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**TRAINING AND EMPLOYEES' INTENTION TO QUIT DRUGS AND ALCOHOL ABUSE IN THE COUNTY
GOVERNMENT OF KISUMU, KENYA**

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TRAINING AND EMPLOYEES' INTENTION TO QUIT DRUGS AND ALCOHOL ABUSE IN THE COUNTY GOVERNMENT OF KISUMU, KENYA

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Abstract

Alcohol and drug abuse in workplaces pose significant challenges, impacting productivity, health, and safety. Despite governmental policies, shortcomings in implementation and enforcement persist, highlighting a gap in research on the influence of HR practices on employees' quitting behavior amidst substance abuse in Kenya. Therefore, the objective of the study was to determine the effect of training on employees' intention to quit drug and alcohol abuse in the County Government of Kisumu, Kenya. The study was anchored on social learning theory, Social Exchange Theory, Social Cognitive Theory Social Support Theory. Descriptive research design was used. Target population comprises 126 employees within the Ministry of Health, Kisumu County, Kenya, who are grappling with alcohol and drug abuse. census approach was utilized. Data was gathered through the use of five point closed questionnaires comprised of seven components. To ensure the reliability of the data gathered and the subsequent findings, Cronbach's Alpha coefficient was used. Descriptive statistics, such as frequency, percentages, mean, standard deviation and Inferential analysis which were include Pearson correlation and multiple regression analysis. Findings showed that training has significant and positive effect on employee' intention to quit drug and alcohol abuse in the County government of Kisumu, Kenya. The study concludes that Training has an effect on employees' intention to quit drug and alcohol abuse within Kisumu County government, Kenya. Thus, training play crucial role in motivating employees to overcome substance abuse issues. It is recommended that the Kisumu County government enhances its human resource practices by expanding training. This includes implementing regular training sessions to raise awareness of substance abuse and recovery resources.

Key Words: Training, Human Resource Practices, Abuse of Drugs and Alcohol

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INTRODUCTION

Alcoholism and alcohol abuse present significant challenges in the workplace, with far-reaching effects on individuals, families, organizations, and society as a whole (Sullivan et al., 2019). Workplace alcoholism not only compromises the safety and well-being of employees but also imposes a considerable burden on organizations, leading to increased accidents, injuries, and diminished performance levels (WHO, 2018). For instance, Sawicki and Szóstak (2020) discovered in their study of 219 accidents that 17.4% of incidents were directly attributed to excessive alcohol consumption during work hours, underscoring alcohol's significant contribution to workplace hazards and mortality rates.

Despite the pervasive challenges posed by alcoholism in the workplace, there is promising evidence that evidence-based programs and policies can effectively prevent early initiation and use of alcohol among employees (Gonzalez et al., 2019). However, a notable gap remains in addressing quit behavior among employees grappling with alcoholism. This gap has prompted scholars to increasingly explore the role of human resource (HR) practices in managing and mitigating the impact of alcoholism on employee behavior and organizational outcomes (Frone, 2016). By implementing effective HR practices, organizations can potentially influence employees' intention to quit alcohol and foster healthier behaviors in the workplace.

Recognizing the limited efficacy of existing approaches for addressing quit behavior among employees, Human Resource (HR) practices have emerged as a critical area of focus for interventions aimed at supporting individuals struggling with alcoholism (Cullen, 2020). Thus, this study attempted to understand how HR practices can shape employees' intention to quit alcohol, and develop targeted interventions and support systems to promote healthier behaviors and create a supportive work environment for individuals in recovery (Cleveland et al., 2017).

Globally, alcohol presents significant negative impacts in the workplace, contributing to reduced productivity, increased absenteeism, sickness, tardiness, accidents, and ultimately, poor organizational performance (Dordoye et al., 2021). In the United States, statistics reveal that out of the 14.8% of individuals who abuse drugs and alcohol, 70% of them are employed, highlighting the prevalence of substance abuse issues in the workforce (SAMHSA Survey, 2020). Furthermore, research by Smith (2017) indicates that employees with a history of frequent job changes are more likely to engage in drug abuse, emphasizing the link between employment instability and substance misuse.

Alcohol consumption among employees also poses serious public safety concerns, particularly in roles such as security and medical care, where it can lead to increased instances of aggression and compromise the individual's ability to perform effectively (Lokesh, 2019; Gómez-Recasens et al., 2018). Within the European Union, between 5 and 20% of active employees are facing alcohol-related challenges, underscoring the widespread nature of the issue across different regions (Borrelli et al., 2022). The United Nations recognizes the alarming increase in alcohol use globally over the past two decades, highlighting its pervasive impact on societies worldwide (UNODC, 2022).

Regionally, alcohol consumption in the workplace presents significant challenges across African countries, with varying impacts on employee performance and organizational outcomes. Despite the implementation of workplace alcohol interventions in Africa, their effectiveness remains largely untested, as highlighted by Mupara et al. (2022). In Nigeria, alcohol consumption among workers is often used as a coping mechanism for stress during working hours, leading to negative effects on their performance (Ani et al., 2022). Similarly, in Ghana, excessive alcohol consumption among teachers not only results in hangovers during work but also contributes to high rates of absenteeism and curriculum disruptions (Ayom-Yeri

& Edmund, 2020).

In the local context of Kenya, the National Authority for the Campaign Against Alcohol and Drug Abuse (NACADA) has identified a significant issue concerning alcohol abuse among employees, costing employers billions of shillings in lost productivity (NACADA, 2018). The findings reveal that a substantial portion of public service employees, approximately 57.9%, have used alcohol at least once in their lifetime, with 33.3% classified as current consumers (NACADA, 2018). This indicates a pervasive issue within the workforce, making alcohol abuse a serious national occupational, health, and safety concern with adverse consequences on individuals, society, and organizations (NACADA, 2022).

Statement of the Problem

Alcohol and drug abuse within workplace settings presents substantial hurdles for employees, their families, and organizations alike, amplifying pre-existing occupational risks and contributing to diminished productivity, compromised health, and elevated safety hazards (Borrelli et al., 2022). The County Government of Kisumu, Kenya among other regions, grapples with this issue, as evidenced by over 126 employees actively seeking to abstain from alcohol and drug misuse (Ministry of Health Kisumu County Government, 2023). A report by the National Authority for the Campaign against Alcohol and Drug Abuse (NACADA) underscored the detrimental impact of alcohol and drug misuse in the workplace, prompting calls for decisive action from relevant stakeholders (NACADA, 2023). Despite clear governmental policies designed to tackle workplace alcohol misuse, the persistence of this problem suggests shortcomings in implementation and enforcement (NACADA, 2021).

Historically, efforts to combat substance misuse in the workplace have primarily focused on identifying and rehabilitating individuals with severe alcohol and drug dependency issues (International Labour Organization, 2023). However, despite these efforts, workplace alcohol misuse and drug abuse endure, prompting scrutiny regarding the efficacy

of existing interventions. While various studies have examined the prevalence and consequences of alcohol misuse in specific workplace contexts, limited attention has been paid to the influence of HR practices on the quitting behavior of employees grappling with alcohol and drug dependencies.

Studies conducted by Kaithuru and Stephen (2015) and Waruguru (2023) shed light on the prevalence and impact of alcohol misuse in distinct workplace environments, such as the Kenya Meteorological Station and the National Health Insurance Fund (NHIF). Although interventions implemented at NHIF were deemed moderately effective, the ongoing prevalence of substance misuse in the workplace highlights the necessity for more targeted approaches (Waruguru, 2023). Despite researchers demonstrating the efficacy of various workplace interventions, the extent to which Training practices influence quitting behavior among individuals struggling with alcohol and drug dependencies remains largely unexplored. Consequently, the question of whether Training interventions aimed at reducing alcohol consumption are universally effective, or if specific prevention strategies yield superior outcomes, remains unresolved.

Study objective

To assess the effect of training on employees' intention to quit drug and alcohol abuse in the County government of Kisumu, Kenya.

Hypothesis

H₀₁: Training has no significant influence on intention to employees' intention to quit drug and alcohol abuse in the County Government of Kisumu, Kenya.

LITERATURE REVIEW

Theoretical Literature Review

Social learning theory

Social Learning Theory by Albert Bandura's (1977) emphasizes the importance of observational learning, whereby individuals acquire new behaviors and attitudes by observing the actions

and experiences of others, particularly role models or peers (Khalil, & Shattla, 2024). In the context of addressing substance abuse and intention to quit among employees, this theory suggests that training programs can serve as platforms for modeling positive behaviors and attitudes toward quitting addictive behaviors (Liu, et al., 2020). By witnessing successful coping strategies, receiving encouragement from trainers or peers, and experiencing positive reinforcement for progress, employees may internalize the belief that quitting is feasible and beneficial, thus strengthening their intention to quit.

Bandura's theory also underscores the role of self-efficacy, the belief in one's ability to successfully execute behaviors necessary to achieve desired outcomes. Training interventions designed to enhance self-efficacy can empower employees by providing them with knowledge, skills, and resources to cope with addiction-related challenges effectively (Kabiri, et al., 2020). Through mastery experiences, vicarious learning, social persuasion, and emotional arousal, these interventions can boost employees' confidence in their ability to resist relapse and pursue a substance-free lifestyle, thereby increasing their intention to quit (Moos, 2018).

Applying Bandura's Social Learning Theory in studying the effect of training on Employee' intention to quit drug and alcohol abuse in Kisumu County Government offers valuable insights into the mechanisms underlying behavior change in this population. By incorporating elements of observational learning, social reinforcement, and self-efficacy enhancement into training programs, policymakers and organizational leaders can design interventions that address both the individual and social determinants of addiction recovery. Bandura's theory provides a comprehensive framework for understanding and addressing the complex interplay of cognitive, behavioral, and environmental factors in promoting intention to quit among employees struggling with addiction in Kisumu County government.

Social Exchange Theory

Social Exchange Theory (SET) provides a valuable framework for understanding the dynamics of social relationships, including those within the workplace. SET posits that social interactions are governed by a process of reciprocal exchanges, where individuals evaluate the costs and benefits associated with their relationships and make decisions accordingly (Homans, 1961; Blau, 1964; Emerson, 1962, 1972; Ekeh, 1974). In the context of the study on counseling services and Employee' intention to quit drug and alcohol abuse in Kisumu county government, SET can offer insights into the mechanisms underlying employee behavior and decision-making processes.

Firstly, SET highlights the importance of assessing the costs and benefits of social relationships. In the case of drug and alcoholic employees seeking counseling services, they may weigh the potential benefits of accessing support and treatment against the perceived costs, such as stigma, confidentiality concerns, or potential repercussions on their job security (Al-Zyoud & Mert, 2019). Employees may consider factors such as the quality of counseling services, the level of confidentiality offered, and the perceived effectiveness of interventions in addressing their substance abuse issues (Hsieh, et al., 2019).

Moreover, SET emphasizes the role of reciprocity in social exchanges. Employees may engage with counseling services with the expectation of receiving support, guidance, and assistance in addressing their substance abuse problems. However, they may also consider what they can offer in return, such as compliance with treatment plans, active participation in therapy sessions, or improvements in job performance. The perceived fairness and equity in the exchange of resources and benefits between employees and counseling services may influence their willingness to engage in treatment and their intention to remain employed.

Furthermore, SET underscores the importance of relational outcomes in shaping social behavior. Employees' experiences with counseling services,

including the perceived effectiveness of interventions, the quality of therapeutic relationships, and the outcomes of treatment, can impact their overall satisfaction with the exchange and their subsequent intentions regarding employment. Positive outcomes, such as reduced substance use, improved mental health, and enhanced job performance, may reinforce employees' commitment to remaining in their jobs despite facing substance abuse challenges.

Overall, Social Exchange Theory offers a valuable lens through which to understand the complex interplay between counseling services, employee intentions to quit, and the dynamics of social relationships in the workplace. By considering the costs, benefits, reciprocity, and relational outcomes associated with engaging with counseling services, researchers and practitioners can gain deeper insights into the factors influencing employee behavior and inform the development of effective interventions and support mechanisms tailored to the needs of drug and alcoholic employees in the Kisumu County government setting.

Social Cognitive Theory

Social Cognitive Theory (SCT), developed by Albert Bandura (1986), focuses on the reciprocal interaction between individuals, their behaviors, and the social environment. In the context of Employee Wellness program for drug and alcoholic employees, SCT provides a comprehensive framework for understanding how individuals' beliefs, attitudes, self-efficacy, and social influences influence their intentions to quit substance abuse and engage in treatment.

One key concept of SCT is self-efficacy, which refers to individuals' beliefs in their ability to successfully perform specific behaviors to achieve desired outcomes (Ghobadi, et al., 2023). In the context of rehabilitation programs, employees with higher levels of self-efficacy may be more motivated to participate actively in treatment, adhere to program requirements, and persist in their efforts to quit substance abuse despite challenges or setbacks. Therefore, understanding employees'

self-efficacy beliefs is crucial for designing effective rehabilitation interventions that bolster confidence in their ability to change behaviors.

Moreover, SCT emphasizes observational learning, suggesting that individuals can acquire new behaviors and skills by observing and modeling others' behaviors (Moturu & Lent, 2023). In the context of Employee Wellness program, providing opportunities for employees to observe and interact with peers who have successfully completed treatment or achieved sobriety can serve as powerful motivators and role models, fostering hope and belief in the possibility of change.

Additionally, SCT emphasizes the role of outcome expectations, suggesting that individuals are motivated to engage in behaviors that they believe will lead to positive outcomes and avoid behaviors associated with negative consequences. In the context of Employee Wellness program, highlighting the potential benefits of sobriety, such as improved health, job performance, relationships, and overall well-being, can enhance employees' motivation to participate in treatment and remain committed to recovery.

Social Support Theory

Social Support Theory by Sidney Cobb in 1976., rooted in the broader field of social psychology, posits that individuals' health behaviors and outcomes are influenced by the support they receive from their social networks, including peers, colleagues, friends, and family. This theory suggests that social support can come in various forms, including emotional support (e.g., empathy, encouragement), instrumental support (e.g., tangible assistance, resources), informational support (e.g., advice, guidance), and appraisal support (e.g., feedback, validation) (Vuong et al., 2023). The fundamental premise of Social Support Theory is that individuals who perceive themselves as having strong social support networks are better equipped to cope with stressors and challenges, leading to improved health and well-being outcomes (Jasiński, & Derbis, 2023).

This theory posits that social support from peers, colleagues, and social networks plays a crucial role in individuals' health behaviors and outcomes (Simbula, et al., 2023). In the context of substance abuse recovery, social support can provide encouragement, understanding, and practical assistance, thereby enhancing individuals' motivation to quit and their ability to cope with challenges. Studies applying this theory have found that higher levels of perceived social support are associated with greater intention to quit substance use (e.g., Green et al., 2017).

Secondly, instrumental support from colleagues and peers can play a vital role in facilitating the practical aspects of substance abuse recovery. This may include tangible assistance such as transportation to support group meetings, financial assistance for treatment costs, or assistance with managing work responsibilities during the recovery process (Zhang, et al., 2023). Access to such instrumental support can alleviate logistical barriers and enhance individuals' ability to engage in treatment and maintain sobriety, thereby

increasing their likelihood of intending to quit substance use.

Furthermore, informational support provided by colleagues and peers can contribute to individuals' knowledge and understanding of substance abuse recovery strategies, treatment options, and coping mechanisms. Peers who have successfully navigated the recovery process can offer valuable advice, share coping strategies, and provide information about available resources and support services. This informational support can empower individuals to make informed decisions about their recovery journey and adopt effective strategies for quitting substance use. appraisal support, in the form of feedback, validation, and affirmation from colleagues and peers, can bolster individuals'

self-esteem, confidence, and sense of self-efficacy in their ability to quit substance use. Positive reinforcement and acknowledgment of individuals' efforts and progress in recovery can reinforce their commitment to change and strengthen their intention to quit substance use.

Conceptual Framework

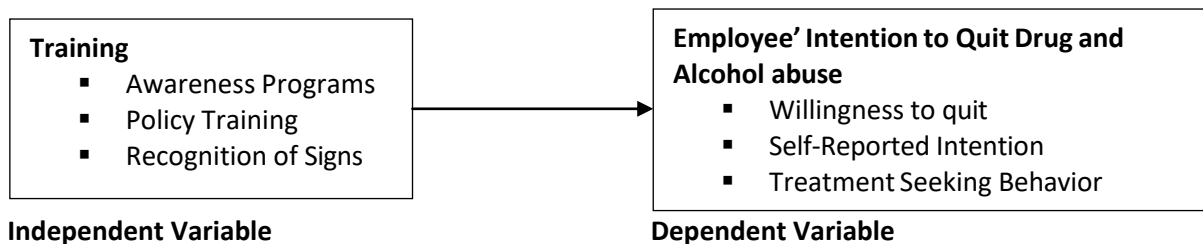


Figure 1: Conceptual Framework

METHODOLOGY

Research Design: This study adopted descriptive research design. It is one of the most widely used non-experimental research designs across disciplines to collect large amounts of survey data from a representative sample of individuals sampled from the target population. Srivastava and Rego (2011) opines that research design is a comprehensive plan of sequence of operations that a researcher intends to carry out to achieve the

objectives of a research study. This study adopted a descriptive survey research design since data involved was quantitative in nature and more so descriptive study focuses on explaining situations.

Target Population: A research population refers to a clearly defined group of individuals or objects sharing common characteristics (Butler-Kisber, 2018). In this study, the target population comprises 126 employees within the Ministry of Health, Kisumu County, Kenya, who are grappling

with alcohol and drug abuse (HR records Ministry of Health, Kisumu County, 2024).

Sample and Sampling Technique: A sampling frame serves as the pool of source materials from which the sample is drawn. As outlined by Cooper and Schindler (2014), a sampling frame is considered ideal when there exists a direct correspondence between the elements in the frame and those in the population. In this study, the sampling frame will consist of the HR records from the Ministry of Health, Kisumu County. These records provide comprehensive data on employees within the organization, particularly identifying the 126 individuals who are grappling with alcohol and drug abuse.

Research Instrument: The objective of any data collecting is to collect high-quality evidence, which translates into rich data analysis and enables the construction of a convincing and believable response to the given questions (Kumar, 2014). To do this, the study's outcomes and findings was based on primary data. Structured questionnaires were used to obtain this data.

Table 1: Response Rate

Strata	Frequency	Response Rate
Total Questionnaire Distributed	126	100%
Total Returned Questionnaires	108	85.7%

From Table 1, out of total 87 distributed questionnaires to 126 employees within the Ministry of Health, Kisumu County, Kenya, who are grappling with alcohol and drug abuse, 87 questionnaires were returned giving a response rate of 84.5%. This response rate was achieved by the researcher and his assistant visiting the research sites daily, patiently waiting for the respondents to fill the questionnaires on site or making personal reminder calls and visits. Those not immediately available were allowed to use drop and pick later method. Cooper and Schindler (2014) affirm this by stating that the study can continue if the response rate is above 60%. An 84.5% response rate was therefore considered very sufficient and satisfactory to conduct the analysis and present

Data Analysis: The collected data was thoroughly examined and checked for errors and tabulated accordingly. The study used descriptive statistics to analyse the data to establish patterns, trends and relationships. Data was presented in frequency tables. The effect of Training Practices on employees to quit the drug and alcohol abuse. The applicable regression model is shown below:

$$y = \alpha + \beta_1 X_1 + \epsilon$$

Where;

Y= attention to quit drugs and alcohol abuse

α = constant

β_1 = parameter estimate

X_1 = Training Practices

ϵ is the error of prediction.

FINDINGS AND DISCUSSION

Response Rate

The response rate was presented from where the respondents were drawn. The response rate was analyzed as per questionnaire order and presented in table 1.

facts.

FINDINGS

Descriptive Statistics

According to Ominde et al. (2022), Descriptive statistics allow you to describe a data set, while inferential statistics allow you to make inferences based on a data set. Descriptive statistics using descriptive statistics, you can report characteristics of your data: Descriptive statistics were used to give a meaningful description of the quantitative and qualitative data of the variables under study before exploring their effect in relation to the expectations of the research design. Percentages, means, modes, medians and standard deviations were used to explore responses from the respondents who were

considered in this study

Descriptive Statistics for Training

The study focused on training among employee' intention to quit drug and alcohol abuse in Kisumu County government, with descriptive statistics conceptualized to assess training programs about

the risks associated with substance abuse, confidence, identifying related signs in the workplace, and awareness. The findings are presented in Table 2, which includes responses from 87 participants regarding various training statements.

Table 2: Descriptive Statistics for Training

n=108		SD	D	N	A	SA	Mean	Std. Dev
The training programs provided by the county government effectively address issues related to drug and alcohol abuse.	%	48.3	19.5	14.9	17.2	0.0	2.01	1.16
The training sessions adequately educate employees about the risks and consequences of drug and alcohol abuse.	%	43.7	13.8	11.5	31.0	0.0	2.30	1.31
I feel confident in identifying signs of drug and alcohol abuse in the workplace after participating in the training.	%	43.7	19.5	8.0	17.2	11.5	2.33	1.47
The frequency of training sessions on drug and alcohol abuse is sufficient for maintaining awareness and knowledge among employees.	%	18.4	31.0	0.0	20.7	29.9	3.13	1.57
I am satisfied with the quality and effectiveness of the training provided by the county government on drug and alcohol abuse.	%	11.5	6.9	11.5	32.2	37.9	3.78	1.33
Training							2.68	0.92

Findings from Table 2 showed that the majority of respondents expressed dissatisfaction with the training programs provided by the county government regarding drug and alcohol abuse issues. Specifically, 48.3% strongly disagreed that the training programs effectively addressed these issues, resulting in a low mean score (Mean = 2.01, Std. Dev = 1.16). Similarly, 43.7% strongly disagreed that the training sessions adequately educated employees about the risks and consequences of substance abuse (Mean = 2.30, Std. Dev = 1.31). Confidence in identifying signs of drug and alcohol abuse after training was also low, with 43.7% strongly disagreeing (Mean = 2.33, Std. Dev = 1.47). On the other hand, perceptions regarding the sufficiency of training frequency were mixed, as 29.9% strongly agreed (Mean = 3.13, Std. Dev =

1.57). Lastly, satisfaction with the overall quality and effectiveness of the training was more positive, with 37.9% strongly agreeing (Mean = 3.78, Std. Dev = 1.33). Overall, the average score for training was (Mean = 2.68, Std. Dev = 0.92), indicating that while satisfaction with certain aspects of the training exists, most respondents found it lacking in several key areas.

Inferential statistics

Correlation Analysis

The correlation analysis presented in Table 3 focuses on the relationship between Training practices and Intention on employees to quit drugs and alcohol abuse. The findings reveal significant correlations exists.

Table 3: Correlation Analysis

		Training practices	Employees to quit drugs and Alcohol
Training practices	Pearson Correlation	1	
	Sig. (2-tailed)		
	N	108	
Employees to quit drugs and Alcohol	Pearson Correlation	.612**	1
	Sig. (2-tailed)	.000	
	N	108	108

Findings showed that there is a strong positive correlation between Employees intention to quit drugs and alcohol and Training practices, with a Pearson correlation coefficient of 0.612 ($p < 0.01$). This suggests that higher levels of Training practices are associated with intention of employee to quit the drugs and alcohol.

Analysis of linear regression;**Linear influence of Training practices on Employees intention to quit drugs and alcohol**

This tested the direct influence of Ease of Use on Performance of Kenya Power and Lighting Company Limited. The results are shown table 4.

Table 4: Direct influence of Ease of Use on Performance

Model Summary						
Model	R	R Square	Adj. R Square	Std. Error		
1	0.708 ^a	0.501	0.477	0.62237		
ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	39.9	4	7.975	20.589	<0.001
	Residual	31.762	82	0.387		
	Total	63.662	86			
Coefficients a						
Model		Un-Standard. Coefficients	Std. Error	Standard. Coefficients	t	Sig.
1	(Constant)	Beta 462	0.169	Beta 0.218	0.169	<0.001
	Training practices	0.207	0.042	0.250	0.012	<0.001

a. Dependent Variable: Employees intention to quit drugs and alcohol

b. Predictors: (Constant), Training practices

From table 4, the model summary shows that $R^2 = 0.501$; implying that 50.1% variations in the employee's intention to quit drugs and alcohol explained by Training Practices while other factors not in the study model accounts for 49.9% of variation. Further, coefficient analysis shows that Training practices has positive significant influence

on Employees intention to quit drugs and alcohol ($\beta = 0.207$ (0.113); $at p < .01$). This implies that a single improvement in effective Training practices would lead to 0.369 unit increase in the intention to quit drugs and alcohol. Therefore, the linear regression equation is;

$$(ii) Y = 0.462 + 0.207X_2$$

Where;

Y = Employees intention to quit drugs and alcohol

X₂ = Training Practices

Additionally, findings from Anigbogu et al. (2023) support the importance of workplace training as a strategy for addressing substance abuse. Their study identified that comprehensive training, along with support systems, helped mitigate substance abuse on construction sites, emphasizing the need for proactive measures in high-stress environments. In this light, the current study reinforces the notion that training serves as a fundamental pillar in empowering employees to resist substance use, ultimately enhancing their intention to quit. Organizations that prioritize training initiatives not only demonstrate a commitment to employee well-being but also foster a culture of accountability and support, which is crucial for long-term recovery.

CONCLUSIONS AND RECOMMENDATIONS

Descriptive findings revealed that a majority of respondents expressed dissatisfaction with the training programs offered by the Kisumu County government regarding drug and alcohol abuse. Specifically, many participants perceived the training as ineffective, with a significant number strongly disagreeing that the programs adequately addressed these critical issues or educated employees about the risks and consequences associated with substance abuse. Additionally, confidence in identifying signs of drug and alcohol abuse after completing the training was notably low, suggesting a lack of assurance among employees. While opinions on the frequency of training sessions were varied, overall satisfaction with the quality and effectiveness of the training was somewhat more positive (Mean = 3.78, Std. Dev = 1.33). These findings underscore that, although there are some positive perceptions, the training programs fall short in several essential areas necessary for effectively combating substance abuse issues. The Correlation analysis revealed that the correlation between employee' intention to quit drug and alcohol abuse in Kisumu County

government and training is notably strong ($r = 0.612$, $p < 0.01$). This suggests that higher levels of training are associated with better employee' intention to quit drug and alcohol abuse in Kisumu County government. regression findings showed that training has a positive and statistically significant impact on employee' intention to quit drug and alcohol abuse in Kisumu County government ($\beta = 0.250$, $p\text{-value} = 0.033 < \alpha = 0.05$).

Based on the findings, the study concludes that training is crucial for enhancing employees' intentions to quit drug and alcohol abuse within the County government of Kisumu, Kenya. Employees perceive training as a vital tool that not only increases awareness about the risks associated with substance abuse but also equips them with essential knowledge and practical strategies for recovery. By participating in comprehensive training programs, employees can better understand the impact of addiction on their personal and professional lives, which fosters a sense of responsibility towards their health and well-being. Furthermore, training sessions that focus on practical skills—such as coping mechanisms, relapse prevention techniques, and stress management—can empower employees to make informed decisions and take proactive steps toward quitting. This enhanced awareness and skill set significantly contribute to their determination to overcome addiction and lead healthier lives.

Based on the conclusion that training is crucial in improving employees' intention to quit drug and alcohol abuse within the Kisumu County government, it is essential for management to prioritize the implementation of comprehensive training initiatives. This should include structured programs focused on substance abuse awareness, prevention, and recovery strategies. By investing in these training opportunities, management can cultivate an informed workforce that understands the importance of recognizing and addressing substance abuse issues. Furthermore, leadership should actively promote participation in these training sessions, fostering a culture of open

dialogue where employees feel comfortable discussing their challenges. Such initiatives can enhance employees' confidence and commitment to overcoming addiction, ultimately leading to a more supportive work environment.

Areas for further studies

The study has offered important empirical evidence regarding the significant impact of human resource practices on employees' intentions to quit drug and

alcohol abuse within the Kisumu County government. However, it is essential to acknowledge the limitations of the research. Firstly, the study was confined to the Kisumu County government, which raises questions about the generalizability of the findings. Future research should aim to replicate this study across other county governments or public institutions, such as parastatals, in various regions to determine if the observed effects hold true in different contexts.

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