the level of confidence in the skills required for the task, the amount of support that may be expected from superiors and subordinates, the quality of the materials and equipment and the availability of pertinent information.

Opportunities are created by the institutional or external environment for those entrepreneurs who could identify them to start or improve their businesses and subsequently, their welfare. Entrepreneurs’ ability to identify and tap such opportunities differs between entrepreneurs. It also depends on their ability to access information and willingness to act upon the information in terms of risk; that is their attitude (Shane, 2005). Individual attributes affect discovery of entrepreneurial opportunity. It is made up of psychological and demographic factors such as motives, attitude to risk, education and training, career experience, age and social status.

Changes in business environment such as economic, financial, political, legal, and socio-cultural factors also affect discovery of opportunity. For example, income level of the entrepreneur, capital availability, political stability, laws concerning private enterprise and property rights, and desire for enhanced social status by the entrepreneur could affect discovery of entrepreneurial opportunity, business setting also affect opportunity discovery. Industrial sectors such as distribution, manufacturing, agriculture, catering, and business services are more attractive to
entrepreneurs Brana, (2008). Evaluation of the identified opportunity is another stage in the entrepreneurial process, and appropriate decision at this stage leads to the decision to exploit the opportunity (Shane, 2005). The decision to exploit the opportunity depends on the intention of the entrepreneur, and the appropriate measure of entrepreneurial decision-making is intention which leads to recognition of entrepreneurial opportunities (Shane, 2005). Exploitation of the opportunity depends on the entrepreneur’s level of education, skills or knowledge acquired through work experience, social networks, credit, and cost-benefit analysis of the business (Shane, 2005).

2.4.3 Social Exchange Theory
Social exchange theory is based on the idea that social behavior is the result of an exchange process, whose purpose it is to maximize benefits and minimize costs. The beginnings of this theory can be traced to the studies of Thibaut and Kelley, Homans and Blau (Brinkmann & Stapf, 2005). The exchange can be understood in terms of material and non-material goods, such as the symbols of approval or prestige (Homans, 1961). According to this theory, individuals consider potential reward and risks of social relationships. Further it implies that all human relationships are shaped by using a subjective reward-cost analysis and the comparison of alternatives. Someone who gives much will expect to get at least the same amount back from others and in return persons that receive a lot from others will be under pressure to give much back to them. People will terminate or abandon the relationship as soon as the costs outweigh the benefits (Farmer & Fedor, 1999).

The viability of social exchange theory is based on the assumption that individuals recognize one’s life situations and notice each one’s needs. It also refers to the principal of reciprocity, whereby privileges granted by one are returned by the other. The interaction between humans will be noticed consciously and in some way reciprocated. The willingness to generate an advance performance will be responded with a payback, either soon or with a time delay. (Brinkmann & Stapf, 2005)
2.5 Conceptualization

The study can be conceptualized in a conceptual framework is presented in a schematic interpretation explaining the relationship. The figure below shows the relationship between the dependent and independent variables:
Entrepreneurial skills- Entrepreneurship has assumed super importance for accelerating economic growth both in developed and developing countries. It promotes capital formation and creates wealth in the country. It is hope and dreams of millions of individuals around the world. It reduces unemployment and poverty and it’s a pathway to prosper. It is the process of planning, organizing, opportunities and assuming. Thus it is a risk of business enterprise. It may be distinguished as an ability to take risk independently to make utmost earnings in the market. It is a creative and innovative skill and adapting response to environment of what is real.
**Record keeping skills** - The ability to tap into new record innovation methods requires expertise, knowledge and contacts. Women are faced with many problems to get ahead their life in business. Women, in particular the less educated ones find it more difficult to get financing from banks because they lack information on how to go about securing a loan. A general lack of experience and exposure also restricts women from venturing out and dealing with banking institutions.

**Access to finance** - Access to finance is a key issue for women. Women often have fewer opportunities than men to gain access to credit for various reasons, including lack of collateral, an unwillingness to accept household assets as collateral and negative perceptions of female entrepreneurs by loan officers. The women entrepreneurs are suffering from inadequate financial resources and working capital. The women entrepreneurs lack access to external funds due to their inability to provide tangible security. Very few women have the tangible property in hand. Women's family obligations also bar them from becoming successful entrepreneurs in both developed and developing nations. "Having primary responsibility for children, home and older dependent family members, few women can devote all their time and energies to their business". The financial institutions discourage women entrepreneurs on the belief that they can at any time leave their business and become housewives again.

**2.6 Research gap and summary**

Self-Help Groups (SHGs) are increasingly becoming very important method of organizing women to take action and transform their situation. The strength of Self Help Groups is based upon the fact that the people who are facing problems are likely to be the most committed to solve them. Self Help Groups have emerged as one of the major strategies for the convergence of services and activities different Self Help Groups in different states of the country have focused on: Skill development, Awareness generation, Gaining access to credit from financial institutional for micro enterprise projects and inculcation of thrift and management of credit for the economically deprived sections of women and so on. The literature has revealed that many studies have been done concerning examining the factors influencing the growth of self-help groups. Also the literature has shown much on the issues surrounding self-help groups and the obstacles faced. However, these studies lack detailed information on examining the factors influencing the growth of self-help groups. This work will be a modest attempt to fill this knowledge gap.
CHAPTER THREE
RESEARCH METHODOLOGY

3.1 Introduction
This chapter presents the methods employed by the study in collecting, assembling and analyzing data. The section also identifies the procedures and techniques that were used in the collection, processing and analysis of data. The sub topics covered in this chapter focus on: research design, target population, sample and sampling procedures, research instruments, data collection methods, research procedures and ethical considerations.

3.2 Research Design
According to Dr. Y.P. Aggarwal (2008) descriptive research is devoted to the gathering of information about prevailing conditions or situations for the purpose of description and interpretation. This type of research method is not simply amassing and tabulating facts but includes proper analyses, interpretation, comparisons, identification of trends and relationships. The design that was used in this research was descriptive survey. It involved collection and analyzing of data in order to answer questions concerning the current status of the subject of study. Descriptive survey was used because it is intended to provide statistical information about aspects of discipline to educators. Kothari (2008) argues that a descriptive research design is appropriate where the study needs to draw conclusions from a large population as it attempts to describe or define a subject, often by creating a profile group of people, events, through the collection of data and tabulation of frequencies on research variables or their interaction as indicated by Cooper and Schindler (2003).

3.3 Target Population
Cohen, Manion and Morrison (2007) define a target population as a specific proportion of the entire population that can be narrowed to achieve research objectives. They also argued that they are members of a real or hypothetical set of people, events or objects to which a researcher wishes to generalize the results of the research study. The target population for this study is 25 self-help groups in Kathiani Constituency. From this groups chair persons, treasurers and one group member will be used in the research.
3.4 Sample size Sampling Procedures
According to Mugenda and Mugenda (2003) Sampling involves the researcher securing a representative group that will enable him/her to gain information about the population. Cooper and Schindler (2006) further define sampling as the process of selecting a number of individuals for a study in such a way that the individuals selected represent the larger group from which they are selected. This section of the study comprises the sample procedures used to derive the sample for the study which is used to generalize the findings for the larger population.

3.4.1 Sample size
The study used the census approach where 5 members of the self-help groups were included in the sample size.

3.4.2 Sampling procedure
According to Baffour, Bernard et., al. (2013) a census is often construed as the opposite of a sample as its intent is to count everyone in a population rather than a fraction. However, a population census relies on a sampling frame to count the population. This is the only way to be sure that everyone has been included as otherwise those not responding would not be followed up on and individuals could be missed. The fundamental premise of a census is that the population is not known and a new estimate is to be made by the analysis of primary data. The use of a sampling frame is counterintuitive as it suggests that the population size is already known. However, a census is also used to collect attribute data on the individuals in the nation. This process of sampling marks the difference between historical census, which was a house to house process or the product of an imperial decree, and the modern statistical project.

3.5 Data collection instrument
The study used primary data collection method. The primary data was collected using questionnaires. Questionnaires were prepared for respondents to fill and avail data for the purpose of study as a qualitative approach to obtain data. All the data collected through the questionnaire were analyzed to identify any inconsistencies and institute the necessary corrective measures.
3.5.1 The questionnaires
A questionnaire has the ability to collect a large amount of information in a reasonably quick span of time (Kohari, 2008). In this case both unstructured for Qualitative data and structured questions for Quantitative data were used in the design of questionnaire. Unstructured questions allowed greater depths of response and they stimulate the respondent to think about their feelings and motives while considering the best assessment of the situation. Structured questions are easier to analyze thus helped in arriving at proper presentation of data. The questionnaire therefore contains questions related to the study. The questionnaire is divided into two parts. The first section looked at the Bio Data of the respondents while the rest of the section looks at the factors affecting the performance of self- help groups in Kathiani Constituency in Machakos County.

3.5.2 Validity of the data collection tools
Content validity of the research instruments is established in order to make sure that they reflect the content of the concepts in question. According to Bridget and Lewin (2005), validity is the degree by which a sample of test items represent the content the test is designed to measure. To establish the validity of the tool the researcher first, went through the instruments and compared them with the set objectives and ensures that they contained all the information that answers the set questions and address the objectives. Second, expert (supervisor) was consulted to scrutinize the relevance of the questionnaire items against the set objectives of the study.

3.5.3 Reliability of the data collection tools
Reliability is the degree to which an assessment tool produces stable and consentient results (Kothari, 2008). The Cronbach’s Coefficient Alpha approach recommended by Cohen, Manion and Morrison (2007) for its ability to give average spilt-half correlation for all possible ways of dividing the test in two parts was used to measure internal consistency of the research instrument. Cronbach’s coefficient Alpha is a scale measurement tool appropriate in measuring internal consistency in descriptive survey researches(Cronbach, 1971). Computation of Cronbach’s Alpha was done using SPSS for windows version 19 program. Correlation coefficient varies on a scale of 0.00(indicating total unreliability) and 1.00 indicating perfect relabilty. 0.8-0.9 indicates high reliability, 0.6-0.8 indicates acceptable reliability value while below
0.5 is unacceptable (Zikmund, 2003). The questionnaires were accepted at reliability indices of 0.70 and above. The study also employed self administration approach of data collection to ensure that the unintended persons do not fill the questionnaire or are not interviewed and assistance was sought where possible thus raising reliability.

3.6 Data collection procedure

Once the research proposal was ready for the study to be conducted, first, an introduction letter was obtained from the University, and then a permit to conduct research was obtained from the National Council of Science and Technology (NCST). This is the body authorized by the government of Kenya to grant permission for academic researches. After the sampling process the researcher recruited and trained two data collection assistants who administered the questionnaires to selected respondents using drop and pick later method.

3.7 Data Analysis Techniques

The data collected for the purpose of the study was adopted and coded for completeness and accuracy of information at the end of every field data collection day and before storage. The data from the completed questionnaires were studied, re-coded and entered into the computer using the statistical package for social sciences (SPSS) version 19. This research was expected to yield both qualitative and quantitative data. Qualitative data was analyzed qualitatively using content analysis based on analysis of meanings and implications emanating from respondents information and documented data. Descriptive statistics was employed to analyze quantitative data. The descriptive statistics include frequency counts, means and percentages. Quantitative data was presented using frequency tables and percentages. Qualitative data was analyzed by arranging responses according to the research questions and objectives.

3.8 Ethical Issues

The information obtained from this study was used for the fulfillment of the researcher’s academic requirement. The information will not be divulged to any third parties at any cost. Names of the respondents are optional and they will not be disclosed to protect their rights and personal details was limited to general information.
<table>
<thead>
<tr>
<th>Independent Variable</th>
<th>Research Objectives</th>
<th>Source</th>
<th>Type of information</th>
<th>Data collection Instrument</th>
<th>Measuremen t scale</th>
<th>Analysis technique</th>
</tr>
</thead>
</table>
| Entrepreneurial skills | What is the influence of entrepreneurial skills on the growth of self-help groups in Kathiani constituency in Machakos County? | Women   | • Access to markets  
• Access to information  
• Management of resources | Questionnaire             | Ordinal, Nominal and Ratio depending on the question asked | Frequencies Comparison of means, Cross tabulation |
| Education levels     | How do education levels influence the growth of self-help groups in Kathiani constituency in Machakos County? | Business entrepreneurs | • Training acquired.  
• Training courses attended.  
• Duration of training courses attended. | Questionnaire             | Ordinal, Nominal and Ratio depending on the question asked | Frequencies Comparison of means, Cross tabulation |
| Record keeping       | To what extent do record keeping skills affect the growth of self-help groups in Kathiani constituency in Machakos County? | Women   | • Types of records kept  
• Importance of keeping records | Questionnaire             | Ordinal, Nominal and Ratio depending on the question asked | Frequencies Comparison of means, Cross tabulation |
| Access to finance    | What is the influence of access to finance on the growth of self-help groups in Kathiani constituency in Machakos County? | Business entrepreneurs | • Access to credit  
• Provision of collateral | Questionnaire             | Ordinal, Nominal and ratio depending on the question asked | Frequencies, comparison of means cross tabulation |
CHAPTER FOUR  
DATA ANALYSIS, PRESENTATION AND INTERPRETATION

4.1 Introduction
This chapter presents the data collected data, interpretation, analysis and discussion of the data following bio data information and the research objectives. The purpose of this study was to investigate the factors influencing performance of self-help groups in Kathiani constituency in Machakos County. The study sought to determine the influence of entrepreneurial skills on performance of self-help groups, to examine the influence of personal attributes on the performance of self-help groups, to determine the extent at which record keeping skills affect the performance of self-help groups and to analyze the influence of access to finance on the performance of self-help groups in Kathiani constituency in Machakos County. Data was collected using the questionnaires as the main research instruments. The questionnaires were administered to 125 respondents.

4.2 Questionnaire Return Rate
125 Questionnaires were administered. However, 75 were filled and returned. The response rate was therefore 60% which is considered adequate for analysis and making conclusions. According to Babbie (2002) a response rate of 50% and above is adequate for make conclusions.

4.3 Respondents Bio data
75 questionnaires were returned by the respondents. The respondents’ were required to indicate their bio data which included; their gender, age bracket, academic level and marital status of the chair person. The responses were presented in the subsequent Tables.

4.3.1 Distribution of Respondents by Gender
The respondents were asked to indicate their gender so as to establish if the study was gender sensitive. The results are shown in Table 4.1.
Table 4.1: Distribution of respondents by gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Frequency</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>45</td>
<td>60.00</td>
</tr>
<tr>
<td>Male</td>
<td>30</td>
<td>40.00</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>75</strong></td>
<td><strong>100.00</strong></td>
</tr>
</tbody>
</table>

Table 4.1.2 shows that more than half of the respondents were female (60%) while less than half were male (40%). This indicates that the study was gender sensitive and hence gave a good representation for both genders. This goes to show that the self help groups had men and women.

4.3.2 Age distribution of respondents

The researcher further sought to establish the age distribution of respondents. The responses were presented in Table 4.2.

Table 4.2: Age distribution of respondents

<table>
<thead>
<tr>
<th>Age in years</th>
<th>Frequency</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>20-30</td>
<td>6</td>
<td>8.00</td>
</tr>
<tr>
<td>31-40</td>
<td>42</td>
<td>56.00</td>
</tr>
<tr>
<td>41-50</td>
<td>21</td>
<td>28.00</td>
</tr>
<tr>
<td>51-60</td>
<td>3</td>
<td>4.00</td>
</tr>
<tr>
<td>Above 61</td>
<td>3</td>
<td>4.00</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>75</strong></td>
<td><strong>100.00</strong></td>
</tr>
</tbody>
</table>

Table 4.2 revealed that majority (56%) of the respondents was aged 31-40 years of age followed by (28%) who were 41–50 years of age. Those aged 20 – 30 were 8% while those aged 51 – 60 and above 61 were both 4%. This shows that the most of the self help group chair persons were neither too young nor too old therefore were in a position to improve the performance of the groups.
4.3.3 Academic Qualification of Respondents

The study further sought to establish the academic qualification of the respondent. The responses were presented in Table 4.3.

Table 4.3: Academic Qualification

<table>
<thead>
<tr>
<th>Academic qualification</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary</td>
<td>18</td>
<td>24.0</td>
</tr>
<tr>
<td>secondary</td>
<td>36</td>
<td>48.0</td>
</tr>
<tr>
<td>Certificate</td>
<td>12</td>
<td>16.0</td>
</tr>
<tr>
<td>Diploma</td>
<td>9</td>
<td>12.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>75</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

Table 4.3 shows that majority (48%) of the respondents had secondary Education their highest academic level followed by those with primary education (24%). Those with a certificate were 16% while the least (12%) were those with a Diploma. The study revealed that those respondents with academic level were given leadership positions. This is because they were seen to be able to lead due to their academic qualification ad hence improving the performance of the Self-Help Groups.

4.3.4 Marital status of Respondents

The study further sought to establish the marital status of the respondents. The responses were presented in Table 4.4.

Table 4.4: Marital Status of the Respondents

<table>
<thead>
<tr>
<th>Academic qualification</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>24</td>
<td>32.0</td>
</tr>
<tr>
<td>Married</td>
<td>30</td>
<td>40.0</td>
</tr>
<tr>
<td>Widowed</td>
<td>15</td>
<td>20.0</td>
</tr>
<tr>
<td>Divorced</td>
<td>6</td>
<td>8.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>75</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>
Table 4.4 shows that, majority (40%) of the respondents were married followed by (32%) who were single, the widowed were 20% while the least were the divorce (8%). Majority of the respondents were married. Leadership position in the groups was give to those with families as they were seen capable of managing the Self-Help Groups hence influence the performance of those groups.

### 4.4 Entrepreneurial skills and performance of self-help groups

The first objective for this study was to determine the influence of entrepreneurial skills on performance of self-help groups in Kathiani constituency in Machakos County. To achieve this objective the respondents were required first to indicate whether they had acquired any entrepreneurial skills during meetings. The responses were presented in Table 4.5

<table>
<thead>
<tr>
<th>Category</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>75</td>
<td>100.0</td>
</tr>
<tr>
<td>No</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>75</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

Table 4.5 shows that all the respondents (100%) had acquired some entrepreneurial skills during meetings. The researcher further requested the respondents to indicate the skills they had acquired. The responses were presented in Table 4.6

Those that had acquired skills according to the researcher were seen to be improving in performance. The skills they had acquired helped propel the groups forward. Managerial skills were the skills acquired by most of the respondents. With the Managerial skills acquired the performance of the self-help group improved.
Table 4.6: Skills Acquired

<table>
<thead>
<tr>
<th>Skills</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managerial</td>
<td>36</td>
<td>48.0</td>
</tr>
<tr>
<td>Financial</td>
<td>21</td>
<td>28.0</td>
</tr>
<tr>
<td>Customer service</td>
<td>9</td>
<td>12.0</td>
</tr>
<tr>
<td>Others</td>
<td>6</td>
<td>4.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>75</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

Table 4.6 shows that majority (48%) of the respondents had learned managerial skills during the meetings. This was followed by those who had learned financial skills (28%). Those who had acquired customer service were 12% while the least (4%) were under others. The researcher further requested the respondents to indicate whether the entrepreneurial skills improved growth as an individual member in the group. The responses were presented in Table 4.7.

Table 4.7: Benefits of the Acquired Skills

<table>
<thead>
<tr>
<th>Benefits</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improved performance</td>
<td>60</td>
<td>80.0</td>
</tr>
<tr>
<td>Not sure</td>
<td>9</td>
<td>12.0</td>
</tr>
<tr>
<td>Not improved</td>
<td>6</td>
<td>8.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>75</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

According to table 4.5, majority (80%) of the respondents indicated that the entrepreneurial skills significantly improved their growth as an individual member in the group and consequently improved the performance of the self help groups. 12% were not sure while 8% had not improved.

The researcher further sought to establish the relationship between entrepreneurial skills and performance of self-help groups. This was done by testing the hypothesis number 1 using Pearson correlation coefficient.

H$_{01}$: There is no significant relationship between entrepreneurial skills and performance of self-help groups.

The results were presented in Table 4.8.
Table 4.8: Relationship between entrepreneurial skills on performance of self-help groups

<table>
<thead>
<tr>
<th>Entrepreneurial skills</th>
<th>Pearson Correlation</th>
<th>Performance of self-help groups.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Sig. (2-tailed)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>Entrepreneurial skills</td>
<td>1</td>
<td>0.82**</td>
</tr>
<tr>
<td></td>
<td>0.000</td>
<td></td>
</tr>
<tr>
<td></td>
<td>75</td>
<td>75</td>
</tr>
<tr>
<td>Performance of self-help groups.</td>
<td>0.82**</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>0.000</td>
<td></td>
</tr>
<tr>
<td></td>
<td>75</td>
<td>75</td>
</tr>
</tbody>
</table>

**. Correlation is significant at the 0.05 level significant.

Table 4.8 shows that there is a strong positive correlation at 95% confidence level between entrepreneurial skills and performance of self-help groups (r = 0.82, p = 0.000). We do therefore reject the hypothesis and conclude that there is significant relationship between entrepreneurial skills and performance of self-help groups (p<0.05). This implies that an increase in the entrepreneurial skills will lead to an increase in the performance of self-help groups. These results agrees with with (Khanka, 2009) who argued that training builds the entrepreneur’s attitudes and helps them to achieve better co-operation with customers and it increases performance. Training boosts staff morale for it assist to reduce complaints, dissatisfaction, absenteeism, grievances and rate of turnover. Training is generally accepted as a problem-solving device in any organization ((Lumpkin & Dess, 1996). The main objectives of training is to develop the competences and skills of employees, helping people grow within the enterprise in order its future needs for human resources can be met from within and finally to reduce the learning time for employees starting in new jobs on appointment, promotion or transfer (Khanka, 2009).
4.5 Personal attributes and the performance of self-help groups

The second objective for this study was to examine the influence of personal attributes on the performance of self-help groups in Kathiani constituency in Machakos County. To achieve this objective, the researcher required the respondents to indicate whether the education status influence their status in the group. The responses were presented in Table 4.9.

Table 4.9: Education status and status in the group

<table>
<thead>
<tr>
<th>Opinion</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
<td>48</td>
<td>64.0</td>
</tr>
<tr>
<td>Agree</td>
<td>18</td>
<td>24.0</td>
</tr>
<tr>
<td>Not sure</td>
<td>3</td>
<td>4.0</td>
</tr>
<tr>
<td>Disagree</td>
<td>3</td>
<td>4.0</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>3</td>
<td>4.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>75</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

Table 4.8 revealed that majority of the respondents (64%) strongly agreed and 24% agree that the education level influence their status in the group. This is because there are some responsibilities in the group which directly requires education like financial management and record keeping. This was followed by not sure, disagree, and strongly disagree each with 4%. The researcher further sought to establish whether their attitude affect your participation in the group.

The responses were presented in Table 4.10.

Table 4.10: Effect of Personal attitude on the group participation

<table>
<thead>
<tr>
<th>Opinion</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly affected</td>
<td>30</td>
<td>40.0</td>
</tr>
<tr>
<td>Affected</td>
<td>24</td>
<td>32.0</td>
</tr>
<tr>
<td>Not sure</td>
<td>6</td>
<td>8.0</td>
</tr>
<tr>
<td>Not affected</td>
<td>15</td>
<td>20.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>75</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>
Table 4.10 revealed that majority (40%) of the respondents indicated that the personal attitude strongly affected while 32% indicated that it affected participation in the group. Those with positive attitude were more active and improved the performance of the group. 20% indicated that a positive attitude did not affect the performance of the group while 8% were not sure.

A positive attitude was seen to influence the performance of the self help group. Those that had a positive attitude were more participatory in group activities making the group performance better.

The researcher also requested the respondents to indicate whether the group had improved their decision making. The responses were presented in Table 4.11.

### Table 4.11: Effect of group on decision making

<table>
<thead>
<tr>
<th>Opinion</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adequately improved</td>
<td>33</td>
<td>44.0</td>
</tr>
<tr>
<td>Improved</td>
<td>30</td>
<td>40.0</td>
</tr>
<tr>
<td>Inadequately improved</td>
<td>12</td>
<td>16.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>75</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

Table 4.11 shows that majority (44%) of the respondents indicated that the group meetings adequately improved their decision making. This was followed by 40% who indicated that the meetings improved their decision making and 16% who said inadequately improved.

With the skills acquired the respondents were more confident and more comfortable to make decisions and also give suggestions of what the group might do in the future. This was also seen to improve their performance as a self help group.

The researcher further sought to establish the relationship between personal attributes and performance of self-help groups. This was done by testing the hypothesis number 2 using Pearson correlation coefficient.

H$_{02}$: There is no significant relationship between personal attributes and performance of self-help groups.

The results were presented in Table 4.12.
Table 4.12: Relationship between personal attributes and performance of self-help groups

<table>
<thead>
<tr>
<th>Personal attributes</th>
<th>Pearson Correlation</th>
<th>Performance of self-help groups</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal attributes</td>
<td>1</td>
<td>0.61**</td>
</tr>
<tr>
<td>Sig. (2-tailed)</td>
<td>0.000</td>
<td></td>
</tr>
<tr>
<td>N</td>
<td>75</td>
<td>75</td>
</tr>
</tbody>
</table>

Performance of self-help groups.

<table>
<thead>
<tr>
<th>Pearson Correlation</th>
<th>Performance of self-help groups</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.61**</td>
<td>1</td>
</tr>
<tr>
<td>Sig. (2-tailed)</td>
<td>0.000</td>
</tr>
<tr>
<td>N</td>
<td>75</td>
</tr>
</tbody>
</table>

**, Correlation is significant at the 0.05 level significant.

Table 4.12 shows that there is a strong positive correlation at 95% confidence level between personal attributes and performance of self-help groups ($r = 0.61$, $p = 0.000$). We do therefore reject the hypothesis and conclude that there is significant relationship between personal attributes and performance of self-help groups ($p<0.05$). These results agrees with Mohamed (2004) who argued that group members personal attitude significantly influenced the performance of self help groups. Those with positive attitude are likely to positively influence the performance.

4.6 Record keeping skills and the performance of self-help groups

The third objective for this study was to determine the extent at which record keeping skills affect the performance of self-help groups in Kathiani constituency in Machakos County. It was established that all (100%) the self help groups were keeping records. The researcher requested the respondents to indicate some of the records kept by the group. The responses were presented in Table 4.13.
Table 4.1: Records kept by the group

<table>
<thead>
<tr>
<th>Records</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual pass book</td>
<td>9</td>
<td>15.0</td>
</tr>
<tr>
<td>Minute book</td>
<td>48</td>
<td>64.0</td>
</tr>
<tr>
<td>Attendance book</td>
<td>6</td>
<td>28.0</td>
</tr>
<tr>
<td>Savings and loan book</td>
<td>12</td>
<td>16.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>75</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

Table 4.13 shows that majority (64%) of respondents kept minute book where they recorded minutes, attendance records (28%), saving (16%) and individual pass book (15%). The record for the groups was kept by the committee members depending with their office.

By keeping a record book the group members were able to track members’ contribution and borrowing of loans. Keeping of records was seen to influence the performance of the self help groups in that it makes the members confident of the in the direction the group is taking.

The researcher further sought to establish the relationship between record keeping skills and performance of self-help groups. This was done by testing the hypothesis number 3 using Pearson correlation coefficient.

$H_{03}$: There is no significant relationship between record keeping skills and performance of self-help groups.

The results were presented in Table 4.14.
Table 4.14: Relationship between record keeping skills and performance of self-help groups

<table>
<thead>
<tr>
<th>Record keeping skills</th>
<th>Pearson Correlation</th>
<th>Performance of self-help groups</th>
</tr>
</thead>
<tbody>
<tr>
<td>Record keeping skills</td>
<td>1</td>
<td>0.73**</td>
</tr>
<tr>
<td>Sig. (2-tailed)</td>
<td>0.000</td>
<td></td>
</tr>
<tr>
<td>N</td>
<td>75</td>
<td>75</td>
</tr>
</tbody>
</table>

Performance of self-help groups

<table>
<thead>
<tr>
<th>Pearson Correlation</th>
<th>0.73**</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sig. (2-tailed)</td>
<td>0.000</td>
</tr>
<tr>
<td>N</td>
<td>75</td>
</tr>
<tr>
<td></td>
<td>75</td>
</tr>
</tbody>
</table>

**. Correlation is significant at the 0.05 level significant.

Table 4.14 shows that there is a strong positive correlation at 95% confidence level between record keeping skills and performance of self-help groups \( r = 0.73 \ p = 0.000 \). We do therefore reject the hypothesis and conclude that there is significant relationship between personal record keeping skills and performance of self-help groups \( p<0.05 \). These results agrees.

These results agrees with Kinder Not Hilfe (2008) and Sowjanya (2007) who observes that the SHGs are required to maintain certain account books like loan and savings ledger, cash and receipts book, payment and bank pass book, in addition to an attendance / minute book where the attendance of members, the agenda for meeting and the minutes are noted. All the fines collected, loans given out and loans paid back are noted. These books and records are supposed to be maintained and updated on a regular basis, especially during the meetings. Proper record keeping improves the performance of a group as members will be confident that their many has clean records.
4.7 Access to finance and the performance of self-help groups

The last objective for this study was to analyze the influence of access to finance on the performance of self-help groups in Kathiani constituency in Machakos County. To achieve this objective the researcher required the respondents to indicate their major source of finance for their group. The responses were presented in Table 4.15.

Table 4.15: Major sources of group income

<table>
<thead>
<tr>
<th>Source</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members contribution</td>
<td>54</td>
<td>72.0</td>
</tr>
<tr>
<td>Loans</td>
<td>15</td>
<td>20.0</td>
</tr>
<tr>
<td>Donations</td>
<td>3</td>
<td>8.0</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Table 4.15 shows that the major (72%) source of income for most of the groups was members’ contributions. This was followed by 20% of the respondents who indicated that their major source was the loan. The least (8%) were the donations. This is an indication that very few self help groups had not accessed loans for their activities.

The researcher further required the respondents to indicate their major activity. The responses were presented in table 4.16.

This goes to show that Self-Help groups especially in Kathiani Constituency Machakos do not rely on loans from financial institution as a source of income, but rather rely on the groups contributions as a group. Further probing revealed that loans from financial institutions had high interest rates hence the reliance members contribution.
Table 4.16: Major group activity

<table>
<thead>
<tr>
<th>Source</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business</td>
<td>24</td>
<td>32.0</td>
</tr>
<tr>
<td>Farming</td>
<td>15</td>
<td>20.0</td>
</tr>
<tr>
<td>Table banking</td>
<td>18</td>
<td>24.0</td>
</tr>
<tr>
<td>Merry go round</td>
<td>18</td>
<td>24.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>75</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

Table 4.16 shows that majority (32%) of the respondents group major activity was business followed by 24% who were doing table banking and merry go round. The least (20%) were those doing farming.

Majority of the respondents preferred to use their money for Businesses. The 32% revealed that business had much higher returns when compared to farming and merry-go-rounds. This is because they needed this money for their day to day activities e.g Household expenses.

The researcher further sought to establish the relationship between record keeping skills and performance of self-help groups. This was done by testing the hypothesis number 3 using Pearson correlation coefficient.

$H_{04}$: There is no significant relationship between access to finance and performance of self-help groups.

The results were presented in Table 4.17.
Table 4.17: Relationship between record keeping skills and performance of self-help groups

<table>
<thead>
<tr>
<th></th>
<th>Access to finance</th>
<th>Performance of self-help groups</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Correlation</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Access to finance</td>
<td>Pearson</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1</td>
<td>0.83**</td>
</tr>
<tr>
<td></td>
<td>Sig. (2-tailed)</td>
<td>0.000</td>
</tr>
<tr>
<td></td>
<td>N</td>
<td>75</td>
</tr>
<tr>
<td>Performance of self-help groups</td>
<td>Pearson</td>
<td></td>
</tr>
<tr>
<td></td>
<td>0.83**</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Sig. (2-tailed)</td>
<td>0.000</td>
</tr>
<tr>
<td></td>
<td>N</td>
<td>75</td>
</tr>
</tbody>
</table>

**. Correlation is significant at the 0.05 level significant.

Table 4.17 shows that there is a strong positive correlation at 95% confidence level between access to finance and performance of self-help groups (r = 0.83 p = 0.000). We do therefore reject the hypothesis and conclude that there is significant relationship between access to finance and performance of self-help groups (p<0.05). These results agrees with According to Joshi (2007) who argued that micro-finance provides credit access to SHG hence encouraging them to do savings and promotes income-generating activities which improves their performance.

4.8 Multiple regression analysis

The researcher used multiple regression analysis to test the effect of change of independent variables on dependent variables. The regression was used because it gives an equation which will help in the prediction of the dependent variable from a given an independent variable and vice versa. It also shows how a unit increase or decrease in the indented variable will affect thee dependent variable. The responses were presented in Table 4.18.
Table 4.18: multiple regression coefficients

a. Predictors: (Constant), Variables; Entrepreneurial skills, Personal attributes, Record and Access to finance.

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant) (α)</td>
<td>4.898</td>
<td>.063</td>
<td>8.192</td>
<td>0.000</td>
</tr>
<tr>
<td>Entrepreneurial skills (X₁)</td>
<td>1.851</td>
<td>.103</td>
<td>.412</td>
<td>4.121</td>
</tr>
<tr>
<td>Personal attributes (X₂)</td>
<td>0.220</td>
<td>.121</td>
<td>.000</td>
<td>7.844</td>
</tr>
<tr>
<td>Record keeping skills (X₃)</td>
<td>0.555</td>
<td>.187</td>
<td>.000</td>
<td>9.503</td>
</tr>
<tr>
<td>Access to finance (X₄)</td>
<td>1.522</td>
<td>.055</td>
<td>.548</td>
<td>9.091</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Performance of self help group (Y)

Model fit Summary

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.736</td>
<td>.542</td>
<td>.526</td>
<td>.15066</td>
</tr>
</tbody>
</table>

Record and Access to finance.

Regression model: \( Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 \)

Performance of self help group = 4.898 + 1.851 (Entrepreneurial skills) + 0.22 (Personal attributes) + 0.555 (Record keeping skills) + 1.522 (Access to finance).

The regression model above shows that all the betas’ (β) are positive indicating that every unit increase in the independent variables would cause a positive change in the dependent variable with the following quantities; 1.851 (Entrepreneurial skills), 0.22 (Personal attributes), 0.555 (Record keeping skills) and 1.522 (Access to finance). It can also be observed that all the independent variables predicted the SHG significantly (P< 0.05) significantly. This model shows that the Entrepreneurial skills and Access to finance have the highest contribution to the regression equation compared to the other variables. The model fit summary shows that the coefficient of
determination R square is 0.542 which implies that 54.2% of variation in the dependent variable is determined by the independent variables (predictors). It also means the goodness of fit test is fulfilled. This goes to show that entrepreneurial skills, personal attributes, Record keeping skills and Access to finance have an influence on the performance of Self-Help Groups.
CHAPTER FIVE
SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction
This chapter presents the summary of the finding, conclusions from the findings, recommendations and suggestions for further research.

5.2 Summary of the findings
The purpose of this study was to investigate the factors influencing performance of self-help groups in Kathiani constituency in Machakos County. The study sought to determine the influence of entrepreneurial skills on performance of self-help groups, to examine the influence of personal attributes on the performance of self-help groups, to determine the extent at which record keeping skills affect the performance of self-help groups and to analyze the influence of access to finance on the performance of self-help groups in Kathiani constituency in Machakos County.

5.2.1 Influence of entrepreneurial skills on the growth of self-help groups in Kathiani constituency in Machakos County.
The study revealed that all the respondents (100%) had acquired some entrepreneurial skills during meetings with a majority (48%) of the respondents having learned managerial skills during the meetings. According to a majority (80%) of the respondents the entrepreneurial skills significantly improved their growth as an individual member in the group and consequently improved the performance of the self help groups. These results agrees with with (Khanka, 2009) who argued that training builds the entrepreneur’s attitudes and helps them to achieve better cooperation with customers and it increases performance. Training boosts staff morale for it assist to reduce complaints, dissatisfaction, absenteeism, grievances and rate of turnover.

5.2.2 Influence of Education levels in the growth of self-help groups in Kathiani constituency in Machakos County
The study established that majority of the respondents (64%) strongly agreed that the education level influence their status in the group and that majority (40%) of the respondents indicated that the personal attitude affects participation in the group.
Those with positive attitude were more active and improved the performance of the group. It was also established that there is a strong positive correlation at 95% confidence level between personal attributes and performance of self-help groups \((r = 0.61, p = 0.000)\). These results agree with Mohamed (2004) who argued that group members personal attitude significantly influenced the performance of self-help groups. Those with positive attitude are likely to positively influence the performance.

5.2.3 Influence of record keeping skills affect the growth of self-help groups in Kathiani constituency in Machakos County.

From objective three, it was established that majority (64%) of respondents kept minute book where they recorded minutes, attendance records, saving and loans records among others. The record for the groups was kept by the committee members according their office. It was also established that there is a strong positive correlation at 95% confidence level between record keeping skills and performance of self-help groups \((r = 0.73, p = 0.000)\). These results agree with Kinder Not Hilfe (2008) and Sowjanya (2007) who observes that the SHGs are required to maintain certain account books like loan and savings ledger, cash and receipts book, payment and bank pass book, in addition to an attendance / minute book where the attendance of members, the agenda for meeting and the minutes are noted. All the fines collected, loans given out and loans paid back are noted. These books and records are supposed to be maintained and updated on a regular basis, especially during the meetings. Proper record keeping improves the performance of a group as members will be confident that their many has clean records.

5.2.4 Influence of access to finance on the growth of self-help groups in Kathiani constituency in Machakos County

From objective four, the study revealed that majority (72%) of the respondents indicated that the major source of income for their groups was members’ contributions. Other sources of finance included; loans and donations. It was also established that there is a strong positive correlation at 95% confidence level between access to finance and performance of self-help groups \((r = 0.83, p = 0.000)\).
The study further established that every unit increase in the independent variables would cause a positive change in the dependent variable with the following quantities; 1.851 (Entrepreneurial skills), 0.22 (Personal attributes), 0.555 (Record keeping skills) and 1.522 (Access to finance) 0.05) significantly. It was also observed that Entrepreneurial skills and Access to finance have the highest contribution to the regression equation compared to the other variables. The model fit summary shows that the coefficient of determination R square is 0.542 which implies that 54.2% of variation in the dependent variable is determined by the independent variables (predictors). It also means the goodness of fit test is fulfilled. These results agrees with According to Joshi (2007) who argued that micro-finance provides credit access to SHG hence encouraging them to do savings and promotes income-generating activities which improves their performance.

5.3 Conclusions
This study concludes that characteristics; Entrepreneurial skills, personal attributes, record keeping skills and access to finance significantly determined the performance of self help groups. This is because there is a positive correlation between all these independent variables and performance of self help groups. The meetings for the self help groups helped the members to acquire managerial and financial skills which helped in the management of the self help groups. The personal attributes influenced the performance of self help groups and that the members with a positive attitude towards the group helped in improving the performance of self help groups. There were minutes books in most of the groups where they recorded attendance, loans and savings and that the major source of finance for the self help group was members contribution.

5.5 Recommendations from the findings
Based on the findings of this study the researcher recommends that:-

i. The County Government should frequently organize training forums for the self-help group leaders on management, book keeping and investment. This would improve their management skills.

ii. The self-help groups should be sensitized on the available sources of finance like, the banks so as to diversify the finance sources.
iii. The banks should over loan facilities to the self-help groups at a reduced interest rate so as to encourage them get loans.

iv. The government should come up with a revolving fund for financing the self-help groups.

5.6 Suggestions for further research

The purpose of this study was to investigate the factors influencing performance of self-help groups in Kathiani constituency in Machakos County. Another study may be carried out to study the factors influencing the activities of self-help groups in other rural areas.
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APPENDICES

APPENDIX I: LETTER OF INTRODUCTION

Lilliane Mwende Mutuku
P.O BOX 859-090100
Nairobi.

Through the Dean, University of University
Department of extra mural studies
Nairobi.

Dear Respondent,

RE: RESEARCH PROJECT:
I am a student pursuing a Degree of Masters of Art in Project Planning and
Management at the University of Nairobi. To fulfill the requirement for the award of
the degree, I have to undertake a research project and write a report.
I am carrying out a survey to get the views of the self-help groups within this area on
factors influencing performance of self-help groups in Kathiani constituency in
Machakos County.

The questionnaire serves the purpose of collecting data in my area of study. Your
views will be treated in strict confidence and shall only be used for the purpose of this
study. So as to improve the self-help groups in this area. Please, answer the questions
as accurately and honestly as possible.

Yours Sincerely,

Lilliane Mwende Mutuku.
APPENDIX II: QUESTIONNAIRE

INSTRUCTIONS:

1. The information given on this questionnaire will be held in strict confidence and will be used only for the purpose of the study.

2. If any of the questions may not be appropriate to your circumstance, you are under no obligation to answer.

PART A: GENERAL INFORMATION

1. Please indicate your age from the categories below
   A. 20-30 years
   B. 31-40 years
   A. 41-50 years
   B. 51-60 years
   C. Above 61 years

2. Kindly indicate your highest academic qualification.
   Certificate
   Diploma
   Degree
   Masters
   Others (Specify)

3. Marital status
   Single
   Married
   Widowed
   Divorced
PART B: FACTORS INFLUENCING THE GROWTH OF SELFHELP GROUPS IN KATHIANI DISTRICT IN MACHAKOS COUNTY

A. Entrepreneurial skills

4. During the group meetings, have you ever acquired any entrepreneurial skills?
   Yes ☐
   No ☐

5. Which skills have you acquired?
   Managerial skills ☐
   Financial skills ☐
   Customer service skills ☐
   Others ☐
   (Specify)…………………………………………………………………………………………

6. Has the entrepreneurial skills improved your growth as an individual member in the group?
   Improved ☐
   Strongly improved ☐
   Not improved ☐
   Strongly Improved ☐

7. In your opinion, describe how the entrepreneurial skills acquired have helped you as an individual group member?
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b. Personal attributes

8. Does your education status influence your status in the group?
   Agree ☐
   Strongly agree ☐
   Disagree ☐
   Strongly disagree ☐

9. Does your attitude affect your participation in the group?
   Affected ☐
10. Has the group improved your decision making techniques?
   Improved
   Adequately improved
   Inadequately improved

11. What are the challenges you encounter when dealing with other group members?

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   c. Record keeping skills

12. Do you keep any record in your group?
   Yes
   No

13. What are some of the records kept by the group? (Please tick as appropriate)
   a) Individual passbooks
   b) Minute book
   c) Attendance book
   d) Savings and loan book
   e) Others
      (specify)…………………………………………………………………………

14. Who is in charge of keeping the records?
   a) Chairlady
   b) Treasurer
   c) Book keeper
   d) Others
      (specify)…………………………………………………………………………
15. In your words, give the importance of record keeping to the group
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16. What are the factors that affect the effective record keeping in your group?
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*Thank you for your cooperation*