

"The challenges of managing a workforce" a case of women managers in Kilifi district

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Abstract: In recent years nations - states in many parts of the world have been attempting to improve the status of women in their society .An important element in national policies is the improvement of women's access to wide range of jobs , including those at a managerial level However attitude towards the role of women. as home makers and career people vary from one society to another. In Kilifi Gender disparity is appalling. The district is very poor ranked third poorest in Kenya. Many social institutions seem to favour men .The elderly face various problems in the community. Women suffer discrimination in terms of access to capital, assets such as land and livestock. They shoulder the greater part of household duties including• building and thatching houses and are often victims of domestic violence. Although school enrolment is generally appallingly for both boys and girls, the latter have lesser opportunities in education. Most girls drop out of school at primary level due to unplanned pregnancies or early pre arranged marriages. As such post-primary enrolment for girls in the region is below 10% of eligible girls. Customs and traditions of the community 'Giriama' retard development and discriminate against women. The number of women managers is negligible and the few found in the area very few are local; most of the others are from other parts of the country and have only come to Kilifi to work. However, this study will focus on managers of both formal and informal workforce. The purpose of the study will be to investigate challenges women manager face in managing a workforce in Kilifi. The proposed study will make use of survey method. The data will be collected using an interview schedule consisting of both closed and open-ended items from 80 respondents and an observation checklist. Quantitative and qualitative data collected will be analyzed using the statistical package for social SCience (SPSS) .It will be subjected to both descriptive and inferential statistics. Frequencies, means and percentages will be used to describe, summarizes and organize data. ANOVA and the t-test and the person product moment correlation will be used to differentiate and relate data respectively (Sproull, 1988, Mugenda & Mugenda, 1999). The data will be summarized, analyzed and the result obtained will be used to draw conclusions and make recommendations on the study.