

**THE IMPACT OF FATIGUE ON STAFF PERFORMANCE IN LOCAL  
GOVERNMENT: A CASE STUDY OF NAKURU LOCAL ADMINISTRATION IN  
KENYA**

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**MHRM/02/004D/FEB/2022**

**A DISSERTATION SUBMITTED TO THE GRADUATE SCHOOL IN PARTIAL  
FULFILLMENT OF THE REQUIREMENTS FOR THE AWARD OF A  
MASTERS DEGREE IN HUMAN RESOURCE MANAGEMENT  
OF KAMPALA UNIVERSITY**

**NOVEMBER, 2023**

## **DECLARATION**

I **AHMED SHEE SUO** do hereby declare to the best of my knowledge that this dissertation is my original work and that it has never been submitted to Kampala university or any other institution for any award.

.....

**AHMED SHEE SUO**

Date:.....

### **APPROVAL**

This work was titled; “**The Impact of Fatigue on Staff Performance in Local Governments: A Case Study Of Nakuru Local Administration Kenya**”, It was done and now submitted for the award of a degree in Public Administration Kampala University under my guidance and supervision.

**Supervisor**

Sign:

**MR BYANAKU PATRICK**

## **DEDICATION**

This research dissertation is dedicated to my wife ..... and our children, ..... and ..... for their care, financial support, encouragement and advice, they accorded to me when I was pre-occupied with my education, you indeed deed wonders to me and always thank you very much.

## **ACKNOWLEDGEMENT**

I would wish to acknowledge a number of people because this dissertation would not have been possible without their moral and technical support.

First, I sincerely acknowledge the invaluable guidance of my supervisor, Mr Byanaku Patrick whose guidance and encouragement enabled me complete this work.

I am heartily grateful to my lecturers, Mr. Nyombi Meddie, Mr. Buyondo Hamza, and Mr. Mbaraga Boniventura, Sylvie for their useful assistance both spiritually and encouragement and always may the almighty God reward you abundantly.

I am also indebted to ..... and ..... whose constant and consistent encouragement enabled me write and complete the research in good time.

Lastly I am very grateful to my Wife ..... and ....., and .....who patiently accepted my pre-occupation during the period of research writing. May the Almighty God reward them abundantly.

## **ACRONYMS**

AIC: Aids Information Centre

AIDS: Acquired Immune Deficiency Syndrome

CAO: Chief Administrative Officer

CIPD: Chartered Institute of Personnel and Development

CVI: Content Validity Index

DLGs: District Local Governments

DV: Dependent Variable

HIV: Human Immuno deficiency Virus

HR: Human Resource

ILO: International Labor Organization

IV: Independent Variable

BDLG: Nakuru District Local Government

MMS: Masters in Management Studies

OECD: Organization for Economic Cooperation Development

SPSS: Statistical Package for Social Scientists

KU: Kampala University

USA: United States of America

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## ABSTRACT

The study examined organizational factors influencing burn out in local governments using a case study of Nakuru District Local Government (MDLG). The study was prompted by the fact that the district was faced high burn out and this has affected the performance of staff in the district. The study specifically examined the influence of leadership style, working conditions and rewards on staff fatigue. Using a cross-sectional study design, data were collected from a total of 128 respondents using a closed-ended questionnaire and interview guide. Results revealed that; the most predominant leadership style that was exhibited by leaders at MDLG was the democratic style; staff in MDLG were faced with poor working conditions; and that staff in MDLG were faced with an ineffective reward system. Results indicated that leadership style is negatively significantly related to burn out of employees. The results of the study indicate that working conditions were positively significantly related to burn out of employees. Results from hypothesis three revealed that there was a significant positive relationship between rewards and voluntary burn out on employees staff fatigue. The study concluded that the more effective the leadership styles the less the burn out. The study further concluded that the poorer the working conditions, the more the burn out. It was also concluded that the poorer the reward system, the high the rate of burn out. The study recommends leadership training and coaching programs to improve leader performance. The study recommends that management should provide a work environment that simultaneously achieves organizational and employees' goals by motivating such work environment with quality of work life. The organization should come up with a fair and transparent system of rewarding performance using both financial and non-financial rewards