The challenges facing implementation of strategic plans in the public sector: a case study of the Kenya National Bureau of Statistics

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Abstract:

The public sector is charged with the responsibility of offering effective and efficient service to the public of any given economy or country. In recent times, many public sector organizations have been engaging in activities that will improve their service delivery to their clients. One such activity is the development of strategic plans. Kenya’s current development agenda is guided by Vision 2030, which is the official government long-term development strategy. The vision is anchored on three key pillars namely; Economic, Social and Political and aims to transform Kenya into a newly industrializing, middle-income country providing a high quality of life to all citizens in a clean and secure environment. Simultaneously the vision aspires to meet the millennium development goals (MDGs) for Kenyans by 2015. Public sector organizations are guided by the Vision 2030 in developing their strategic plans. However, inspite of the public sector organizations having elaborate and well developed and designed strategic plans, their performance has not exponentially improved as expected. This scenario has mainly been attributed to strategic plan implementation challenges. The study sought to determine the challenges facing strategic plan implementation in the public sector. The study was conducted at the Kenya National Bureau of Statistics, whose strategy implementation is not only key to the Bureau itself but also to the entire public service in the country for its not only representative of the operations of the public sector but a measure of its effectiveness. The study was mainly descriptive and focused on the Bureau staff at the headquarters whose population was 250. A sample size of 50 was selected from the total population using a simple stratified method. The study used a questionnaire which was administered to 50 respondents who were drawn from all the departments of the Kenya National Bureau of Statistics to collect the required data. The collected information was checked for completeness and consistency before coding. The coded data was analyzed using the factor analysis method and the results were then presented using frequency tables, charts and graphs.