

INFLUENCE OF CAPACITY BUILDING PRACTICES ON PERFORMANCE OF SELF-HELP GROUPS' PROJECTS IN NYERI COUNTY, KENYA

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ABSTRACT

Most development organizations are involved in capacity building for achieving development goals and contributing to sustainability, which is seen as a long-lasting result of capacity building. These organizations enhance or accelerate the internal process of capacity building especially in terms of specific skills through planned interventions, such as technical assistance, training courses and other actions. This study used a descriptive survey research design approach. There were a total of 237 self-help groups in Nyeri Central Sub County according to the county government statistics. The target population of the study was 3 members who are also leaders in the SHGs comprising of the chairperson, secretary and the treasurer. The sample size was 108 possible respondents. Quantitative data from close-ended questions and Likert Scales were coded and entered into Statistical Packages for Social Scientists (SPSS) Version 22.0 and analyzed using descriptive statistics. The study concluded that most SHGs members feel motivated about the capacity building techniques shared among members of their group for they enhance project success, they believe they have visionary leadership that understands well on capacity building as a result of good management leading to high levels of cohesion, commitment, trust, motivation towards their SHG's projects performance, they were happy that members always acquire new capacity skills that the performance of SHGs projects needs and that; they are happy as members of their SHG that capacity building skills are easy to understand. The study recommends that the government, through the various agencies and ministries ensure that the capacity building techniques and related practices are well enhanced to improve their efficiency on the performance of SHGs in Nyeri County. In this case, there should be enhanced training and development of the leaders in the SHGs for this will act like a rapport towards making them understand the need towards knowledge sharing practices. The research recommends that the group leaders with the support of government officials and other group members who have diverse knowledge search for more understanding on capacity building or seek more of sharing practices. In this case, they will be in a position to help their counterparts be in a position to address project related activities in their SHGs which at the long end will have adequate knowledge through capacity building to help them do well on their projects.

Key Words: *Capacity Building, Financial Management, project designing, Self Help Groups, Project Performance.*

1.0 Introduction

Development projects have changed their focus in the last decades (Lusthaus, Adrien & Perstinger, 2013; Horton, 2011). Although alleviating poverty and ameliorating the livelihoods of local people have always been common goals, development in 1950s was more focused on providing physical and financial infrastructure, while later approaches realized that not only the establishment of institutions was needed but also the strengthening of those institutions (WRI, 2008). In the 1970s the focus shifted to the intangible aspects, and the emphasis was set on education, health and population. Later on, formal education was substituted for short term training. The 1980s and 90s were characterized by a change in the focus from micro to macro level, aiming at national institutions. The last tendencies tend to build on collaborative projects where processes and ownership are key factors, and include sustainability in their objectives that is associated with best capacity building techniques (Horton et al., 2012).

Capacity building sharing practice as a form of knowledge sharing has been recognized an important requirement for self-managed groups. Due to the complexity of the self-managed groups, end user training is essential for a robust understanding of how the system works and how to use it. Consequently, appropriate end user education and training will maximize self-managed groups benefits and increase user satisfaction. Capacity training as a knowledge sharing practice through member training and education further enhances the users' level of knowledge and proficiency, thus increasing individual performance and subsequently organizational performance (King & Lawley, 2016). Nah (2013) stated that sufficient training can increase the probability of self-managed groups success, while the lack of appropriate training can hinder the achievement of the group project goals as well as enhance a failure in their performance.

Adequate training and education may also assist the self-managed group projects to build positive feelings towards its existence. More importantly, it may help self-managed groups members to adjust to the change-taking place with the government requirement of SHGs operations and requirements. In addition, training increases ease of use and reduces user resistance, which, in turn, enhances the likelihood of self-managed groups success. Capacity can be enforced with development projects through capacity building in order to have a more robust structure and to be adaptive to changes. Support organizations can help local organizations in different areas, including: building technical, financial, business, and political skills, building social and institutional capital, upward influence and government capacity-building, facilitating finance, increasing equity and transparency and building linkages and networks (WRI, 2012).

2.0 Statement of The Problem

The SHG members are capable of facing challenges and accomplishing opportunities, profiting both individuals and State (Shariff, 1999), linked with economic growth (Kabeer, 2012). The capacity building occurs when a person achieves the wisdom of self-identity and confidence in explaining their views results in accomplishing a higher-level of visibility in society (Coleman, 2019). If it happens, each will accomplish superior social status and resources (Bourdieu, 1984). Capacity building is therefore understood not only as human resource development but also as organizational and institutional development (UNESCO, 2010). SHGs face systemic, innate issues that hamper or accelerate performance. It is important, therefore, to dissect these issues with a view of filling gaps and improving the capacities of SHGs to execute their roles effectively (Mader, 2015).

While research demonstrates that SHGs projects can enhance economic power, the evidence that SHGs contribute to social and human dimensions of livelihoods and resilience remains largely anecdotal. This is partly because these dimensions are much harder to capture systematically and over a short timeframe, while behavioral change happens over a longer period. High and efficient application of or no knowledge about knowledge sharing importance in the SHG project and the group operations itself is considered as the basis for the most successful ones. Therefore, there is a need for the sustainability of every self-help group; be it small or large, the 21st century requires group leaders and members become knowledge based towards the management or implementation of their SHGs projects agreed by members (Shah & Shah, 2010; Shannak et al., 2012). Knowledge sharing practice is an important instrument that turns individual knowledge into group organizational knowledge. It is one of the main knowledge processes in a present dynamic and competitive era for the development of organizations. Despite the knowledge sharing practices playing a remarkable role in the development and innovation in many areas of group projects management, performance of self-help groups in Nyeri county is below par many of those in developed and developing countries. To fill the gap, the intent of this study was to establish the extent to which capacity building as a practice influence the performance of SHGs projects performance in Nyeri County.

3.0 Purpose of The Study

The purpose of this research was to the influence of capacity building practices on performance of self-help groups' projects in Nyeri County, Kenya.

4.0 Objectives of The Study

This study was guided by the following specific objectives:

- i. To determine the influence of project leadership capacity building on performance of self-help group's projects in Nyeri County, Kenya
- ii. To determine the influence of financial management capacity building on performance of self-help group's projects in Nyeri County, Kenya
- iii. To determine the influence of project design capacity building technique on performance of self-help group's projects in Nyeri County, Kenya

5.0 Literature Review

The existing literature helps in identifying various attributes of SHG members that have a significant influence on community development. The literature also suggests various solutions (in terms of capacity building measures) towards improving societies. According to Rajendran (2012) SHGs are informal groups that are formed voluntarily by members. They comprise of between 10 and 20 or more members. Members save regularly towards management of projects agreed by. Once members deem savings to be adequate for borrowing, those who meet set criteria are allowed to borrow. Decisions are made collectively in these largely democratic groups. Members are usually neighbors and people who share common interests towards a given project and who know one another well. Homogeneity engenders group cohesiveness, a key characteristic of SHGs. In addition, members are expected to attend group meetings regularly, during which they should repay previous loans, save some money and borrow more money while at the same time check or get updates on the progress of their key project/projects. Another important feature of SHGs is training, which entails building the capacities of the group to operate effectively and helping members to spend loans wisely. Training may also entail gaining entrepreneurial skills and learning new ways of generating income through projects agreed by or set which are financed through money borrowed from the group.

5.1 Project Leadership Capacity Building on Performance of Self-Help Group's Projects

The leadership team and managers are responsible for making sure that there are good financial controls in place, and in some countries the management committee is legally responsible for this. Building leadership capacity among self-help groups in a business typically involves establishing a competency model to describe the skills and behaviors required by the company's leaders. Using self-assessment tools, employees determine which skills they lack. Successful companies offer employees workshops, seminars and self-paced training alternatives that ensure the current staff develops the knowledge and experience required to perform executive functions and lead the company in the future. Self help group members ought to understand various projects leadership capacity building approaches that enable the mastery of professional skills at all levels of their practices towards project performance. Provide training courses, a list references and encourage access to free Internet resources. For example, the Massachusetts Institute of Technology offers course materials on leadership development. These materials enable participants to define the important qualities of a leader, assess their own capacity, examine current leaders and their actions and generate a personalized leadership development plan. Additionally, offer seminars at lunch time to help employees develop leadership skills in areas such as project management, financial planning, team building and customer relationship management (Shah & Shah, 2010).

5.2 Financial Management Capacity Building on Performance Of Self-Help Group's Projects

Building capacity through financial management is a key way of achieving a more effective organization. This then leads to an improved program activities. With strong financial management capacity, the group organization becomes more able to control its own affairs. Without it, the future is often uncertain: it may be impossible to predict when money will be short and, crucially, it may become impossible to fund programs (Shannak, 2012). Building financial management capacity is a way of providing and maintaining an infrastructure. It can be the 'scaffolding' upon which to build the rest of the organization. If it is strong, the organization can flourish; if not, the organization may struggle or even collapse. At one level, some basic financial skills are essential in order to keep accounting records and provide financial information that is required by law. But if financial management skills are used throughout the organization, they can in addition lead to empowered staff, improved sustainability, and better programme quality and impact. It is not difficult for a group or organization to strengthen their financial management capacity, and it is not necessary to have an accountant in order to achieve it (Shannak, 2012). Non-finance people, such as leaders, managers, and programme staff, can do this. Finance staff does not need to be highly qualified in order to prepare budget and actual statements in different formats. Less experienced self-help group leaders, however, may not know the possibilities available, so a member of the leadership team may need to take the initiative.

5.3 Project Design Capacity Building Technique on Performance of Self-Help Group's Projects

A project is sustainable when its benefits are maintained and scaled up beyond the end of the intervention. Self Help Groups Leaders the designing phase is a strategic and decisive moment during a project. It is therefore crucial to consider whether the choices being made are conducive to effective and lasting change. Designing capacity development interventions is a crucial step during the formulation phase of a project. It is the opportunity to think strategically about innovative ways in which capacities of country actors are developed in order to contribute to the success of the project. Ideally, a capacity assessment has been carried out, whereby capacity strengths and gaps have been revealed, and opportunities for change have been identified. It is a moment to consider which combinations of capacity development activities are most appropriate, in order to

effectively strengthen the capacity of state and non-state actors. The more time and effort goes into planning and designing, the more likely the project is to be successful and sustainable (Shah & Shah, 2010).

6.0 Theoretical Framework

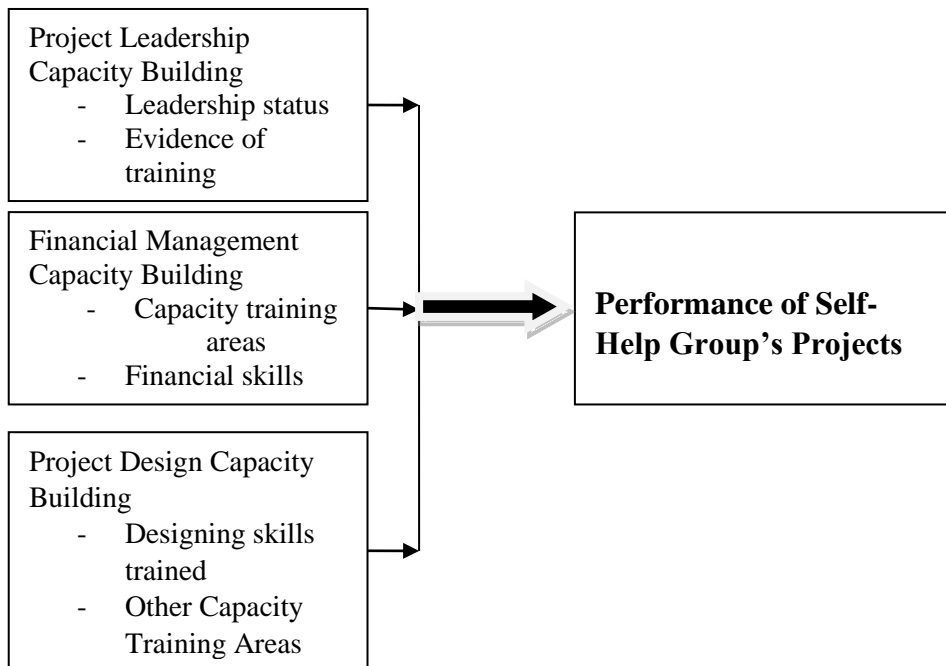
Tuckman (1965) proposed the four-stage model called Tuckman's Stages for a group. Tuckman's model states that the ideal group decision-making process should occur in four stages: Forming (pretending to get on or get along with others), Storming (letting down the politeness barrier and trying to get down to the issues even if tempers flare up), Norming (getting used to each other and developing trust and productivity) and performing (working in a group to a common goal on a highly efficient and cooperative basis). Tuckman later added a fifth stage for the dissolution of a group called adjourning. (Adjourning may also be referred to as mourning, i.e. mourning the adjournment of the group). This model refers to the overall pattern of the group, but of course individuals within a group work in different ways. If distrust persists, a group may never even get to the norming stage.

According to the theorist, there are the underlying processes that give rise to a set of norms, roles, relations, and common goals that characterize a particular social group. The theory asserts that amongst the members of a group, there is a state of interdependence, through which the behaviors, attitudes, opinions, and experiences of each member are collectively influenced by the other group members especially through knowledge sharing on 4 aspects capacity training areas of professionalism, technology, capacity development on financial and resources development and project leadership. The theorist stresses that group dynamics influence individual behavior, attitudes, and opinions towards achieving a certain goal. Of course, the dynamics of a particular group depend on how one defines the boundaries of the SHG. Of course, the applicability of this model was that a SHG setting has to enhance their knowledge through clear engagements that would help them up their ability to enhance their set projects.

7.0 Research Methodology

This study used a descriptive survey research design approach. There were a total of 237 self-help groups in Nyeri Central Sub County according to the county government statistics. The target population of the study was 3 members who are also leaders in the SHGs comprising of the chairperson, secretary and the treasurer. The sample size was 108 possible respondents. Cronbach's alpha values that were obtained provided an analysis of the reliability level of the research instrument, of which were all 0.7 and above. Quantitative data from close-ended questions and Likert Scales were coded and entered into Statistical Packages for Social Scientists (SPSS) Version 22.0 and analyzed using descriptive statistics. The quantitative analysis approach/technique gave simple summaries about the sample data and present quantitative descriptions in a manageable form together with simple graphical analysis, descriptive statistics form the basis of virtually every quantitative analysis of data (Connaway & Powell, 2010).

8.0 CONCEPTUAL FRAMEWORK



Independent Variables

Dependent Variable

9.0 RESULTS AND DISCUSSION

Table 1: Respondents level of agreement with the given statements that have to do with the influence of project leadership capacity building and Performance of their Self-Help Groups' Projects

Statements						Mean score
	Strongly agree	Agree	Moderately agree	Disagree	Strongly Disagree	
The leadership team in the self-help group are responsible for making sure that there are good financial controls in place	29	70	0	1	0	4.27
There is adequate training concerning project leadership in our self-help groups	8	90	1	1	0	4.05
Building leadership capacity among self-help groups in a business typically involves establishing a competency that helps projects success	19	68	11	1	1	4.03
Capacity training on leadership has helped us generate a personalized leadership development plan	19	65	11	4	1	4.03

The researcher wanted to establish the respondents level of agreement with the given statements that have to do with the influence of project leadership capacity building and Performance of their Self-Help Groups' Projects. The results displayed in the Table 1 above showed that majority of the respondents were in agreement that; the leadership team in the self-help group are responsible for making sure that there are good financial controls in place, there was adequate training concerning project leadership in their self-help groups, building leadership capacity among self-help groups in a business typically involves establishing a competency that helps projects success and that; capacity training on leadership has helped us generate a personalized leadership development plan as shown by the mean scores of 4.27, 4.05, 4.03 and 4.03 respectively.

Table 2: Respondents level of satisfaction on the influence of Financial Management Capacity Building on Performance of Self-Help Group’s Projects

Extent	Frequency	Percentage
Very satisfied	10	11
Satisfied	29	33
Undecided	22	25
Dissatisfied	21	24
Very dissatisfied	6	7
Total	88	100

The researcher sought to find out the respondents’ level of satisfaction on the influence of financial management knowledge sharing practice and performance of their Self-Help Groups’ Projects. According to the results displayed in the Table 1 above, majority of the respondents as shown by 33% were in satisfaction on the influence of capacity building knowledge sharing practice and performance of their Self-Help Groups’ Projects, 25% said they were undecided, 24% were dissatisfied, 11% said very satisfied whereas 7% said that they were very dissatisfied on the influence of financial management capacity building and performance of their self-help Groups’ Projects.

Table 3: Respondents’ level of agreement on statements regarding the influence of Financial Management Capacity Building on Performance of Self-Help Group’s Projects

Statements						Mean score	Std. Dev
	Strongly agree	Agree	Moderately agree	Disagree	Strongly Disagree		
We receive adequate training and education that assist our self-managed group projects through building positive feelings towards financial management approaches	11	86	1	1	1	4.05	0.0329
I am happy that end user training is essential for a robust understanding of how the financial management skills.	13	47	40	1	1	3.76	0.0306
There has been capacity building among members that enhances the users’ level of financial knowledge and proficiency towards projects performance	13	47	38	1	1	3.7	0.0301
Financial management sharing practice as a form of knowledge sharing has been recognized as an important requirement for SHG projects performance	8	90	1	1	0	2.95	.0120
Composite Mean Score	-	-	-	-	-	3.615	0.0264

In relation to the findings displayed in the Table 3 above, majority of the respondents were in agreement that; they receive adequate training and education that assist their self-managed group projects through building positive feelings towards financial management approaches, they are happy that end user training is essential for a robust understanding of how the financial management skills and that Financial management sharing practice as a form of knowledge sharing has been recognized as an important requirement for SHG projects performance as shown by the mean scores of 4.05, 3.76, 3.7 and 2.95 respectively. The results therefore agree with the literature by Nah (2013) who stated that sufficient training can increase the probability of self-managed groups’ success, while the lack of appropriate training can hinder the achievement of the group project goals as well as enhance a failure in their performance. Adequate training and education may also assist the self-managed group projects to build positive feelings towards its existence.

Table 4: Respondents level of satisfaction on the Project Designing Capacity Building Technique

Levels	Frequency	Percentage
Very satisfied	14	16
Satisfied	31	35
Undecided	19	22
Dissatisfied	18	20
Very dissatisfied	6	7
Total	88	100

The study wanted to investigate the respondent's level of satisfaction on the influence of project designing capacity building and performance of Self-Help Groups' Projects. According the findings in the Table 4, majority of the respondents as shown by 35% said that they were satisfied on the influence of project designing capacity building and performance of Self-Help Groups' Projects, 22% were undecided, 20% said they were dissatisfied, 16% were very satisfied and whereas 7% said they were very dissatisfied.

Table 5: Respondents level of agreement with the given statements that have to do with the influence of Project Design Capacity Building and Performance of their Self-Help Groups' Projects

Statements						Mean score	Std. Dev
	Strongly agree	Agree	Moderately agree	Disagree	Strongly Disagree		
I feel motivated about the Project Design Capacity Building approaches used among members of group for they enhance project success	29	70	0	1	0	4.27	0.0347
I believe they have visionary leadership who understand project designing as a result of good management leading to high levels of cohesion, commitment, trust, motivation towards their SHG's projects performance,	8	90	1	1	0	4.05	0.0329
they were happy that members always acquire new project designing skills that aid in the performance of SHGs projects performance	19	68	11	1	1	4.03	0.0020
I am happy as members of the SHG that project designing skills they are taught are easy to understand	19	65	11	4	1	4.03	0.0020
Composite mean score	-	-	-	-	-	4.095	0.0179

Based on the findings displayed in the Table 5 above, majority of the respondents were in agreement that; they feel motivated about the Project Design Capacity Building approaches used among members of group for they enhance project success, they believe they have visionary leadership who understand project designing as a result of good management leading to high levels of cohesion, commitment, trust, motivation towards their SHG's projects performance, they were happy that members always acquire new project designing skills that aid in the performance of SHGs projects performance and that; they are happy as members of the SHG that project designing skills they are taught are easy to understand as shown by the mean scores of 4.27, 4.05, 4.03 and 4.03 respectively. The literature Rue and Byars (2014) also found out that capability is greatly influenced by someone's intelligence, physical ability and level of education. Understanding the effects of leadership on self-help group project setting is also important because leadership was presented as one of the key driving forces for improving a group's performance if its knowledge was better shared and understood.

6.2 Inferential Statistics

6.2.1 Results Based on Model of Estimation

The Table 6 below presents the model of estimation on the relationship between the studied variables.

Table 6: Model of Estimation

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.897 ^a	.805	.803	.08978	.00804	3437.1	2	2	.000

a. Predictors: (Constant). Project Leadership Capacity Building, Project Design Capacity Building and Financial Management Capacity Building.

b. Dependent Variable: Performance of self-help group’s projects in Nyeri County, Kenya

Adjusted R squared is coefficient of determination that shows the changes in the dependent variable as a result of variations in the independent variables. As can be seen from the above Table 6, the adjusted R value was at 0.803, showing a change of 80.3% on dependent variable. This indicates that the model was a good fit in as indicated by the predictors which are the knowledge sharing practices. In addition, the adjusted multiple coefficients of determination of 0.803 indicates the high joint impact of the explanatory variables. It means that 80.3% of changes on performance of self-help group’s projects in Nyeri County, Kenya are explained by the changes in the knowledge sharing practices whereas 0.197% of changes on Performance of self-help group’s projects in Nyeri County, Kenya are explained by other factors such as location and demographic factors among others.

6.2.2 Results based on ANOVA Test

The section below presents the Analysis of Variance (ANOVA)

Table 7: Analysis of Variance (ANOVA)

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	133.210	2	33.3025	2513.10	.000 ^b
	Residual	2.111	111	.0174		
	Total	135.321	113			

a. Dependent Variable: Performance of self-help group’s projects in Nyeri County, Kenya

b. Predictors:(Constant), Project Leadership Capacity Building, Project Design Capacity Building and Financial Management Capacity Building.

The findings of the ANOVA are as shown in the above Table 7. The p-value was at 0.000 which is lower than 0.05. From the regression analysis findings, the model was significant when it comes to predicting the Performance of self-help group’s projects in Nyeri County, Kenya at 95% confidence level based on predictor variables professional knowledge sharing practice, goal project leadership capacity building, project design capacity building and financial management capacity building.

6.2.3 Correlations among the various factors influencing Performance of self-help group’s projects in Nyeri County, Kenya

The Table 8 below presents the correlations among the various factors influencing Performance of self-help group’s projects in Nyeri County, Kenya.

Table 8: Pearson Coefficient Correlations

		Project Leadership Capacity Building	Project Design Capacity Building	Financial Management Capacity Building
Project Leadership Capacity Building	Pearson Correlation	1	.361**	.323**
	Sig. (2-tailed)	.000	.000	.000
	N	88	88	88
Project Design Capacity Building	Pearson Correlation	.361**	1	.474**
	Sig. (2-tailed)	.000	.000	.000
	N	88	88	88
Financial Management Capacity Building	Pearson Correlation	.323**	.474**	1
	Sig. (2-tailed)	.000	.000	.000
	N	88	88	88

** Significance level at 95% Level of Confidence

The researcher used Pearson’s correlation coefficient test at alpha level 0.05 to determine the relationship between each of the independent variables (Project Leadership Capacity Building, Project Design Capacity Building and Financial Management Capacity Building). Table 7 indicates a significant association among the study’s independent variables; Project Leadership Capacity Building, Project Design Capacity Building and Financial Management Capacity Building ($r=0.782$, $p=0.000$). Correlation analysis done also indicates a significant association at the 0.05 level (2-tailed).

6.2.4 Regression Model on Factors influencing Performance of self-help group’s projects in Nyeri County, Kenya

The Table 9 below presents the combined regression model on factors influencing Performance of self-help group’s projects in Nyeri County, Kenya.

Table 9: Regression Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	2.321	.024		154.661	-
Project Leadership Capacity Building	.236	.009	1.226	99.883	.011
Project Design Capacity Building	.019	.003	.006	.708	.020
Financial Management Capacity Building	1.540	.032	3.489	81.314	.032

a. Dependent Variable: Performance of self-help group’s projects in Nyeri County, Kenya.

As shown in the Table 4.26, the regression equation model for the study was of the form; $Y = \beta_0 + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + \epsilon$ where Y = Dependent variable (Performance of self-help group’s projects in Nyeri County, Kenya), β_0 = Constant (The intercept of the model), β = Coefficient of the X variables (independent variables), X_1 = Project Leadership Capacity Building, X_2 = Project Design Capacity Building and X_3 = Financial Management Capacity Building. The figures in the above table were generated through the use of SPSS data analysis and established the following regression equation; $Y = 2.321 + 0.236X_1 + 0.019X_2 + 1.540X_3$. The study found that when independent variables (X_1 = Project Leadership Capacity Building, X_2 = Project Design Capacity Building and X_3 = Financial Management Capacity Building) were kept constant at zero, performance of self-help group’s projects in Nyeri County, Kenya will be at 2.321. A rise by a unit in Project Leadership Capacity Building will result to a rise in performance of self-help group’s projects in Nyeri County, Kenya by a factor of .236; a rise by a unit in Project Design Capacity Building will result to a rise in Performance of self-help group’s projects in Nyeri County, Kenya by a factor of .019, a rise by a unit in Financial Management Capacity Building will result to a rise in performance of self-help group’s projects in Nyeri County, Kenya by a factor of 1.540. The Table 8 also shows that the X variables (independent variables), X_1 = Project Leadership Capacity Building, X_2 = Project Design Capacity Building and X_3 = Financial Management Capacity Building) with Y=

performance of self-help group's projects in Nyeri County, Kenya were significant at 5% level of significance and 95% level of confidence at .011, .020 and .032 respectively.

7.0 Conclusions

The study concluded that most SHGs members feel motivated about the capacity building techniques shared among members of their group for they enhance project success, they believe they have visionary leadership that understands well on capacity building as a result of good management leading to high levels of cohesion, commitment, trust, motivation towards their SHG's projects performance, they were happy that members always acquire new capacity skills that the performance of SHGs projects needs and that; they are happy as members of their SHG that capacity building skills are easy to understand.

8.0 Recommendations

The study recommends that the government, through the various agencies and ministries ensure that the capacity building techniques and related practices are well enhanced to improve their efficiency on the performance of SHGs in Nyeri County. In this case, there should be enhanced training and development of the leaders in the SHGs for this will act like a rapport towards making them understand the need towards knowledge sharing practices. The research recommends that the group leaders with the support of government officials and other group members who have diverse knowledge search for more understanding on capacity building or seek more of sharing practices. In this case, they will be in a position to help their counterparts be in a position to address project related activities in their SHGs which at the long end will have adequate knowledge through capacity building to help them do well on their projects.

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