

DECLARATION

**ANALYSIS OF THE FACTORS ATTRIBUTED TO
INDISCIPLINE AT SAMEER AFRICA LTD**

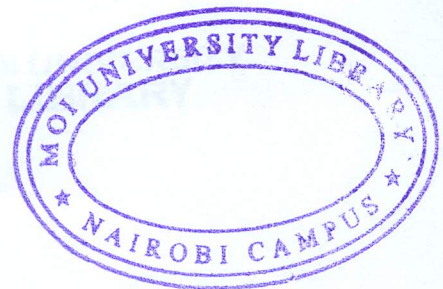
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ABSTRACT

The study investigated factors attributed to indiscipline at Sameer Africa Ltd. These were categorized into socio-economic factors, psychological factors, workplace factors and the adequacy of disciplinary measures in place. The problem of discipline affects performance of employees because of the time expended resolving the problem.

The study methodology was descriptive. The target population of the study was 270 employees, which was broken down into 250 middle-level managers and 20 top-level managers. Questionnaires were used to collect data from a sample that was drawn from the Middle and top-levels managers of the organization. Data on employees' disciplinary cases was collected using a structured data sheet. Purposive and simple random sampling methods were used to draw a sample of 50 middle-level managers and 4 top-level managers. The study targeted the disciplinary cases of the two-year period ending 31st December 2004.

The data collected was then analyzed using both qualitative and quantitative methods using SPSS (Statistical Software for Social Sciences). Descriptive statistics such as frequencies, percentages and mean statistics were used. The findings were presented using pie charts, bar charts and tables.

The study established that the disciplinary problems within the organizations are caused by a collection of socio-economic factors, psychological, employees' lifestyle-related factors and the level of adequacy of the existing disciplinary measures. Besides these, the study established a variety of workplace related causes of