



**PROJECT MANAGEMENT INCLUSION AND PERFORMANCE OF NON-GOVERNMENTAL ORGANIZATIONS IN
NAIROBI METROPOLITAN**

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PROJECT MANAGEMENT INCLUSION AND PERFORMANCE OF NON-GOVERNMENTAL ORGANIZATIONS IN NAIROBI METROPOLITAN

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ABSTRACT

This study assessed the effect of project management inclusion on the performance of Non-Governmental Organizations in Nairobi metropolitan, Kenya. The research was anchored by Stakeholder, Contingency and Resources-based view theory. The proposed assessment was based on descriptive research design. The target population comprised of (30) completed projects of NGOs in Nairobi metropolitan. (300) employees in the projects involving (30) project managers and (270) project team members were targeted. Stratified random sampling and purposive sampling technique were employed to select a sample size of (90) respondents. The findings indicated that management commitment has a significant effect on performance of NGO Projects ($\beta=0.311$; $p<0.05$). Resource allocation was found to have a significant influence on performance of NGO Projects ($\beta=-0.325$; $p<0.05$). Technical competence and stakeholders' involvement both had a significant influence on performance of NGO Projects with ($\beta=0.385$; $p<0.05$) and ($\beta=0.589$; $p<0.05$) respectively. The study concluded that the commitment of management increases operations and performance. Moreover, resource allocation is a vital component of project success in any business. Financial and equipment deployment may have an effect on the project execution time and cost. Furthermore, technical competence is critical in project execution and hence its performance. Project team member who are engaged in the project execution must have requisite skills and knowledge on project management. Finally, capacity building is imperative in project planning because it allows stakeholders to gain competencies and abilities that will help them be more effective and long-term. The study recommended that effective project administration requires the managers to reveal commitment to their duty in order to lead the work process to greater achievement. The management should strive to provide resources needed to accomplish a task within required time. Team members who are involved in project execution require essential skills and knowledge on project administration. All stakeholders should be incorporated in all the stages of project life cycle for smooth execution of the project and success.

Keywords: *Project Management Inclusion; Management Commitment; Resource Allocation; Technical Competency; Stakeholder Involvement*

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INTRODUCTION

The preferred tool for policymakers in both national and international development remains to be a project. Building infrastructure, providing basic education, extending agricultural production, and educating the public about various development issues, such as gender equity and environmental protection, are all examples of how development projects help to provide basic social services in Africa and other third-world nations. Development projects in particular try to close the development gap where governments fall short. Though, projects' poor performances and ultimate beneficiaries and stakeholder's disappointments are common issues faced with numerous projects (PMI, 2017).

Developing countries often experience failure in projects undertaken and this has been a key concern (Haughey, 2010). Project management capabilities have been established to influence the completion of project and as well as its performances; funding having 80.73 percent, project leadership with 80 percent, effective planning with 92.4 percent and 90 percent for stakeholder involvement. About 30 percent of NGOs in Kenya witness projects failures (Mathew, 2011). Kerzner (2013) observed that projects often don't meet stated objectives and targets as a result of low motivation, poor relationships among project team members and management commitment. Therefore, management commitment and support has a large influence on how a project turns out (Yang *et al.*, 2011). Jason (2016) opines that project managers should be in charge of the entire implementation phase through allocating resources in line with the project goals.

NGO projects succeed due to proper design of projects, realistic estimates of budgets and times frames, secured funding, effective communication; and strengths of institutions (Lawrence *et al.*, 2007). Parameters of time, quality and costs ought to be stated, outlines and contracted for purposes of assessment of performances (Kerzner, 2013). Many African organizations have not yet managed to succeed in implementing projects within their scope

(Phillip, 2017). Majority of projects of NGO are marred by implementation and success hitches. It is in regard of the above gaps that project management inclusion affecting NGOs performances in Kenya is going to be assessed.

The whole characteristic of a project in terms of its impact on the receivers and if the arrangements are appropriate is referred to as project performance. The importance of project management performance is shown by its emphasis on ongoing improvement through various project types (Mathenge, 2020). A project is a task that is usually short term in nature whose main objective is to make products and services which are distinctive in nature in a certain time framework. These projects are usually guided by the objectives of an organization (Ohara, 2015). The fundamental goal of project performance is to improve the project's ultimate accomplishment, which necessitates a basis for comparison for determining what actually constitutes successful project.

The upkeep of high-quality practices and improved abilities to accomplish project tasks (e.g. resource allocation and support project standardization) is feasible through the teammates' attainment of high practices and improved expertise to obtain project activities (Mohamed *et al.*, 2017). It also relates to the procedure of creating favorable results, that illustrates how managerial decisions can influence performance (Anderson & Lannon, 2019). Projects vary based on the industry, scope and size and usually vary in the way they are executed. When undertaking projects organizations do aim at executing them at minimum cost, short time and good quality (Bradley, 2012). To realize this, project management is imperative as it make sure that all the resources that have been committed towards the projects are effectively managed eventually leading to good project performance

Project Inclusion is defined by PMI (2017) as "the capabilities and ways of creating, organizing, and supervising project tasks throughout the project's lifecycle in order to accomplish the organization's goal." Additionally, it is claimed that project

management practices are currently the greatest technique for managers to accomplish a particular objective. A system, method, or process that has been refined through testing and use is thought to be superior to others for conveying a particular conclusion, plan of action, or method of operation when working on a particular project.

Menoka (2014) defined project management inclusion in respect to “the everyday procedures of completing administrative and operational activities and making choices”. It is common or anticipated practice for knowledgeable or mainly authorized individuals to integrate and coordinate program inputs in order to satisfy project performance standards with respect to duration, money, and excellence. Crawford (2014) shows project systems and processes as optimum techniques for completing tasks in order to achieve higher performance.

Management Commitment refers to the attitude and leadership display of management in relation to the initiation and execution of projects. Management commitment involves management participation, communication and planning. Ochieng (2009) observes that the reason why a number of NGOs were not in a position to execute successfully the projects they undertake arises from ineffective execution strategy. Lysons and Farrington (2006) observes that poor execution processes are caused by lack of commitment by management as well as wrong knowledge on the methodologies and this ultimately delays the projects. Management is thus essential in the projects execution process.

Project Resource Allocation refers to the adequate mobilization and distribution of various resources necessary for the execution of projects. These include technological, physical, financial and human resources. Garbharan, Govender and Msani (2012) observes that resource availability is a critical success factor for project execution and success. Therefore a plan of managing resources should be developed in collaboration with other stakeholders to avert the diversion of funds budgeted for the

project. It also entails reporting and deciding on any potential changes during the adoption or strategic planning process (Slevin, 2014). It is defined as the methodical and effective management of contract formulation, implementation, and assessment with the goal of optimizing budgetary and functional efficiency while reducing risk.

Technical Competence are the skills and know how as regards to team which are engaged in the implementation process of projects, from the initiation stage up to the execution stage. Competence is defined as the knowledge, skills and abilities an individual contributes to a profession. Competence refers to a person's underlying attributes that contribute to their ability to accomplish a task. It can also be defined as the ability to accomplish tasks in a workplace setting (Bredillet, Tywoniak, and Dwivedula, 2015). Technical competence include the skills of the members of the project team, the qualifications of the managers running the project and the team spirit. Ondari and Gekara (2013) observes that some of the technical competence involves capacity of contractors, capacity of supervision, and support from management and design specifications. According to Muchiri (2014), the factor of training guarantees that specified initiatives are implemented effectively, resulting in project performance. According to Dinsmore and Cabanis-Brewin (2014), project management skills are mostly developed in consulting, institutional, and professional organizations, rather than in schooling. The most critical project management abilities are yet to be determined. Although some experts say that technical experience is the most crucial element for a productive venture, others believe that interpersonal or soft capabilities are more vital. As a result of resource allocation, the project plan is reviewed and modified, phases are revised, and project completion deadlines are revised (Selaru, 2012). According to Meredith and Mantel (2010), resource allocation improves the scheduled timeline for specific project, dates each resources

will be considered necessary as well as the threshold of that necessity, and the scheduled total combined expenses incurred over time by the resources. Because resources are limited, it is critical to distribute them judiciously in order to accomplish the program objectives (Njiru, 2018).

Many organizations embrace stakeholder involvement as a smart project management approach (Rahab, 2017). As a result, the standard of services and goods improves. The increased product cost also boosts the project or service's long-term viability. There's been very little study on how stakeholder involvement leads to reducing project risk and increasing project quality in order to help provide effective and sustainable project (Menoka, 2014). The majority of previous studies concentrated on the contributing factors to project success or failure, with little attention paid to the procedure and its impact on project performance. As a result, there is a tremendous need to obtain information on how different stakeholders execute the entire project process, as well as the efficiency of the management methods and their effects on NGOs performance, which is the topic of this research.

Statement of the Problem

Project management inclusion is a critical aspect of project administration because it allows the project manager to plan, design, and complete projects on schedule and within budget and scope, as well as establishes effective solutions to handle any issues (Dissanayaka & Kumaraswamy, 2013). Turner and Muller (2015), on the other hand, discovered that people participating in project management do not align with a proactive approach in addressing the uncertainty. As a result of failing to anticipate potential risk, project delays and overruns are frequent. Project cost overruns, delivery delays, and even project abandonment before completion were caused by incomplete information and poor project management.

In Kenya, a little below 40% NGOs regularly record failure of projects (Mathew, 2011). According to Rotich (2014) majority of the projects being

undertaken are never completed within the budget and timeline in addition to falling short in terms of quality. Further the failures in most projects have become existential as they are undertaken in an environment with uncertainties, risk complexities and pressure coming externally (Ika, Diallo and Thuillier, 2012). Unanticipated actions, changeable needs, constraints and clashing flow of resources, are detrimental to the success of projects being undertaken by NGOs in Nairobi County. Nairobi NGOs project teams grapple with intricate tasks of implementing the projects on daily basis (Achieng, 2016). This is coupled with poor management capabilities. According to Nganga (2016) some of the notable challenges NGOs had to deal with in Kenya include the slow pace of implementation of the projects where they have partnership with the local communities, illiteracy levels which hinders human capacity in the implementation of the projects at the community level; this often leads to a lot of cost being incurred in trainings. There has also been a challenge in terms of resource allocation owing to the increased demand for their services at the community levels. This therefore calls for an understanding on their project management capabilities and the impact they have on project implementation. These challenges have also created a need to understand the potential external and internal factors that continue to make it difficult for the organization to achieve its desired goals, as well as bridge the gap that exists on the literature.

Project management has been the subject of numerous researches, some of these studies were carried out on projects outside Kenya, like, Garbharan, Govender and Msani (2012) in their assessment of important performance variables that influence achievement in the projects within the building sector in Durban, South Africa established that the critical factors of project success are competence, communication, cooperation and commitment. Usman (2018) examined the relationship between management competencies and project complexity in Pakistani

Public sector projects. Other studies were carried out on other projects outside NGOs. Wambugu (2013) assessed the essential component for the efficient execution of Rural projects in Kenya by using Rural Electrification Authority as a case study. Other studies focused on implementation and evaluation of projects, Ngatia (2016) did an evaluation on the institution's factors of implementing monitoring and evaluation methods utilized in community specific projects in Kibera Slum, Kenya. Rungiri and Njangiru (2018) while analyzing the water projects in Nyeri intended to ascertain the correlation between availability of resources and projects' effectiveness. The lack of management commitment, inadequate resource allocation, improper technical competence and poor stakeholder involvement are factors affecting performance of NGOs in the Kenyan metropolis of Nairobi. as a result, this research sought to assess the impact of project management inclusion on performance of Non-Governmental Organizations in Nairobi metropolitan, Kenya.

Objectives of the Study

- To establish the effect of management commitment on the performance of Non-Governmental Organizations in Nairobi metropolitan, Kenya.
- To determine the role of resource allocation on the performance of Non-Governmental Organizations in Nairobi metropolitan, Kenya.
- To assess the influence of technical competence on the performance of Non-Governmental Organizations in Nairobi metropolitan, Kenya.
- To evaluate relevance of stakeholders involvement on the performance of Non-Government Organizations in Nairobi metropolitan, Kenya.

This research study aimed at findings answers to the following questions;

- What is the effect of management commitment on the performance of Non-Governmental Organizations in Nairobi metropolitan, Kenya?

- What is the role of resource allocation on the performance of Non-Governmental Organizations in Nairobi metropolitan, Kenya?
- What is the influence of technical competence on the performance of Non-Governmental Organizations in Nairobi metropolitan, Kenya?
- What is the relevance of stakeholders' involvement on the performance of Non-Governmental Organizations in Nairobi metropolitan, Kenya?

Management Commitment and Performance of NGOs

Korzaan (2009) examined the connection between commitment of executives and IT projects' performance in USA. Survey was done targeting the professionals within the IT sector in various sectors. It was ascertained from the findings that management commitment to the objectives of the project positively influenced the performance. While this study employed survey, the current study is going to utilize descriptive research design. Additionally, the present study is going to assess the projects of NGOs in Nairobi Metropolitan Kenya as opposed to only the projects in the IT sector.

An assessment by Patrick (2010) ascertained that many non-government organisations were still in the process of taking up project execution with only some organizations having managed to effectively execute it. The reason why a number of NGOs were not in a position to execute successfully the projects they undertake arises from ineffective execution strategy (Ochieng, 2009). Many projects undertaken by NGOs experience impediments that adversely influence the process of project execution (Muli, 2008). Lysons and Farrington (2006) observes that poor execution processes are caused by lack of commitment by management as well as wrong knowledge on the methodologies and this ultimately delays the projects.

Buba and Tanko (2017) assessed how planning of projects impacts the performance of projects under constructions sector in terms of quality. Three main groups were targeted including; architects, quantity surveyors and builders where forty three

questionnaires were distributed to them. It was ascertained that the project executive's transformational leadership style contributes towards inter-functional relationships.

Yang, Wu and Huang (2011) determined the link between project planning and its success. Questionnaires were utilized to get information regarding the style of leadership of the manager in charge of the project, scope, quality, budget and the satisfaction of the clients.

The outcome revealed that good leadership in management of project results in better relationships among the project teams. It was found that the spirit of teamwork significantly impact project performance.

Project Resource Allocation and Performance of NGOs

In their analysis of key achievement elements influencing the success of projects within the construction business in Durban, South Africa, Garbharan, Govender, and Msani (2012) established that the critical factors of project success are competence, communication, cooperation and commitment. The study recommended that the managers in a project should not only possess the technical skills that directly relates to the project to be undertaken but also team management skills. Another critical success factor is the resource availability. Therefore a plan of managing resources should be developed in collaboration with other stakeholders to avert the diversion of funds budgeted for the project.

Wambugu (2013) assessed the determining aspects for the effective execution of Rural Electrification projects in Kenya by the Rural Electrification Authority. The conclusions reported that provision of good quality resources, coordination, efficient execution and organizing of projects led to the timely and effective execution of the Kenya's rural electrification projects.

In the Kenyan slum of Kibera, Ngatia (2016) evaluated the institutional aspects of the implementation of the monitoring and evaluation

techniques employed in particular community programs. A populace of 138 and a sample of 122 respondents using descriptive survey presented the outcome of the study. The outcome revealed the existence of weaknesses in the aspects which influence on the operationalization of government projects and their Monitoring and Evaluation. These weaknesses adversely affect the projects and must be addressed seriously. The main weakness was the inadequacy of funds and allowances for the committee in charge of monitoring and appraisal hence resulting in poor performance.

Rungiri and Njangiru (2018) while analyzing the water projects in Nyeri sought to ascertain the link between availability of resources and project performances. Descriptive research design was utilised and the populace were 86 projects with 60 of them being sampled. Questionnaires were used in data collection and targeted the project managers. The outcome from correlation analysis established that resources availability determined performance. Whereas the assessment focused on projects under the water sector, the ongoing assessment is going to mainly focus on those projects of NGOs.

Technical Competence and Performance of NGOs

In their analysis of Kenya's road projects, Ondari and Gekara (2013) identified the main elements that contribute to successful project completion. The results established that capacity of contractors, capacity of supervision, and support from management and design specifications ensures that Kenyan road projects are successfully completed. It was ascertained further that design specifications had the highest significant relationship with successful completion of road projects.

Waithera and Wanyoike (2015) examined the link between the performance of funded Agribusiness Youth Projects and Project Monitoring and Evaluation. The focus was Bahati Sub County, Nakuru County, Kenya. Through census sampling approach, 50 projects were targeted and questionnaires were issued to gather responses. The outcome disclosed that staff training had a

significant impact on project monitoring and project performances (pvalue=0.01). The conclusion from the study was that the fund managers should offer training courses to all youths applying for the funds.

Usman (2018) examined the relationship between management competencies and project complexity in Pakistani Public sector projects. 100 questionnaires were given to the respondents out of which 82 responded. The targeted respondents were the project managers. The outcome of the research analyzed using regression analysis revealed a positive correlation between competencies and performances. The assessment narrowed to Pakistani projects in public sectors while the current assessment is going to focus on the projects by the Kenya's NGOs.

Stakeholder's Involvement and Performance of NGOs

Macharia (2013) investigated the impact of stakeholders' participation on project outcomes. The study's goal was to see how involved stakeholders were in the project's outcome of Kigumo girls Academic Centre of Excellence. The investigation was conducted using a descriptive survey design. The study's participant population comprised 418 respondents in total. Data was gathered via a semi-structured questionnaires and interviews. The research recognized and discovered that stakeholders' participation in the project's execution, identification as well as planning led to improved outcomes of projects.

Mwai (2016) investigated the elements that determine the success of Somaliland Development Fund-sponsored projects. The goal of the study was to see how technical skill, civil unrest, managerial skills, and stakeholder involvement affected project performance. A descriptive research design was adopted in this investigation. Management, community members, public officials, and project personnel were among those who responded to the survey. There were 158 participants in the study overall, and the sample size was 63. (respondents). The research study discovered that the involvement of stakeholders had an impact on the project's

success. There was also a favorable effect of stakeholder participation, which led to increased project management success and favorable project performance.

Kobusingye, Mungatu, and Mulyungi (2017) looked into the impact of stakeholders' involvement on the success of WASH projects in Rwanda. The goal of the study was to see how the participation of stakeholders affected the project's outcome. A descriptive survey methodology was used in the investigation to reach out to diverse stakeholders in Rwanda's WASH initiative. Semi-structured survey questionnaires were used to collect the data, conversations, and inspections through the response of 409 respondents. Stakeholder participation in project initiation and implementation influenced project outcomes, according to the findings. The study focused solely on the involvement of stakeholders, which is only 1 parameter in the planned research. Additionally, the study was conducted in Rwanda, where the economic and climatic conditions differs from that of Nairobi metropolitan, Kenya.

Rahab (2017) conducted research to determine the impact of PMP on attaining mobile money transfer goals in Kenya. Orange Money was the subject of the research. The goal of the study was to see how stakeholder involvement influenced Orange Money's success. The study's participants were 420 Telkom Kenya employees who worked in the company's Nairobi headquarters. Questionnaires, an interview guide, and a document analysis guide were employed to gather data.. According to the study, there is a strong, positive relationship between Orange Money success and its stakeholders. Because this is a single institution, the conclusions of the study cannot be applied to all initiatives. As a result, it is necessary to investigate a number of projects in order to determine how stakeholders' involvement affects their performance.

The impact of stakeholders' participation in project management on the execution of projects, particularly those in the field of road construction,

was examined by Mandala (2018). According to the study's conclusions, stakeholders significantly influence the construction projects in Bondo Sub County. This present research will focus on NGOs projects in Nairobi metropolitan, Kenya, while the previous study looked at road projects in Bondo sub-county.

METHODOLOGY

This study was guided by descriptive research design. The appropriate research design for this research was descriptive research methodology as it aims at exploring the linkage between project management inclusion and performance of NGOs in Nairobi Metropolitan area, in Kenya.

A research target population entails the set of individuals or firms of interest which will be covered in a study. The populace comprise of all the thirty projects handled by NGOs in Nairobi metropolitan, Kenya that have been completed. The targeted respondents were 300 involving 30 project managers and 270 project team members.

The researcher utilized both purposive and stratified sampling techniques. The latter entailed the division of the research population into significant strata in view of the 30 NGO projects. A stratified random sample which provides accurate results for heterogeneous population was the appropriate sampling technique for this study. The research proportionately selected 10%-30 % of its population target in each stratum which was seen to be sufficient enough according to Mugenda Mugenda (2013) which is demonstrated below:

In getting the needed information from the population, a questionnaire was administered. Close ended questions were presented as they lead to structured responses that facilitate tangible

recommendations. Various characteristics were tested with an aim of ensuring a reduction in the number of responses that are related while ensuring varied responses. Drop and pick afterward technique was utilized.

The validity of the research was viewed using construct and content validity. Content validity entails representation of samples of a given study. In line with Gillham (2008) for a content validity, the knowledge highlighted in the study must be in accordance with a general knowledge base. Therefore, to establish validity of research instruments, the questionnaire was issued to specialists in project management discipline in order to check and audit for errors and make appropriate modifications. Construct validity was tested through visualization from the lens of various studies and empirical review Gillham (2008). In addition, the research instrument was also tested by the supervisor.

Reliability of Instrument

Reliability of a research instrument is identical with the evenness of test, examination, measuring device and survey. The index alpha is normally the fundamental internal constancy index and can be accredited as the variables correlations mean not withstanding their arrangement (Anastasiadou, 2006). Its common purpose is to ascertain if the questions devised are substantial and reliable.

Internal consistency was assessed using a Cronbach's alpha coefficient in order to determine if the instrument is reliable. For every construct in the questionnaire, the alpha index was calculated. Besides, the examination set up the summative reliability for the whole questionnaire. The set threshold by Field (2009) is an alpha Of 0.7 and above. Table 1 displays the findings of the analysis.

Table 1: Reliability Analysis

Variable	No. of items	Cronbach alpha Coefficient	Decision
Management Commitment	8	0.776	Reliable
Resource Allocation	6	0.816	Reliable
Technical Competence	8	0.871	Reliable
Stakeholders Involvement	6	0.764	Reliable
Overall reliability Index	28	0.807	Reliable

The findings of reliability analysis indicated that management commitment, resource allocation, technical competence and stakeholder involvement had Cronbach alpha constants of 0.776, 0.816, 0.871 and 0.764 respectively. This implies that all the variables surpass the threshold value of 0.7. Consequently, this demonstrates that the research instrument was reliable.

The strategies that were utilized to examine data and evaluate the questions are discussed in data analysis. Accuracy assessment for the questionnaires were performed before starting the survey, including reviewing, classifying, inputting, and data cleaning. The information gathered was examined with quantitative analyses or statistics. The descriptive analysis aided in understanding the

data and assessing the responders' level of confidence with each factor's numerous claims. The data was then analyzed using Multiple Regression Analysis methods. Performance of NGOs in Nairobi metropolitan, Kenya, was analyzed using four variables: management commitment, resource allocation, technical competence and stakeholder's involvement. Also, the responses in the questionnaires were subjected to coding, tabulation and analyzed aided by SPSS version 26.

Results on Regression Coefficients

The strength and significance of each predictor was analyzed using beta coefficients. Each independent variable was as displayed.

Table 2: Regression Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
	B	Std. Error	Beta	t	Sig.	Tolerance	VIF
(Constant)	-.176	.230		-.768	.445		
Management Commitment	.357	.121	.311	2.959	.004	.252	3.969
Resource Allocation	-.314	.096	-.325	-3.266	.002	.282	3.542
Technical Competence	.366	.080	.385	4.600	.000	.398	2.515
Stakeholders Involvement	.651	.108	.589	6.046	.000	.293	3.409

In this research, the influence of predictor variables on dependent variable were chiefly evaluated by using the standardized coefficients at 0.05 alpha. The findings indicates that management commitment has a substantial effect on performance of NGOs ($\beta=0.311$; $p<0.05$). Similarly, it was established that resource allocation was found to have a substantial impact on performance of NGOs ($\beta=-0.325$; $p<0.05$). Additionally, it was established that technical competence and stakeholders' involvement both had a significant influence on performance of NGOs with ($\beta=0.385$; $p<0.05$) and ($\beta=0.589$; $p<0.05$) respectively.

Variance Inflation Factor (VIF) showed that all the variables' loadings were as follows: management commitment, resource allocation, technical

competence, and stakeholders' involvement with VIFs of 3.969, 3.542, 2.515 and 3.409 respectively. This implies that the variables lacked multicollinearity issues which if present could affect the overall significance of the model.

According to Akinwande, Dikko and Agboola (2015) when more than two of the predictor factors in a regression model are moderately or greatly associated, multicollinearity occurs and that is problematic. It is accepted that VIF should be less than 10.

The resultant regression model is: Performance = - 0.176 + {0.311*MC} + {0.325*RA} + {0.385*TC} + {0.589*SI}

CONCLUSION AND RECOMMENDATION

The commitment of management increases operations and performance. As a result, managers must demonstrate devotion to their task in order to lead the work process. Therefore, project management requires utmost commitment regarding their roles. Resource allocation is a vital component of project success in any business. Its financial and material deployment may have an effect on the project execution cost and time. Hence, enough physical resources help NGOs perform better on projects. This implied that lack of these resources, implementation of projects plans could be hindered.

Technical competence is critical in project execution and hence its performance. Project team member who are engaged in the project execution must have requisite skills and knowledge on project management. Through an awareness of the complex difficulties that arise during the project life cycle, technical skills help project managers lead and manage more successfully.

Capacity building is imperative in project planning because it allows stakeholders to gain competencies and abilities that will help them be more effective and long-term. All stakeholders should be included in selecting the project location, determining community needs, and carrying out the community projects.

Effective project administration requires the managers to demonstrate devotion to their duty in order to lead the work process to greater achievement. Management should strive to provide resources needed to accomplish a task within required time. Specifically, financial, human, and other physical resources ought to be within the disposal to boost project performance. Team members who are involved in project execution require essential skills and knowledge on project administration. Thus, a continuous staff training is central for an organization to meet its objectives. All stakeholders should be incorporated in all the stages of project life cycle for smooth execution of the project and success.

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