



Pan Africa
Christian University

BOOK OF ABSTRACTS

International Research Conference 2025,
in Collaboration with:



TRINITY WESTERN
UNIVERSITY



Theme:

"Advancing Global Interdisciplinary Research
Synergies and Innovation for a Sustainable Future"

Date & Time: 29-30 May, 8:00 AM – 5:00 PM (EAT)

Venue: PAC UNIVERSITY



Theme

Advancing Global Interdisciplinary Research
Synergies and Innovation for a Sustainable
Future

Overview: In an era defined by complex global challenges, the need for interdisciplinary research and innovation has never been more urgent. This conference aims to serve as a platform for fostering global collaboration across disciplines, promoting innovative approaches, and advancing actionable solutions for a sustainable future.

Drafts

Sub-Themes

1. Advancing Sustainable Development Goals and Societal Progress within the UN SDGs perspectives or Africa agenda 2063.
2. AI Enhanced Research and Interdisciplinary Synergies in Education, Communication and Media, Technology, Politics and Poverty Eradication.
3. Innovative Technologies for Sustainability in renewable energy, environmental monitoring, Climate Action, and Public Health.
4. Social Dimensions of Sustainability through Education, Cultural Approaches, Religious and Theological Approaches, and Psychology and Psychometric Approaches.
5. Economic Models for a Sustainable Future eg. circular economy, Sustainable Finance, Business innovations, and Entrepreneurial approaches.
6. Policy, Leadership and Governance Innovations in international collaborations and sustainable urban planning, Human Rights and Global Citizenship perspectives.

The conference will adopt a hybrid format, accommodating both in-person and virtual participants to ensure global accessibility. Key components of the event will include:

- **Keynote Speeches:** Delivered by renowned experts and thought leaders in various fields.
- **Panel Discussions:** Interactive sessions featuring diverse perspectives on interdisciplinary research and its real-world applications as per the sub-themes.
- **Workshops and Breakout Sessions:** Hands-on activities and in-depth discussions on specific topics.
- **Poster Presentations:** Opportunities for emerging researchers to showcase their work.

Networking Opportunities: Facilitated sessions for participants to connect and collaborate.

FINAL CALL FOR ABSTRACTS

Venue: Pan Africa Christian (PAC)
University, Thika Road Campus
29TH -30TH MAY 2025

Registration Fee

Early Bird 15th Feb 2025(Closed)

East Africa Community delegates	Kshs. 8,000
Other Regions	USD 100
Faculty/local researchers	KES 3000
Students	KES 2000

LATE REGISTRATION by 30th April, 2025

East Africa Community delegates	Kshs 8,000
Other Regions	USD 110
Faculty/local researchers	KES 3000
Students	KES 2,500

NB. All delegates will be required to observe the timelines for planning purposes

Target Audience

- ✓ Academics and researchers across disciplines
- ✓ Industry leaders and innovators
- ✓ Policymakers and government officials
- ✓ Non-governmental organizations (NGOs) and community leaders
- ✓ Students and early-career professionals



Payable to;

- BANK: Cooperative of Kenya
- BRANCH: Zimmerman

LOCAL PAYMENTS

- ACC. NO (KES): 01129281369000
- CLEARING CODE: 11062 (EFT)

INTL. PAYMENTS (\$)

- ACC. NO (USD): 02100281369000
- SWIFT CODE: KCOOKENA



Important Dates

31ST MARCH, 2025

Deadline for Abstract
Submission

30TH APRIL, 2025

Publication of the program
and book of abstracts

15TH MAY, 2025

Submission of full papers

29TH - 30TH MAY, 2025
Conference dates

JAN- FEB 2025

Manuscript Writing Trainings

5TH APRIL, 2025

Notification of Acceptance

10TH MAY, 2025

Deadline for payment for
the conference

27TH - 28TH MAY, 2025

Pre-conference activities

Submission Guideline

- ✓ Abstracts should be 250-300 words, outlining the premise of argumentation, main arguments, methodology, and expected outcomes of your paper or presentation.
- ✓ Please submit your abstract to conference2025@pacuniversity.ac.ke or contact +254 721 841441
- ✓ Full presentations should not be more than 15 minutes and 10 minutes for discussion.
- ✓ The presentations are expected in PowerPoint form
- ✓ Full papers will be considered for publication in a refereed journal.
- ✓ Papers and presentations must be original work and not under consideration by other publishers.
- ✓ All papers will undergo a blind peer review process.
- ✓ Full papers should be between 5,000-7,000 words, including references.

PAC University Vice Chancellor

Welcome Address



Prof. Dionysious Kiambi

Prof. Dionysious Kiambi is an Associate Professor of Biological Sciences and is currently the Vice Chancellor, Pan Africa Christian University. He holds a PhD in Biological Sciences from University of Birmingham, UK specializing in molecular genetics and eco-geography. Prof. Kiambi has an accrued 38 years of experience in agricultural research and development in sub-Saharan Africa.

Prof. Kiambi is a highly accomplished scholar with 42 papers published in high impact international refereed journals, with 795 citations and a i10 Index of 26. He has also published 46 other publications in form of international conference papers and book chapters. He has supervised 6 PhDs and 24 Masters students. He serves as a referee for five international journals. Prof. Kiambi is an accomplished researcher having led the implementation of 35 research projects nationally, regionally and internationally as Principal Investigator or Co-Principal investigator. He has consulted for several regional and international organizations including FAO, United Nations Development Program, Global Environment Fund, Bioversity International and the Global Crop Diversity Trust, among others. He is a member of International Botanical Society and serves as the Alternate Chair of the Open Forum for Agricultural Biotechnology in Africa (OFAB). He serves in many national and international Boards.

PAC University Deputy Vice Chancellor

Plenary Speaker



*Rev. Prof Diphus Chosefu
Chemorion*

Rev. Prof Diphus Chosefu Chemorion is an Associate Professor of Old Testament Studies. He earned his PhD from Stellenbosch University, a Master of Theology from Emory University in USA, a Bachelor of Divinity from St. Paul's University, and a Bachelor of Arts from the University of Nairobi. He also holds a Certificate in Biblical Hebrew from the Hebrew University of Jerusalem, USA and a Certificate in Strategic Leadership from the University of Illinois in USA.

Prof. Chemorion joins PAC University from St. Paul's University with a wealth of experience in academia which he has acquired for more than 25 years. He is an Old Testament Translations Consultant and a member of several professional bodies and research consortiums such as Equipping Christian Leadership in an Age of Science (ECLAS), Evangelical Theological Society (ETS), Africa Society of Evangelical Theology (ASET), Association of Christian Schools International (ACSI) and Association for Faculty Enrichment in Learning and Teaching (AFELT), among others. Prof. Chemorion has taught at undergraduate and postgraduate levels and has successfully supervised more than 50 Dissertations and Theses. He has also published widely in refereed journals and has authored several books. He has served in various capacities of University administration including Head of Department, Director of Postgraduate Studies, Dean of the Faculty of Theology, Principal of East African Christian College in Rwanda and more recently as Acting Deputy Vice-Chancellor for Academic Affairs. Prof. Chemorion is an ordained Minister of the Reformed Church of East Africa where he currently serves as the Synod Professor of Theology and Moderator of Nairobi Presbytery. He is married to the Rev. Dr. Edith Chemorion of Moi University and they are blessed with four adult children.

Dr. Philip Laird:

Keynote Speaker



Prof. Philip Laird

B.A. in Psychology (British Columbia)
M.A. in Social/Developmental Psychology
(Simon Fraser);
Ph.D. Psychology (Simon Fraser)

Expertise

Jury analysis, Juror decision making,
Psychology and the law, Psychology and
theology, Self-deception (lying), Technology
and education, Emotional intelligence, and
Moral reasoning.

Laird earned his B.A. in Psychology from the University of British Columbia in 1990, his M.A. in Social/Developmental Psychology from Simon Fraser University in 2003, and his Ph.D. in Psychology with a special designation in Psychology and the Law in 1997 from Simon Fraser University.

He joined the Faculty of Humanities and Social Sciences at TWU in 1995 and served as a faculty member in Psychology, conducting research on moral reasoning, moral attributions, and jury decision-making. During his first seven years at TWU, he served on multiple committees/councils including the Faculty Affairs Executive, Academic Technology Committee, Mediated Learning Taskforce and TWEST Council.

He transitioned to University administration in 2001 as the Director of the Global Mediated Learning Center and has subsequently held various academic administrative positions including Dean of Global Learning Connections and Vice Provost.

In 2020, Laird co-led TWU's Program Innovation Task Force, as part of the University's wider efforts to pivot quickly and strategically in response to the challenges of COVID-19.

Dr. Karuguti Wallace:

Plenary Speaker



Dr. Karuguti Wallace

Dr. Karuguti Wallace is a Senior Lecturer of Physiotherapy and postgraduate coordinator for the School of Medicine at Jomo Kenyatta University of Agriculture and Technology (JKUAT). He holds a PhD in Physiotherapy, 9 years of clinical experience, and 10 years in academia. He has made significant contributions to curriculum development, notably for AMREF International University, JKUAT and the Physiotherapy Council of Kenya.

He has contributed to global initiatives, such as being part of the forming committee for the World Health Organization's Global Cooperation on Assistive Technology (GATE) and the ongoing establishment of the first WHO Regional Centre of Excellence in Assistive Technology (ATCoE) at JKUAT. He has led and contributed to the Ministry of Health's ATscale project for Assistive Technology scale up in Kenya, the National Wheelchair Manufacturing Program at JKUAT, and the development of a Rehabilitation program for patients with severe Covid-19 funded by NRF. Dr. Karuguti's work on Assistive Technology in Kenya has just been accepted for a conference presentation in Chicago USA, under the Rehabilitation Engineering and Assistive Technology Association of North America (RESNA).

Mail: wkaruguti@jkuat.ac.ke

Dr. Prisca Oluoch:

Plenary Speaker



Dr. Prisca Oluoch

Dr. Prisca Oluoch is currently the Kenya School of Government Director responsible for Linkages, Partnerships and Collaborations. Previously she served as Director KSG Matuga Campus in the South Coast of Kenya.

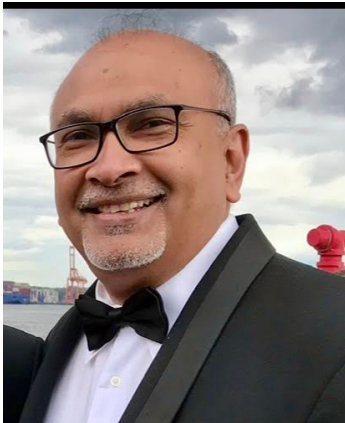
A creative and innovative thinker, Dr. Oluoch is a certified Participatory Gender Auditor (PGA), by the International Labour Organization (ILO).

She holds Academy of Executive Coaching (AoEC) accredited diploma in Executive Coaching and a certified professional Mediator. She is a Clarity4D Business partner and accredited Emotional Intelligence trainer and coach by Genos International.

Dr. Oluoch is an accomplished linguist and is fluent in English, French, Spanish, Dholuo and Kiswahili. She also has a passion for recreational cycling and serves as Founding Director of Wheels of Africa, an organization that seeks to promote cycling as an alternative mode of transport in Africa. She has a Bachelor's of Education in French and Economics from Kenyatta University, an MBA in Human Resources Management from the University of Nairobi, and a PhD in Educational Communication and Pedagogical Approaches from the University of Nairobi, Kenya. She is a published researcher in the areas of Education, Business Ethics and Coaching.

Dr. Derrick Mohammed:

Plenary Speaker



Dr. Derrick Mohammed

Dr. Derrick Mohamed is Associate Dean of Leadership with TWU GLOBAL and Assistant Professor in the Department of Leadership at Trinity Western University, where he has been teaching for the past five years. With over 34 years immersed in Canadian education—across K–12 and post-secondary institutions in three provinces—Dr. Mohamed has spent 26 of those years in senior administrative roles, mentoring educators and equipping students for transformational leadership.

A passionate follower of Jesus, Dr. Mohamed came to faith in Christ 46 years ago after growing up in a Muslim context. His journey continues to fuel his deep commitment to servant leadership, faith integration, and the formation of future generations. He has led more than 20 student teams on international short-term missions, blending global learning with gospel-rooted purpose. He views this current experience in Kenya as deeply missional in nature—seeking to learn, serve, and engage meaningfully alongside his students and Kenyan hosts.

Dr. Mohamed holds three postgraduate degrees in education, and his current research focuses on the impact of artificial intelligence on higher education, as well as the needs of international students through the lens of justice, equity, diversity, and inclusion (JEDI). His most recent publication, *Fostering Academic Hospitality: Addressing the Needs of Muslim Postgraduate Students in Canadian Higher Education*, reflects both his academic focus and his heart for cultivating inclusive, faith-informed spaces of belonging. With a lifetime of global collaboration and a posture of humility, Dr. Mohamed approaches every setting eager to listen, learn, and walk in step with the Spirit.

Dr. Clare Gakenia:

Plenary Speaker



Dr. Claire Gakenia

Dr. Clare Gakenia is a seasoned expert in leadership, governance, and organizational change with over two decades of experience in academic, corporate, and coaching environments. Holding a Doctorate in Business Administration with a focus on Leadership and Organizational Change, she combines scholarly depth with hands-on leadership practice across sectors, positioning her as a credible voice on sustainability, ethical governance, and transformative leadership.

Dr. Gakenia has taught and supervised doctoral and master's research in strategic leadership, governance and ethics, innovation, and organizational culture. Her scholarly work has been published in peer-reviewed journals and addresses critical issues such as organizational resilience, leadership strategy, and the performance of small and medium enterprises—especially in the face of systemic disruptions like the COVID-19 pandemic.

Prior to academia, she served in senior leadership positions within the financial sector for over 15 years, leading initiatives in strategic planning, organizational growth, and market development. This dual background allows her to effectively bridge theory and practice, with a unique ability to translate academic insights into actionable strategies for institutional and societal transformation.

As a certified executive coach and former director of a global leadership training organization, she has worked with professionals across cultures to build ethical, sustainable leadership models. She is also an active mentor supporting youth empowerment and inclusive leadership development in underserved communities.

Dr. Gakenia's integrated experience in leadership development, governance systems, and sustainable organizational strategy makes her particularly suited to address the complex, interdependent challenges discussed at this conference.

Ella Ruth Anaya, DLitt et Phil:

Plenary Speaker



Dr. Ella Ruth Anaya (DLitt et Phil) is a tenured, Associate Professor in the M.A. Leadership program at Trinity Western University, Canada. With over 25 years of cross-cultural and global teaching and research experience, her work focuses on national and organizational culture, global leadership, and international development.

Ella Ruth Anaya, DLitt et Phil

Dr. Anaya's expertise in cultural anthropology and Sub-Saharan Africa informs her practitioner engagement with human development and the Sustainable Development Goals, particularly in the areas of gender equity, women's empowerment, marginalized groups, and social justice in education and health. Her long-term focus on Kenya includes seven years of teaching at Pan Africa Christian University and over two decades of sustained research and teaching on leadership, as well as community development work in Western Kenya. In recognition of her extensive global and multi-disciplinary work, she was awarded TWU's Innovative Teaching Award.

Dr. Anaya is a certified Co-Country Investigator with the GLOBE 2020 research program, with four publications forthcoming in 2025. Notably, she produced GLOBE's first country study of any Sub-Saharan African nation, and the largest national study of leadership in Kenya. A recent publication explores the values and practices gap in Kenyan leadership: "Exploring the paradox of gender preferred leadership in Kenya," *Gender in Management: An International Journal*, 2023.

Dr. Moronge Obonyo:

Pre-Conference Webinar Facilitator



Dr. Moronge Obonyo

Mr Moronge Lereko Obonyo is an Advocate of the High Court of Kenya and a lecturer in law at the Jomo Kenyatta University of Agriculture and Technology School of Law, where he teaches intellectual property law, contract law, and criminal law. He holds a Bachelor of Laws degree from the University of Nairobi, and a Master of Laws in the Law of International Trade from the University of Wales.

Mr Obonyo has also co-authored a book, Contract Law, published by LawAfrica. He is also a partner in Obonyo and Osiemo Advocates and a member of the International Relations Society of Kenya.

Steve Bicko Cygu :

Pre-Conference Webinar Facilitator



Steve Bicko Cygu

Steve is an Associate Research Scientist and Machine learning Engineer with strong mathematical, statistical, and computational skills. He has over five years of experience in research and has previously worked at the intersection of computational approaches and public health. He is greatly involved in the R open-source community and passionate about developing R packages.

He has vast experience in data processing, analysis, mining, predictive modeling, machine learning, algorithm implementation, and platform development.

Prior to joining APHRC, he worked with Dalberg Research and Infotrak Consulting, both as a data processing manager and at the South African Center for Mathematical Modelling as a researcher. Steve holds a PhD in Computational Science and Engineering from McMaster University (Canada), a double MSc in Mathematical Sciences from Stellenbosch University and University of Cape Town (South Africa), and a BSc in Applied Statistics with Computing from Maasai Mara University (Kenya).

Conference Secretariats 2025



Dr. Jane Kinuthia
Conference Convener



Dr. George Imbenzi
Co-convener



Dr. Wilkins Ndege
Co-convener



Dr. Mary Kihuha
*Member /Yale-Edinbrugh
Team coordinator*



Dr. Daniel Mulinge
Member/Rapporteur



Mr. Issac Oyuga
Member/Rapporteur



Dr. Ruth Kamunyu
Member/Rapporteur



Dr. Nancy Kung'u
*Member/ Planning/
Rapporteur*



Dr. Clare Gakenia
Member/ Plenary Speaker

Conference Secretariats 2025



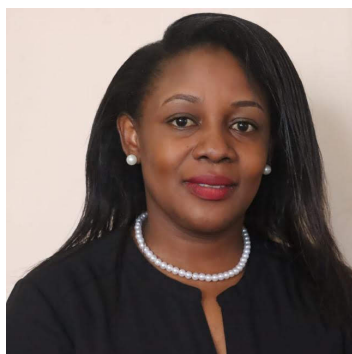
Mr. Micah Moenga
Member/Rapporteur



Ms. Lily Odindo
Secretary



Mr. John Ayodi
Technical Team



Ms. Ann Kisaumbi
Technical Team



Mr. Mesfin Tishome
Technical Team

CONFERENCE ACTIVITIES

Pre-Conference Webinars

Day	Time	Person	Topic
27th May	6:00-8:00 PM	BIKO CYGU (APHRC)	AI and Research
28th May	6:00-8:00 PM	MORONGE OBONYO	Intellectual Property rights

KEYNOTE SPEAKER: DR. PHIL LAIRD

Vice President, Innovation, Global & Academic
Partnerships; Vice Provost, GLOBAL, TWU

CONFERENCE 2025 SECRETARIAT

- 1.Dr. Jane Kinuthia- Conference Convener
- 2.Dr George Imbenzi – Co-convener
- 3.Dr. Wilkins Ndege- Co-convener
- 4.Dr. Daniel Mulinge – Member/ rapporteur
- 5.Mr. Isaac Oyuga – Member / rapporteur
- 6.Dr. Mary Kihuha – Member /Yale_Edinbrugh Team coordinator
- 7.Dr. Nancy Kung’u – Member/planning/rapporteur
- 8.Dr. Clare Gakenia – Member /Plenary speaker
- 9.Dr. Ruth Kamunyu - Member/rapporteur
10. Ms. Lily Odindo – Secretary
11. Mr. John Ayodi
12. Mr.MesfinTishome
13. Ms. Ann Kisaumbi

PROGRAM

Day 1

Time	Activity	Facilitator
8:00-8:30 AM	Registration	Lily Odindo/ Ann Kisaumbi
8:30 - 8:45 AM	Devotion	Dr. Micah Moenga
8:45-9:10 AM	Introductions	Dr. Kinuthia
9:10 - 9:30 AM	Welcoming speech	Vice Chancellor Prof. Dionysious Kiambi
9:30- 10:10 AM	KEYNOTE ADDRESS	Phil Laird, PhD
10:10 - 10:30AM	Q&A on the keynote address	Dr. Moenga
10:30 - 11:00 AM	BIO BREAK	
11:00 - 12:00	PLENARY PRESENTATIONS(Mr. Oyuga)	
12:00-1:00PM	PLENARY DISCUSSIONS	Moderator Isaac Oyuga
1:00 -2:00PM	LUNCH BREAK	

2:00 - 4:00PM	PAPER PRESENTATIONS/YAL E-EDINBURGH Conference	Group Rapporteurs
4:00-4:30PM	MAIN CONFERENCE ROOM(Rapporteurs' reports)	Dr. Kamunyu
4:30 -5:00PM	TEA & END OF DAY 1	

Day 1

Presentations Moderator: Mr. Oyuga

1. Dr. Derrick Mohamed –(TWU) 15 MIN
“AI Enhanced Research and Interdisciplinary Synergies in Education, Communication and Media, Technology, Politics and Poverty Eradication.”
2. Dr. Wallace Karuguti(JKUAT): 15 MIN
Innovative Technologies for Sustainability in renewable energy, environmental monitoring, Climate Action, and Public Health.
3. Dr. Clare Gakenia: PAC University: 15 min
“Policy, Leadership and Governance Innovations in international collaborations and sustainable urban planning, Human Rights and Global Citizenship perspectives.”

Plenary Discussions Moderator: Mr. Oyuga

Panelists:

- 1.Dr. Derrick Mohamed
- 2.Dr. Wallace Kuruguti
- 3.Dr. Clare Gakenia
- 4 Prof. Omboi Bernard
- 5.Dr. Nancy Kung'u
6. Ratemo Caleb Oira

DAY 1: BREAKOUT ROOMS

Room 1 (CH1)	Room 2 (CH2)	ROOM 3 (Postgraduate Lodge)	Room 4 (Chapel)
Rapporteurs(Dr. Mulinge/Dr. Murumba/Ro dgers Lukano	Rapporteurs(Dr. Ruth Kamunyu/Pete r Obiria/ Dr. E. Kamau	Rapporteurs(Ms.Mary Maseno/Dr. Vera Makena/ Dr. Edward Nzinga	Rapporteurs(Dr . Mary Kihuha/Dr. Moenga)
Presenters	Presenters	Presenters	Presenters
Authors: Mburu Zachariah M1, Moenga M. O2 and Kihuha W. M3 (PAC University) Author:NAOMI NJOROGI (PAC University) Author: Mr. Nyakundi, Benard Abel(PAC)	Prof. Omboi Bernard (USIU- A) Presenter: Amy Ndunge Vundi (Nazarene University) PATRICIA WANJIRU WANDERI (PAC University) BY RODGERS SHIJENJE LUKANO (PAC University)	Eunice Wambui Karanja (PAC University) IBRAHIM OWINO OCHIENG & Dr. Solomon Munyao DERO RUTH ADHIAMBO (PAC University)	YALE_EDINBRUG H Conference

Author: Fatma Amiyo Mohammed Benson Kamau Ngwiri (PAC University) ONESMUS KAGEMA (PAC) Silas Muthamia(PAC University) Ann Muthoni Gichuki Carolynne Mbochi	Wanyaga, Jane Nyambura (PAC University) Simon Waweru Njoroge (PAC University) Joyce Kamau David Kipngetich Langat Pius Wamutira	George Kirigi¹, Jane Kinuthia², and Robert Gitau³ Dr. Derrick Mohamed & Dr. Imbenzi George TWU) 1Wanjau- Maseno, M.N. (PAC University)	
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Where Leaders are Made

PROGRAM

Day 2

Time	Activity	Facilitator
8:00-8:30 AM	Registration	Lily Odindo/ Ann Kisaumbi
8:30 - 8:45 AM	Devotion	Dr. Josh Amwago
8:45-9:00 AM	Recap of previous day	Dr. George Imbenzi
9:00 - 9:45 AM	Plenary Presentation	Dr. Nancy Kung'u
9:45- 10:45 AM	PLENARY DISCUSSIONS	Dr. Nancy Kung'u
10:45 - 11:10 AM	BIO BREAK	
11:10 - 1:00PM	PAPER PRESENTATIONS	Group Rapporteurs
1:00 -2:00PM	LUNCH BREAK	
2:00 - 3:00PM	Rapporteurs' Reports	Dr. Mulinge
3:00 - 4:30PM	CLOSING CEREMONY	Dr. Jane Kinuthia

Day 2

Plenary Presentations By Dr. Nancy Kung'u

1. Dr. Ruth Anaya -Trinity Western University: 15 min “Advancing Social progress within the UN Sustainable Development Goals (SDGs) and Africa Agenda 2063 perspectives”.
2. Dr. Prisca Oluoch - Kenya School of Government: 15 min “Economic and administrative models for a sustainable future in business, entrepreneurship, finance, and economy”
3. Prof. Diphus Chemorion - PAC University: 15 min “Social dimensions of sustainability through education, cultural approaches, theological and psychological perspectives

Plenary Discussions Moderator: Dr. Nancy Kung'u

- 1.Dr. Ruth Anaya
- 2.Dr. Prisca Oluoch
- 3.Prof. Diphus Chemorion
- 4.Dr. Quinn Juma
- 5.Dr. Amos Keya
- 6.Dr. Alfred Ongera
- 7.Rev. Elias Kiptoo

CLOSING CEREMONY Moderator: Dr. Jane Kinuthia

- Closing speech : Prof. Chemorion
- Closing remarks TWU & JKUAT reps
- Issuing certificates
- Vote of thanks: Dr. Lilian Vikiru
- Closing prayer: Rev. David Ewagata

DAY 2: BREAKOUT ROOMS

Room 1 (CH1)	Room 2 (CH2)	ROOM 3 (Postgraduate Lodge)	Room 4 (Chapel)
Rapporteurs (Dr. Arthur Shikanda/Margaret Kamakia /Dr. Clare Gakenia)	Rapporteurs (Dr. Abigael Demesi /Sheila Mirenja/Dr. Joshua Rutere)	Rapporteurs (Dr. Solomon Munyao/ Dr. Ann Wambugu/ Dr. Victor Lonu)	Rapporteurs (Isaac Oyuga/Ann Kisaumbi/ Dr. Nancy Kung'u)
Presenters	Presenters	Presenters	Presenters
Jacob Kipchilis ¹ , Isaack Kasili ¹ , Esther Wavinya ¹ (KAG University) Jane Kinuthia - (PAC University) Njihia Rebecca Wanjiru (PAC University) Samwel Muguna Henry (PAC University)	Omara, George Joel (PAC University) Elias Kiptoo Ng'etich,(University of cape town) Christine Arunga (PACUniversity) Jennifer Kyalo (USIU-Africa)	Nicoleta Wambui Mungai (PAC University) Priscilla Kananu M M'mwenda (PAC University) Ratemo Caleb Oira, & Malakwen Bernard Kibet (PhD) Moi University, Kenya	POSTER PRESENTATION - Nancy Kungu, Ph.D (PAC University) Presented by: Mary Wanjiku Nduati (PAC University) Hellen Mueni(PAC university) Komolafe Isaac Olaleye

Josephine Wanjiku*, Musingo T. E. Mbuvi, Paul Tuwei, Sylvia Mwalewa, Naomy Kemboi, Rose Mwangangi and Ide Naoko(KEFRI) Awuor, Q. Elizabeth - Department of Languages and Literature, USIU- A Godiya Bulus Polit Kennedy MungaI Kamau	Kasimu, Joseph Muia (PAC University) Author: Marau Kennedy Tumpes (PAC University) Beatrice Chuchu (PAC University) Salome Bosibori Onduso	Grace Karanja, (PAC University) Presented by: Jared Odhiambo Okore (PAC University) Anne Muthoni Muturi (PAC University) Muli Muthiani, PhD. Candidate	
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Where Leaders are Made

ABSTRACTS

EXPLORING THE EFFECTIVENESS OF THE FUNDRAISING STRATEGY ON CHURCH CAPITAL GROWTH: A CASE STUDY OF THE FULL GOSPEL CHURCHES OF KENYA IN KIKUYU SUB-COUNTY, KIAMBU COUNTY, KENYA

Sub-theme: Economic and administrative models for a sustainable future in business, entrepreneurship, finance, and economy

Mburu Zachariah M¹, Moenga M. O² and Kihuha W. M³

Globally, it is a common practice to solicit funds for capital growth. Several methods have been adopted to raise finance for asset funding. Some approaches used as financing strategies include crowdfunding, bootstrapping, and donations from friends and partners. Churches face many challenges in funding their development initiatives, thus inhibiting various projects like asset acquisition, construction, renovations, and expansions. The major source of funds in many churches is offerings and tithes. These sources are not reliable due to the dwindling economic fortunes globally. The increased competition for resources from other sectors in the church leaves very little funding for capital growth investment in assets. The study examined the influence of fundraising strategies as a source of funds for churches on church capital growth. This was measured by growth in assets. The study investigated 15 Full Gospel church branches in Kikuyu Sub-County. A questionnaire was designed to collect data on the fundraising strategies of the churches and the amount raised over four years. The amount spent on asset acquisition from the fundraising amount was also collected. The study applied panel data regression as the churches were the cross-sectional units and the year was the longitudinal dimension. Data analysis was conducted using SPSS version 30, and the random effects model was used to investigate the influence of fundraising strategies on church capital growth. Fundraising strategies were found to explain 43.6% of the variation in church capital growth, implying that there are other determinants of church capital growth. The findings confirm that fundraising strategies significantly and positively influence church capital growth ($\beta=0.5614$, $p=0.000$). The study recommends that churches strengthen their fundraising initiatives. This could include organizing targeted campaigns, leveraging digital platforms for donations, and engaging congregants in structured giving programs.

Keywords: Fundraising strategy, Finance, Capital growth, Assets funding, Sustainability

ASSESSMENT OF THE ROLE OF TRANSFORMATIONAL LEADERSHIP IN THE ADAPTATION OF ECO GREEN ENERGY AMONG PETROL STATIONS IN NAIROBI COUNTY SUB-COUNTY, NAIROBI

Sub-theme: Innovative Technologies for Sustainability in renewable energy, environmental monitoring, Climate Action, and Public Health

NAOMI NJOROGI (MALD/21655/0/21)

Adopting eco-green energy practices has become increasingly imperative in the global effort to combat climate change and environmental degradation. Transformational leadership has demonstrated remarkable efficacy in driving sustainability, particularly in large organizations and the energy sector. However, its application among small and medium-sized enterprises (SMEs) within Kenya's energy sector remains underexplored. The anticipated decline in fossil fuel usage, as predicted by the International Energy Agency, presents both challenges and opportunities, especially concerning employment and economic stability. This study aimed to bridge this gap by examining how Transformational Leadership influences the adoption of eco-green energy practices among petrol stations in Nairobi County, focusing on the roles of individualized consideration, intellectual stimulation, inspirational motivation, and idealized influence.

A mixed-methods descriptive study design was employed, targeting a population of 300 petrol station managers, service personnel, and officers from the National Environment Management Authority (NEMA), the Energy and Petroleum Regulatory Authority (EPRA), and the Central Organization of Trade Unions (COTU). A sample of 91 respondents was selected using stratified random and census sampling techniques. Data analysis involved both descriptive statistics and regression analysis.

Descriptive results revealed that respondents perceived transformational leadership as a critical factor in fostering eco-green energy adoption. Regression analysis provided empirical evidence supporting this perception. Individualized consideration significantly influenced eco-green energy adoption ($R = 0.453$, $R^2 = 0.205$, $\beta = 1.2002$, $p < 0.00001$), confirming that personalized mentorship and support enhance sustainability initiatives. Intellectual stimulation also had a significant positive effect ($R = 0.464$, $R^2 = 0.215$, $\beta = 1.2863$, $p < 0.00001$), indicating that encouraging critical thinking and innovation is crucial for green energy transitions. Inspirational motivation contributed positively ($R = 0.417$, $R^2 = 0.174$, $\beta = 1.1100$, $p < 0.00005$), highlighting the role of vision-setting and motivation in sustainability efforts. Similarly, idealized influence exhibited a strong impact ($R = 0.451$, $R^2 = 0.203$, $\beta = 1.2976$, $p < 0.00001$), demonstrating that leadership role modeling significantly drives eco-green adoption.

The study found that transformational leadership is crucial for sustainable energy adoption in Kenya's petroleum sector. Leaders using individualized consideration, intellectual stimulation, inspirational motivation, and idealized influence drive eco-green transitions.

However, government incentives, financial constraints, and infrastructure also affect adoption. The study recommends integrating leadership training into energy policies and leveraging public-private partnerships for financial and infrastructural support. Future research should examine policy incentives, technological advancements, and consumer behavior as moderating factors. A longitudinal study is also suggested to assess the long-term impact of leadership-driven sustainability initiatives in the energy sector.

Keywords: Transformational leadership, eco-green energy adoption, individualized consideration, intellectual stimulation, inspirational motivation, idealized influence.

TRANSFORMATIONAL LEADERSHIP, SUSTAINABLE LEADERSHIP DEVELOPMENT, AND INNOVATIVE BEHAVIOR AMONG PRIMARY SCHOOL TEACHERS IN NAIROBI COUNTY, KENYA.

Sub-theme: Advancing Social progress within the SDGs and Africa Agenda 2063 perspectives

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Creativity and innovative behavior among employees are some of the aspects that most institutions are struggling with. Most public primary schools are faced with a myriad of challenges especially during transitions from one curriculum to another or Basic Education to Higher Education levels. Thus, this study aimed at exploring the implications of transformational leadership, sustainable leadership development on public primary school teachers' innovative behavior in primary schools in Nairobi County, Kenya. The study was guided by transformational leadership theory with the following objectives, namely exploring the implications of idealized influence, inspirational motivation, intellectual stimulation, and individualized consideration on primary school teachers' innovative behavior respectfully. The fifth objective was to determine the moderating role of sustainable leadership development on the relationship between transformational leadership and primary school teachers' innovative behavior. The study adopted a descriptive research design using quantitative data guided by positivist epistemology, targeting a population of 4278 public primary school teachers in the 225 primary schools in Nairobi County. A case study was conducted on 24 selected primary schools. Purposive sampling was used to select the Head teacher, Deputy Head teacher, Senior teacher and class teachers for Grade 4 and Grade 6 while simple random sampling was used to identify 5 teachers adding up to 10 respondents from each of the selected schools. Quantitative data was collected using a closed-ended questionnaire and analyzed using statistical package for social sciences (SPSS) version 28 for descriptive, correlation and regression analysis and presented in tables and graphs. It was found that Idealized influence and individualized consideration moderated by sustainable leadership development had a significant and positive impact on innovative behavior of public primary school teachers in Nairobi County, Kenya. It can be concluded that transformational leadership has a role to play in enhancing teachers' innovative behavior.

Key words: Transformational Leadership, Sustainable leadership Development, Innovative Behaviour, Teacher

WHY TRANSFORMATIONAL LEADERSHIP MUST BE AN IDEAL QUALITY IN A CHURCH LEADER FOR ECONOMIC EMPOWERMENT

Sub-theme: Advancing Social progress within the SDGs and Africa Agenda 2063 perspectives

ONESMUS KAGEMA (MALD/7242/16)

Transformational leadership has often been seen as a remedy for economic empowerment as implied in current research and literature. Church leaders, particularly those in Mount Kenya Bible Baptist Fellowship among the special groups within Suguta Marmar, Laikipia are allegedly experiencing leadership challenges in the economic empowerment of the marginalized communities they serve. The primary aim of this study was to establish the influence of transformational church leadership on poverty alleviation among special groups in their churches. The specific objectives of the study were to consider the effect of idealized influence among church leaders, to establish the individual consideration – its role in economic empowerment, to examine the intellectual stimulation in the demographics and to evaluate the inspirational motivation of transformational church leadership on economic empowerment among the special groups in Mount Kenya Bible Baptist Fellowship churches. To achieve this objective a correlational research design was adopted. The study was guided by both Bass and Avolio's Transformational Leadership Theory and Leader-Member Exchange (LMX) Theory. The target population was two hundred and seventy-seven drawn from four villages in Suguta Marmar. A sample size of twenty-eight (28) was chosen from different MKBBF churches in Suguta Marmar to represent the larger population using stratified sampling. The study used survey questionnaires to collect primary data from sampled respondents which was then analyzed using the Statistical Packages for Social Sciences (SPSS). The study findings were represented in percentages, charts, graphs, figures and tables. The study findings revealed that individually each independent variable had a positive and significant relationship with poverty elevation. However, the church community expected that transformational church leaders were to provide solutions to alleviate and/or reduce the prevalence of poverty among the special groups. These actions will create an avenue where the church congregants and leadership will accelerate economic empowerment growth.

THE INTERACTION OF TEAM LEADERSHIP AND ORGANIZATIONAL STRUCTURE IN INFLUENCING THE GROWTH OF SELECTED PENTECOSTAL CHURCHES IN KENYA

Sub-Theme: Policy, Leadership and Governance Innovations in international collaborations and sustainable urban planning, Human Rights and Global Citizenship perspectives

Samwel Muguna Henry

It is said that church growth is a function of many factors including leadership and organizational structure. Organization structure specifically sets out how various groups must work together, total relationship flows and the interactions that are necessary for the accomplishment of tasks and organizational process. However, while many churches grapple with growth challenges, knowledge production on the interaction effect of organizational structure at the intersection between leadership and church growth is sparse. This study sought to establish whether and how team leadership and organization structure interact to shape the growth of selected Pentecostal churches in Kenya. Quantitative-correlational research design was used. The target population was 7,626 members of the clergy comprising of bishops, reverends, and pastors of selected Pentecostal churches from five counties in Kenya. A stratified sample of 380 respondents was utilized. Data was collected using a structured questionnaire and analyzed using SPSS. This entailed generation of mean and standard deviation scores as well as regression analysis. The study established that team leadership was a significant predictor of church growth, $\beta=.404$, $t(318)=7.87$, $p<.01$, explaining 16.3% of the variance in church growth. The study also established that the main effect of organizational structure on church growth was statistically significant, $\beta=.682$, $t(317)=13.82$, $p<.01$. However, the interaction effect was not statistically significant, $\beta=-0.090$, $t(316)=-0.22$, $p>.05$, suggesting that organizational structure did not moderate the effect of team leadership on church growth. The study concluded that while both team leadership and organizational structure independently contribute to church growth, organizational structure does not alter the effect of team leadership. The study recommended that Pentecostal churches should establish capacity-building initiatives that enhance both team leadership development and structural efficiency as complimentary strategies for fostering growth.

Key words: Team Leadership, Organizational Structure, Church Growth, Pentecostal Churches

INFLUENCE OF CHURCH-BASED PSYCHOSOCIAL PROGRAMS IN ANTISOCIAL BEHAVIOR CHANGE AMONG YOUTHS IN SELECTED DELIVERANCE CHURCHES IN NJIRU SUB-COUNTY, NAIROBI, KENYA

Sub-theme: Social Dimensions of Sustainability through Education, Cultural Approaches, Religious and Theological Approaches, and Psychology and Psychometric Approaches.

Silas Muthamia

The role of the church in addressing psychosocial challenges has long been acknowledged across different societies. However, antisocial behaviors among the youth are a concern worldwide, manifesting through violence and violations of social norms. The purpose of the study was to determine the effectiveness of some church programs that effectively address antisocial behavior among the youths in selected Deliverance Churches of Kenya in Njiru Sub-County, Nairobi. The study utilized descriptive research design. The target population was the youth members of ten selected Deliverance Churches in Njiru-Sub-County. The sample size comprised one youth leader and nine youth members per church, totaling to 100 respondents. Quantitative data was collected through a structured questionnaire and an interview guide for qualitative data. SPSS v.26 was used to process and analyze quantitative data while qualitative data was analyzed thematically. The results were presented in tables. Peer counseling emerged as the most effective church-based psychosocial program in addressing youth alcohol intake ($M = 3.78$, $SD = 1.269$), bullying ($M = 3.87$, $SD = 1.132$), and aggression ($M = 3.79$, $SD = 1.169$), with the majority rating it as "Very Effective" or "Extremely Effective." Discipleship proved highly effective, particularly in reducing alcohol consumption ($M = 3.71$, $SD = 1.336$) and bullying ($M = 3.68$, $SD = 1.311$), reinforcing its role in behavioral transformation. In contrast, Bible study and evangelism were perceived as less effective across all three areas, with mean scores consistently below 3.0. The study concluded that peer counseling and discipleship are the most effective church-based programs for addressing youth behaviors, particularly alcohol abuse and bullying, while Bible study and evangelism are less impactful as standalone interventions. Thus, church leaders should prioritize peer counseling and discipleship and train Christian counselors to facilitate relational interventions for youth behavioral challenges.

Key words: Church-based Psychosocial Programs, Antisocial Behaviours, Youth

THE IMPACT OF CHANGE MANAGEMENT AND RESOURCE REALLOCATION ON THE SUSTAINABILITY OF PUBLIC UNIVERSITIES IN KENYA

Sub-theme: Economic and administrative models for a sustainable future in business, entrepreneurship, finance, and economy

Amy Ndunge Vundi

The ability of public universities in Kenya to navigate change and allocate resources effectively is critical for their sustainability in an increasingly turbulent environment. This study examined the effects of change management and resource reallocation on the sustainability of public universities in Kenya. The research was grounded in the dynamic capabilities theory, resource-based view theory, institutional theory, and the triple bottom line model. A pragmatic research philosophy and a cross-sectional research design were adopted. Data were collected from 154 senior managers, including 79 Deputy Vice Chancellors (DVCs) and 75 registrars, across 35 chartered public universities. Using structured questionnaires, the study applied descriptive statistics, Pearson correlation coefficients, and multiple regression models for analysis. The findings indicated a significant positive relationship between both change management and resource reallocation with university sustainability. Institutions that proactively managed change, embraced flexibility, and effectively reallocated resources were better positioned to adapt to market dynamics and maintain long-term viability. The study concludes that universities should enhance their capacity to anticipate and respond to change while ensuring optimal allocation of financial, human, and infrastructural resources. It is recommended that universities invest in leadership development programs, foster a culture of adaptability, and establish strategic frameworks for resource utilization to enhance institutional sustainability.

Keywords: Change management, resource reallocation, sustainability, adaptability, leadership development, institutional strategy

STRENGTHENING MARITAL QUALITY AS A PILLAR FOR SUSTAINABLE DEVELOPMENT: THE ROLE OF INTERSPOUSAL FRIENDSHIP WITHIN AFRICAN FAITH COMMUNITIES

Sub-theme: Social Dimensions of Sustainability through Education, Cultural Approaches, Religious and Theological Approaches, and Psychology and Psychometric Approaches

PATRICIA WANJIRU WANDERI

Marital quality is a cornerstone of family well-being, directly influencing societal stability and sustainable development. Strong marriages contribute to healthier families, which in turn support social cohesion, economic stability, and the well-being of future generations – aligning with the United Nations Sustainable Development Goals (SDGs) and Africa Agenda 2063's vision for a prosperous and peaceful continent. This study examined the role of interspousal friendship in enhancing marital quality within a church community, emphasizing the moderating effects of trust and commitment. Grounded in Gottman's Couple Theory and employing a mixed-methods research design, the study was conducted at Karura Community Chapel (KCC), targeting 375 married individuals, with a sample size of 194 respondents. Findings revealed a significant positive relationship between interspousal friendship dimensions – love maps, fondness and admiration, and turning-towards behaviors – and marital quality. While trust's moderating effect was not significant, commitment played a crucial role in strengthening marital resilience. Qualitative themes highlighted companionship, mutual support, and emotional and spiritual connection as key to sustainable marriages. The study underscores the need for faith-based interventions, including premarital counseling and marriage enrichment programs, to foster strong marital bonds. By reinforcing interspousal friendship, African communities can build resilient families, contributing to the achievement of SDG 3 (good health and well-being), SDG 5 (gender equality in family roles), and SDG 16 (peaceful and inclusive societies). Future research should explore external societal influences on marital quality within diverse African cultural contexts.

FAITH- INSPIRED APPROACHES TO ACHIEVING SUSTAINABLE DEVELOPMENT GOALS (SDGs) AND AFRICA'S AGENDA 2063

Sub-theme: Advancing Social progress within the SDGs and Africa Agenda 2063 perspectives

RODGERS SHIJENJE LUKANO

Faith-based organizations (FBOs) and religious institutions play a crucial role in Africa's socio-economic development. This paper explores the intersection of faith-inspired approaches with the Sustainable Development Goals (SDGs) and Africa's Agenda 2063, arguing that religious values and networks can be leveraged to drive sustainable progress.

The premise of this argument is that faith traditions promote moral responsibility, social cohesion, and humanitarian action; key elements for achieving development goals. Many African societies are deeply religious, making faith-based initiatives highly influential in shaping policies, mobilizing resources, and implementing grassroots programs. The paper argues that faith-inspired approaches provide unique advantages, such as trust-based community engagement, ethical leadership, and long-term commitment to social justice.

Methodologically, this study employs a qualitative approach, including case studies of faith-based organizations actively contributing to SDGs and Agenda 2063. Policy analysis and interviews with religious leaders, development practitioners, and community members provide insights into how faith-driven initiatives complement government and international efforts.

The expected outcomes include highlighting best practices of faith-led development, identifying policy gaps where religious institutions can play a greater role, and recommending strategies for integrating faith-based approaches into national and continental development frameworks. Ultimately, this paper contends that harnessing the moral capital and extensive networks of religious organizations can accelerate Africa's progress toward inclusive, equitable, and sustainable development.

Keywords: Faith-Based Organizations, Sustainable Development Goals, Agenda 2063, Ethical Leadership, Social Cohesion.

RELATIONSHIP BETWEEN WORK-RELATED STRESS AND MENTAL WELL-BEING AMONG AIRCRAFT MAINTENANCE PERSONNEL AT WILSON AIRPORT, NAIROBI COUNTY, KENYA

Sub-theme: Social Dimensions of Sustainability through Education, Cultural Approaches, Religious and Theological Approaches, and Psychology and Psychometric Approaches

Eunice Wambui Karanja

Certain professions expose workers to significant stress levels. Among various professions, aircraft maintenance personnel are particularly susceptible to work-related stress due to demanding workloads and strict deadlines. Meeting tight deadlines while adhering to regulatory and procedural requirements can lead to persistent emotional strain among aircraft engineers. The objective of the study was to establish the relationship between work-related stress and the mental well-being of aircraft maintenance personnel at Wilson Airport in Nairobi, Kenya. A cross-sectional research design was employed. The target population was 715 aircraft maintenance personnel working with all the 34 active aviation companies at Wilson Airport. The sample size comprised 257 participants. The study utilized stratified random sampling technique to select the respondents in the research, adhering to the allocated sample size per company to equitably sample respondents from 34 companies. Primary data was collected using a structured questionnaire. The measurement of work-related stress was conducted using the Workplace Stress Scale developed by the American Institute of stress and the Marlin Company. The assessment of mental health was carried out using the Warwick-Edinburgh mental well-being scale. Correlation analysis showed that there was a significant negative correlation between work-related stress and mental well-being, $r=-0.634$, $p<0.01$. Regression analysis showed that work-related stress significantly predicted mental well-being, $R^2=0.402$, indicating that approximately 40.2% of the variance in mental well-being can be explained by work-related stress. The study concluded that work-related stress has a significant negative impact on the mental well-being of aircraft maintenance personnel at Wilson Airport. Thus, aviation companies operating at Wilson Airport should adopt policies that mitigate work-related stress and promote mental well-being among aircraft maintenance personnel.

Key Words: Work-related Stress, Mental Health, Aircraft Maintenance Personnel

THE ROLE OF TRANSFORMATIONAL LEADERSHIP ON THE PERFORMANCE OF PENTECOSTAL ASSEMBLIES OF GOD CHURCHES IN ELDORET, UASIN GISHU COUNTY, KENYA

Sub-theme: Economic and administrative models for a sustainable future in business, entrepreneurship, finance, and economy

IBRAHIM OWINO OCHIENG & DR. SOLOMON M. MUNYAO (PHD)

The general objective of this study was to examine the role of transformational leadership on the performance of Pentecostal Assemblies of God Churches in Eldoret, Uasin Gishu County in Kenya. The specific objectives of the study were: to examine the role of idealized influence, inspirational motivation, intellectual stimulation and individualized consideration on the performance of Pentecostal Assemblies of God Churches in Eldoret Uasin Gishu County, Kenya, with the aim of creating new knowledge in this area of focus. The study was underpinned on Transformational Leadership Theory, supported by Servant Leadership Theory. The Multifactor Leadership Questionnaire (MLQ-5X) was adapted to measure the 4 dimensions of transformational leadership and Balanced Score Card (BSC) measured performance. Pragmatism Research Philosophy using convergent parallel research design that espouses a mixed method was employed. The target population was all the 820 ministry leaders in the 60 Pentecostal Assemblies of God Churches in Eldoret, Uasin Gishu County, Kenya. From 15 purposively sampled assemblies, a sample population of 269 respondents comprising of leaders serving in various church committees were selected using multistage and purposeful sampling techniques. Stratified sampling gathered representation from different groups within the organization. The research gathered empirical data using structured and semi structured questionnaires, which was administered to the 269 respondents. Data was analyzed using the Statistical Package for Social Sciences Program (SPSS) version 20 software. The qualitative data collection used in-depth interviews using Key informants. The results showed that intellectual stimulation had the highest correlation with church performance ($R=0.415$) followed by inspirational motivation ($R=0.335$), intellectual stimulation ($R=0.309$), while individualized consideration had the lowest correlation with church performance ($R=0.291$).

THE ROLE OF TRANSFORMATIONAL LEADERSHIP ON PRODUCTIVITY OF WOMEN-LED FEDERATION OF KENYA EMPLOYERS' MEMBER ENTERPRISES IN NAIROBI COUNTY, KENYA

*Sub-theme: Economic and administrative models for a
sustainable future in business, entrepreneurship, finance, and
economy*

DERO RUTH ADHIAMBO (MALD/8481/0/16)

Women have increasingly gained access to leadership positions in both commercial and development sectors. While female leaders adopt diverse leadership approaches, transformational leadership remains one of the most widely applied styles. However, limited research has explored the extent to which female transformational leadership influences the productivity of women-led organizations. This study, therefore, evaluates the impact of transformational leadership on the productivity of women-led enterprises in Nairobi, Kenya, focusing on organizations that are members of the Federation of Kenya Employers (FKE). The study's specific objectives are to assess the influence of idealized influence, inspirational motivation, intellectual stimulation, and individualized consideration on the productivity of women-led enterprises. Grounded in Transformational Leadership Theory, the research adopts a pragmatic research philosophy and employs a mixed-methods research design. The target population comprises 312 managers, each representing a women-led FKE-member enterprise in Nairobi. Using a multi-stage stratified random sampling technique, a sample of 172 respondents was selected. Both primary and secondary data were analyzed. Primary data, predominantly qualitative, were collected through structured questionnaires and key informant interviews, while secondary data were sourced from published reports, existing literature, and sector-specific economic reports. Primary data were analyzed both descriptively and inferentially using SPSS version 25, whereas secondary data were examined through content analysis to validate primary findings. Results are presented in tables and interpreted using statistical measures, including means, variances, standard deviations, and percentages. Findings were discussed in relation to the literature reviewed in Chapter 2, highlighting areas of alignment or divergence. This study contributes valuable insights to women leaders, aspiring female executives, leadership students, researchers, policymakers, and senior managers. The findings support informed decision-making in leadership development and organizational productivity within women-led enterprises.

UNCERTAINTY, UNPREDICTABILITY, AND ADAPTABILITY AS DETERMINANTS OF STRATEGIC LEADERSHIP IN HEALTHCARE INNOVATION ADOPTION

Sub-theme: Economic and administrative models for a sustainable future in business, entrepreneurship, finance, and economy

George Kirigi¹, Jane Kinuthia², and Robert Gitau³

This study examined the impact of strategic leadership style on innovation adoption in public hospitals amid uncertainty, highlighting that failure to adopt evidence-based practices is influenced not just by resource constraints but also by leadership deficiencies. It argues that healthcare leaders' styles and perceptions shape their attitudes, motivations, and behaviours in adopting new practices in Nairobi's public referral hospitals. The specific objective the study was to assess how strategic leadership influences clinical innovation adoption, focusing on leadership capabilities, innovation-oriented attributes, managerial predilections, and organisational innovation. It drew from Transformational, Visionary, Transactional, and Coaching Leadership Theories, using a positivist approach with a descriptive, cross-sectional survey design. Primary data from 189 consented participants across four referral hospitals were collected via digital questionnaires and analysed using STATA Version 15.1. Descriptive and inferential statistics, presented through text, tables, and figures, were used to convey the results clearly. The findings revealed varying associations, with leadership capabilities having the strongest positive correlation and statistical significance ($\beta = 0.2145$, 95% CI [0.0512, 0.3777], $p = 0.01$). Conversely, cultivating innovation-oriented attributes showed a positive coefficient, but no significant link to clinical innovation adoption by healthcare leaders. The results also revealed a marginally significant negative association between managerial predilections and clinical innovation adoption. However, organisational innovation was strongly correlated with leader-driven adoption. The study highlights the importance of strategic leadership in fostering innovation and adaptability, suggesting healthcare leaders focus on developing leadership capabilities. These insights are valuable for managers, policymakers, and educators, informing theory, policy, practice, and framing future research directions.

Keywords: Strategic leadership; Innovation; Adoption; Uncertainty; Adaptability.

EXEGETICAL ANALYSIS OF רָדָהּ IN GENESIS 1:26–28: A THEOLOGICAL FRAMEWORK FOR SUSTAINABLE DEVELOPMENT IN KENYA

Sub-theme: Advancing Sustainable Development Goals (SDGs) and Societal Progress

Jacob Kipchilis¹, Isaack Kasili¹, Esther Wavinya¹

This study explores the Hebrew term רָדָהּ (radah) in Genesis 1:26–28, often translated as "dominion," and its theological implications for sustainable development in Kenya. Traditional interpretations have frequently emphasized human authority over creation, sometimes justifying exploitation. However, through an exegetical analysis of רָדָהּ, this study demonstrates that biblical dominion aligns with stewardship, care, and sustainability rather than unchecked control. The research follows a rigorous exegetical process, examining רָדָהּ through lexical analysis, intertextual comparison, and historical-contextual evaluation. The findings reveal that רָדָהּ in Genesis signifies responsible leadership, aligning with ethical environmental management. This study, therefore, proposes a theological framework that integrates biblical stewardship principles with Kenya's sustainable development agenda.

Key words: רָדָהּ, dominion, biblical stewardship, sustainable development, theology of creation, SDGs, environmental ethics.

IMBIBING KNOWLEDGE OF DIGITAL SKILLS FOR ENHANCED EDUCATIONAL OBJECTIVES WITHIN THE CONTEXT OF AFRICA'S 21ST-CENTURY REALITIES.

Subtheme: AI Enhanced Research and Interdisciplinary Synergies in Education, Communication and Media, Technology, Politics and Poverty Eradication

Jane Kinuthia

Well-considered utilization of digital tools in education is a step in the right direction since we are in the technological age. Across the education spectrum, educators and policymakers ought to carefully consider the implementation of an inclusive quality and goal-oriented education, devoid of shortcomings experienced in previous centuries. With a focus on 'Educating an African fit for the 21st century' as envisioned in 'Africa Agenda 2063', Africa has made strides in the revitalization and transformation of the education curriculum to ensure that its youths benefit from an inclusive, relevant, quality, and lifelong education. Alongside these, other competencies envisioned by the education system should be digital competencies that would contribute to training, research, and innovation. Thus, of interest to educationists, is ensuring sustainable digital infrastructure development, human capital development, and partnerships towards funding. Further, governments and like-minded partners must work towards highlighting the centrality of education in Africa's social, political, and economic transformation. The emphasis on digital skills in Africa is crucial as the continent navigates 21st-century realities, such as rapid technological advancement, economic transformation, and educational needs. The concepts and explored perspectives discussed in this paper contribute to progressive dialogues aimed at building a resilient education that is well-equipped to respond to the learners' diverse needs as well as delivering an education that addresses the region's aspirations. Moreover, illustrations from the different African regions serve to demonstrate the importance of digital skills within Africa's educational landscape while recommending the need for forecasting future needs for an enhanced educational digitized space.

BRIDGING THEOLOGY AND CULTURE: THE ROLE OF KENYAN TRADITIONAL RELIGIONS IN SUSTAINABLE CHRISTIAN MINISTRY

Sub-theme: Social dimensions of sustainability through education, cultural approaches, theological and psychological perspectives

Njihia Rebecca Wanjiru

Pastoral Ministry operates within a dynamic environment often shaped by the sociocultural context influenced by the Kenyan Traditional Religions (KTRs). The Christian Faith and practice has often been influenced – whether positively or negatively, by the indigenous belief systems woven by societal norms. As a result of the early missionaries often dismissing KTRs as barbaric and incompatible to the Christian Faith, division is often seen between Christianity and KTRs. While some see them as a contradiction to the faith, others see their cultural value and possible advantages to Ministry. Many practitioners of KTRs attribute the various life experiences to supernatural forces as they often use a spiritualized lens. This worldview influences both the actions and beliefs of the congregations, which could lead to theological distortions. While emphasizing both theological understanding and cultural awareness, the paper seeks to find an intersection between these crossroads. The principal arguments are: (1) the lasting impact of KTRs on African Christian spirituality and ethical frameworks; (2) the theological and pastoral dilemmas arising from the coexistence of traditional religious perspectives within Christian congregations; and (3) possible models for a theologically robust yet culturally relevant Christian ministry. The study seeks to identify ways in which ministers can engage with indigenous ideas on spirituality, morality and sexuality using a theological-analytical framework that is enriched by the ethnographic findings. It seeks to purposefully combine the aspects of KTRs while remaining maintaining theological integrity. For sustainability in ministry, pastoral ministers must address the theological implications of indigenous cosmologies.

Key Words: Syncretism, Kenyan Traditional Religions, Christian Ministry, Contextual Theology

COMBATING DESERTIFICATION AND REVERSING LAND DEGRADATION IN AFRICA THROUGH EFFECTIVE STRATEGIES AND APPROACHES IN NATURAL RESOURCE MANAGEMENT

Sub-Theme: Advancing Sustainable Development Goals and Societal Progress within the UN SDGs perspectives or Africa Agenda 2063

Josephine Wanjiku*, Musingo T. E. Mbuvi, Paul Tuwei, Sylvia Mwalewa, Naomi Kemboi, Rose Mwangangi and Ide Naoko

Desertification, land degradation and drought (DLDD) are major challenges to environmental sustainability, socio-economic development and stability in Africa. Challenges of DLDD result in low land productivity leading to food insecurity, poverty and resource use conflicts. For Africa to shorten the timeframe for ecosystem rehabilitation as well as achieve UN Sustainable Development Goals (SDGs), and environmental AU Agenda 2063 goals, there is need to accelerated sharing of existing natural resource management practices and mainstream effective policies. A project entitled African Initiative for Combating Desertification (AI-CD) was implemented in seven Horn of Africa (HoA) countries to promote measures for land restoration. The Initiative was achieved through; building networks among participating countries and development partners; knowledge-sharing; and improving access to finance: These outputs were realized through three pillars namely; policy and strategies application, capacity building and implementation of good practices. The highest level of political commitment in HoA was actualized through countries ratifying and domesticating relevant international conventions such as United Nations Convention for Combating Desertification and United Nations Framework Convention on Climate Change. In aligning to SDGs, Target 15.3 was integrated to national policy documents, strategies and action plans to promote land degradation neutrality. Community empowerment, awareness creation, and environmental education were undertaken to promote wide stakeholders engaged in combating land degradation. Awareness was created through various multi-media and marking various environmental related events such World Desertification and Drought Day. Awareness and empowerment were found to result in community and stakeholder ownership of any interventions implemented. Land restoration actions were implemented through cross-sectoral and multi-stakeholder approach where players included states agencies and private sector. By adopting relevant policies and strategies, and promoting uptake of good practices, HoA countries are expected to accelerate protection and restoration of degraded landscapes, promote climate resilient communities as well as achieve peace, justice, and strong institutions.

Keywords: AI-CD, Desertification, Land degradation, Horn of Africa

SUSTAINABILITY IN HIGHER EDUCATION: CHALLENGES AND OPPORTUNITIES FOR INTERNATIONAL STUDENTS IN CANADA

Sub-theme: Social dimensions of sustainability through education, cultural approaches, theological and psychological perspectives

Dr. Derrick Mohamed, Dr. Imbenzi George

Sustainability in higher education extends beyond environmental concerns to include economic and social sustainability, particularly in supporting international graduate students. Universities worldwide benefit from international students' diverse perspectives and contributions, yet systemic barriers often hinder their long-term success. This study examines the premise that without sustainable institutional policies addressing financial, academic, and social integration challenges, international students face heightened barriers that impact retention, well-being, and academic outcomes.

The main arguments highlight how financial insecurity, limited work opportunities due to immigration restrictions, and cultural adaptation difficulties disproportionately affect international students, often leading to stress, academic disengagement, and limited career prospects. While universities acknowledge these challenges, existing institutional responses vary in effectiveness, with some students reporting gaps in financial support, employment opportunities, and access to culturally responsive services. As international education plays an increasing role in global knowledge economies, fostering economic, social, and academic sustainability is essential for long-term success.

This study employs a quantitative survey methodology, analyzing responses from 423 international students at a Canadian university to assess the impact of tuition costs, employment restrictions, and social integration barriers on their experiences. The findings highlight critical gaps in student well-being and access to institutional support, underscoring the urgent need for reform.

The expected outcomes emphasize the need for policy reforms that enhance employment flexibility, reduce systemic barriers in student services, and promote equitable institutional policies that improve the student experience. By examining how these challenges affect international student retention, academic success, and career pathways, this study provides new insights into the structural issues that hinder sustainability in global higher education. The findings contribute to the broader discourse on higher education policy, student retention strategies, and global student mobility, advocating for data-driven, student-centered solutions that create a more inclusive and sustainable academic environment.

Keywords: Sustainability, Higher Education, International Students, Systemic Barriers, Student Retention, Policy Reform

IMPACT OF IDEALIZED INFLUENCE ON INSTITUTIONAL PERFORMANCE OF TVET COLLEGES IN NAIROBI METROPOLIS

Sub-theme: Advancing Social progress within the SDGs and Africa Agenda 2063 perspectives

Benson Kamau Ngwiri

Leadership plays a pivotal role in shaping institutional performance and productivity. Leadership style adopted by Technical and Vocational Education Training (TVET) institutions, considerably influences culture, personnel and learners' morale, and overall outcomes. The core mission of TVET institutes in Kenya aligns with the 4th Sustainable Development Goal (SDG) of striving to develop a skilled workforce. However, challenges such as malpractice, inadequate strategic planning, and low personnel and learners' morale necessitate an examination of the impact of idealized influence, a key component of transformational leadership, on institutional performance. Guided by Transformational Leadership Theory, Balanced Scorecard Theory, and Leader-Member Exchange Theory, this study adopted a pragmatist research philosophy and employed a convergent parallel mixed-method design. From a population of 5,496 leaders across 687 TVET institutions, a sample of 50 student leaders, 45 principals, 267 heads of department (HODs), and 5 county education directors was selected using a multi-stage sampling technique. Data collection involved questionnaires, interviews, and focus group discussions. Instrument reliability was confirmed with a Cronbach's alpha of .932. Quantitative analysis included descriptive and inferential statistics, while qualitative data were analyzed thematically. Findings revealed a significant positive correlation between idealized influence and institutional performance ($r = .399$, $p = .001$). Leaders who instill confidence ($M = 4.17$), uphold ethical values ($M = 4.27$) and prioritize institutional goals over personal interests ($M = 4.17$) foster strong ethical foundations and improved performance. Leaders who practice Idealized influence articulate the institute's vision and mission successfully and in a motivating way ($M = 4.2$). These insights provide a basis for policymakers to develop frameworks that enhance institutional performance through transformational leadership practices in TVET institutions within the Nairobi Metropolis.

Keywords: Idealized Influence, Leadership, Performance, Transformational Leadership, TVET

THE ROLE OF TRANSFORMATIONAL LEADERSHIP AND PERFORMANCE MANAGEMENT IN CLERGY EFFECTIVENESS IN PENTECOSTAL ASSEMBLIES OF GOD IN UGANDA

Sub-theme: Economic and administrative models for a sustainable future in business, entrepreneurship, finance, and economy

Omara, George Joel (POLD/9540/0/17)

Background: Clergy significantly influence the growth of their congregations. Despite global growth in the Pentecostal Movement, the Pentecostal Assemblies of God in Uganda are experiencing a decline. Transformational leadership and performance management have been shown to enhance organizational and staff performance. Objective: This study examines the impact of transformational leadership and performance management on clergy effectiveness in the Pentecostal Assemblies of God in Uganda.

Methods: A convergent parallel mixed-method design was used, sampling 311 clergy and obtaining 236 participants from a population of 5027, 76% response rate. Data were collected using multistage sampling and both open- and closed-ended questionnaires, analyzed with Stata version 18 and NVivo version 14.

Results: Pairwise correlation showed a positive correlation between clergy effectiveness and idealized influence ($r=0.3586$), individualized consideration ($r=0.4766$), intellectual stimulation ($r=0.3696$), and inspirational motivation ($r=0.5037$). Hierarchical linear regression indicated that transformational leadership components account for 27% of the variation in clergy effectiveness, increasing to 44% with the addition of performance management, suggesting a 23% moderation effect.

Conclusion: Transformational leadership and performance management significantly enhance clergy effectiveness in the Pentecostal Assemblies of God in Uganda.

RELIGION, SGDS, AND THE KENYA VISION 2030: THE ROLE OF PENTECOSTAL CHURCHES, PAST, PRESENT AND POST-2030

Sub-theme: Advancing Social progress within the SDGs and Africa Agenda 2063 perspectives

Elias Kiptoo Ng'etich

Launched in 2018, Kenya Vision 2030 pithily captures Kenya's development agenda. Rio+20 United Nations Conference on Sustainable Development yielded concrete and implementable measures for sustainable development based on Millennium Development Goals (MDGs). Member states of the UN adopted 169 targets within 17 Sustainable Development Goals (SDGs) in September 2015 to offer a framework to underpin sustainable development. Specific to Kenya's interest are SDG 1 and SDG 10, which seek to mitigate poverty in all its forms and reduce inequality among all countries. The Kenya Vision 2030 comprises three key pillars: the political, the social, and the economic. In less than a decade, Kenya will be in 2030. To date, tremendous changes have been witnessed, notwithstanding inequality that marks access to services, employment, education, and consumption income. Strategically crafted not only to bring equity, quality of life, and a secure, safe environment, Vision 2030's core goal is also to lift Kenya to a middle-income country by 2030. Development's complex and multifaceted nature requires multiple players, including religious actors who go unnoticed despite their robust presence in Kenya's public sphere. This study assesses contemporary Pentecostal churches' contribution to Kenya Vision 2030 in the context of SDGs. It explores, in particular, the supplies of Pentecostal goods within Kenya's development domain in the recent past and its prospects post-2030.

THE INFLUENCE OF FINANCIAL MANAGEMENT ON MARITAL STABILITY: AN EMPIRICAL SURVEY

Sub-theme: Social dimensions of sustainability through education, cultural approaches, theological and psychological perspectives

Christine Arunga

Issues related to finances are among the leading causes of marital instability among couples globally. The purpose of the study was to investigate the effect of financial management on the marital stability of newly-weds and middle-aged Christian couples in selected churches in Embakasi East Sub-County, Nairobi City County, Kenya. Specifically, it sought to answer the questions of how spending money, investment, and debt influence marital stability. Bowen Theory and the Couple and Finance Theory anchored the study. A correlation research design was employed and a purposive sample of 384 newly-weds and middle-aged married members of six churches was used. Data was collected using a structured questionnaire and analyzed using correlation and regression techniques in SPSS Version 27. Descriptive analysis showed that a small majority of respondents (54.8%) enjoyed high marital stability, while 45.2% fell into the low marital stability category, implying that nearly one in every two marriages were unstable. Correlation analysis revealed that marital stability was significantly correlated to couple spending behaviors ($r = 0.149, p < 0.05$) and debt management behaviors ($r = 0.175, p < 0.05$) but not financial investment ($r = -0.050, p > 0.05$). The study concluded that improvements in spending discipline contributed positively to the marital stability of couples. In addition, effective debt management practices are positively associated with marital stability. The study recommended that marriage and family therapists should incorporate financial counseling into their therapeutic practices, emphasizing the importance of joint financial planning, communication around spending, and effective debt management. The clergy should also consider using financial management principles as part of marriage enrichment programs. A future study should examine the relative explanatory power of financial management of marital stability in light of the broader gamut of factors underpinning marital stability among newly-weds and middle-aged couples.

Key words: Financial Management, Marital Stability, Christian Couples

THE ROLE OF SOCIAL MEDIA IN SHAPING THE PERCEPTION OF AGRICULTURAL CAREERS IN SUB-SAHARAN AFRICA: A REVIEW OF LITERATURE

Sub-theme: AI Enhanced Research and Interdisciplinary Synergies in Education, Communication and Media, Technology, Politics, and Poverty Eradication

Fatma Amiyo Mohammed

Social media users account for 62 percent of the global population, and there are 8 new users every second. Social media algorithms have been instrumental in creating communities advocating for various development agenda. In sub-Saharan Africa, efforts have been made to make agriculture an occupation of choice for the youth by interconnecting agriculture, human communication, and digital technologies. Agricultural content has been democratized to allow for user-generated content, which is presented based on the algorithms on the platforms. There has been a shift from the traditional agricultural occupation to smart farming which adopts innovation and digitization of the agricultural value chains at all fronts including information and communication management. This has transformed agricultural communication from in person to the virtual spaces provided by the myriad social media platforms. The purpose of this paper is to document the gains made by the youth in sub-Saharan Africa in using social media to construct and curate their agripreneurial identity and in turn shape the perception of the agricultural career. Specifically, the objective of this paper is to review literature on the role of social media in shaping perception of agricultural careers in sub-Saharan Africa. In this paper, the systematic literature review method was used to synthesise available research following the Preferred Reporting Items for Systematic Reviews and Meta-Analysis Method (PRISMA). The papers reviewed were from January 2019 to December 2024 and summarize the findings in five main themes. This paper argues that social media has positively changed the perception of agriculture as a career of choice in sub-Saharan Africa.

Keywords: agricultural communication, social media, perception of agricultural careers, youth agripreneurs, sub-Saharan Africa

THE ARMOUR OF GOD: A RHETORICAL-PRAGMATIC ANALYSIS OF EPHESIANS 6:11-18 AS A RESOURCE FOR SPIRITUAL WARFARE IN PENTECOSTAL CHURCHES IN AFRICA

*Sub-theme: Social dimensions of sustainability through
education, cultural approaches, theological and psychological
perspectives*

Wanyaga, Jane Nyambura (MBTH/19549/0/21)

This study examines the rhetorical and pragmatic significance of Ephesians 6:11-18 within Pentecostal churches, focusing on the metaphor of the "Armour of God" as a framework for spiritual warfare. Through rhetorical criticism and pragmatic analysis, the research highlights the persuasive techniques used by Apostle Paul to inspire believers toward spiritual preparedness. The study finds that Paul's use of military imagery, appeals to ethos, pathos, and logos, and imperative commands effectively communicate the urgency of engaging in spiritual warfare.

The findings reveal that Pentecostal believers often integrate biblical teachings on spiritual warfare with indigenous beliefs, creating tensions between scriptural and cultural interpretations. The study identifies gaps in theological understanding, individual versus communal approaches to spiritual warfare, and the practical application of metaphorical spiritual tools. Furthermore, ethical living is emphasized as an essential component of spiritual defence, aligning with both biblical principles and African communal values.

To address these gaps, the study recommends contextualizing biblical teachings to align with African realities, promoting theological education, and balancing personal and communal spiritual practices. Practical strategies include detailed exegesis of the "Armour of God," emphasizing ethical living, and integrating spiritual disciplines such as prayer and scripture study into daily life. By implementing these approaches, Pentecostal churches can deepen believers' understanding of spiritual warfare, equipping them to engage confidently in their faith while addressing cultural and theological challenges.

CLIMATE ACTION: THE CONTRIBUTION OF EVELYN WANJUGU KIMATHI TOWARDS A GREENER KENYA

*Sub-theme: Innovative Technologies for Sustainability in
renewable energy, environmental monitoring, Climate Action,
and Public Health*

Nancy Kungu, Ph.D.

The subject of Climate Action transcends the confines of state boundaries. Universally, nations are seeking to make the world greener and more sustainable. Primarily, climate change attracts the incessant attention of world governments and key global organizations such as UNEP and the UN-Habitat. Key world summits have been held for this cause. This includes the UN Framework Convention on Climate Change (UNFCCC) and its Conference of the Parties (COP), the Intergovernmental Panel on Climate Change (IPCC), the Paris Agreement and the most recent COP29 held in Azerbaijan in 2024. The government of Kenya targets to plant 15 billion trees by 2032, hence increasing forest cover from 12% to 30%. It is, therefore, important to explore the input by individual citizens and institutions toward the realization of the overall national climate governance goals. This paper interrogates the contribution of Evelyn Wanjugu Kimathi, the CEO of the Dedan Kimathi Foundation (DKF), who has worked extensively in collaboration with the Kenyan government's Climate Governance Framework, learning institutions, and in partnership with public and private sectors such as the Forest Service (KFS), Kenya Defence Forces (KDF), Kenya Forestry Research Institute (KeFRI), the Seed Balls Kenya, CKL Africa Limited, Equity Bank Kenya, Nairobi City Water and Sewerage Company, Dagorretti Greeners CBO-Nairobi, Green Heroes in Homabay, County Governments, Young Theologians for Climate Action (YTICA), Kaba Methu Foundation, Africa Youth Leaders Forum (AYLF), Bright Future Foundation, Linda Mazingira Initiative-Busia, NETFUND. Data was collected through a face-to-face interview with the subject and a content analysis of her tree planting and growing records. Although Wanjugu does not posture a vibrant public presence, she works from the margin engaging the community in climate action within her present spaces, albeit from the periphery.

*Keywords: Climate action, climate governance, tree planting, tree growing,
environmental conservation,*

"PATHWAYS TO SUSTAINABILITY: CIRCULAR ECONOMY, GREEN FINANCE, AND ENTREPRENEURIAL INNOVATIONS IN SUB-SAHARAN AFRICA"

Sub-theme: Innovative Technologies for Sustainability in renewable energy, environmental monitoring, Climate Action, and Public Health

Prof. Omboi Bernard

The pursuit of sustainable economic models in Sub-Saharan Africa (SSA) is critical to addressing pressing environmental, social, and economic challenges. This study explores alternative economic frameworks—such as the circular economy, sustainable finance, business innovations, and entrepreneurial approaches—as pathways to sustainability in the region. Focusing on SSA, the research addresses three specific objectives: (1) assessing the potential of circular economy principles to reduce waste and enhance resource efficiency, (2) evaluating the role of sustainable finance in enabling green investments, and (3) analyzing how business innovations and entrepreneurial ventures drive sustainable development.

Using a mixed-methods approach, the study combines qualitative case studies of successful sustainability initiatives with quantitative analysis of macroeconomic data from the World Bank, UNEP, and regional reports. Key findings reveal that SSA generates over 125 million tons of waste annually, with recycling rates below 20%, highlighting opportunities for circular economy adoption. Sustainable finance remains underdeveloped, with green bonds accounting for less than 1% of Africa's financial market, yet renewable energy investments grew by 17% in 2022.

Entrepreneurial activity is rising, with 40% of startups in Kenya and Nigeria integrating sustainability into their business models.

Policy recommendations include (1) strengthening regulatory frameworks for waste management and circular practices, (2) incentivizing green finance through tax breaks and risk-sharing mechanisms, and (3) fostering innovation hubs to support sustainable entrepreneurship. These measures can accelerate SSA's transition to an inclusive, low-carbon economy.

Keywords: Circular economy, Sustainable finance, Business innovation, Entrepreneurship, Sub-Saharan Africa.

EVALUATION OF THE INFLUENCE OF GUIDANCE AND COUNSELLING PROGRAMMES IN MITIGATING TEENAGE PREGNANCIES IN PCEA SPONSORED SCHOOLS IN NYERI COUNTY, KENYA

Sub-theme : Social dimensions of sustainability through education, cultural approaches, theological and psychological perspectives

Simon Waweru Njoroge (MCDS/18514/0/21)

While the church has played a crucial role in addressing social issues, the impact of its programs on reducing teenage pregnancies has not been thoroughly studied. This research examined how church programs contribute to mitigating teenage pregnancies in PCEA-sponsored secondary schools in Nyeri County, Kenya. The study aimed to assess the influence of guidance and counselling programs on reducing teenage pregnancies in these schools. The theoretical framework was based on Gagne Learning Theory and Ecological Systems Theory. A mixed-method research design was employed, with purposive sampling selecting 8 secondary schools and simple random sampling used for 360 Form Three students. Data were collected through student questionnaires and interviews with Parish Ministers. Descriptive and inferential statistical methods were used to analyze quantitative data using SPSS Version 27, while qualitative data were analyzed through thematic analysis. The results revealed a positive correlation between church guidance and counselling programs and the reduction of teenage pregnancies. The findings provide valuable insights for policy-making, development initiatives, and expanding knowledge to help teenage girls make informed decisions about their sexual health. The study recommends enhancing peer counselling with additional training, increasing counselling on emotional well-being and sexual health, integrating comprehensive sexuality education with faith-based teachings, expanding mentorship on life skills, strengthening church involvement in youth seminars, regularly assessing programs, and collaborating with local health organizations for more resources.

SOCIAL DIMENSIONS OF SUSTAINABILITY THROUGH EDUCATION, CULTURAL APPROACHES, RELIGIOUS AND THEOLOGICAL APPROACHES, AND PSYCHOLOGY AND PSYCHOMETRIC APPROACHES

*Sub-theme: Social dimensions of sustainability through
education, cultural approaches, theological and psychological
perspectives*

Jennifer Kyalo

In the face of escalating global challenges, sustainable development necessitates a comprehensive understanding of human behavior, cultural frameworks, religious ideologies, and psychological mechanisms. This paper explores the social dimensions of sustainability through education, cultural perspectives, religious and theological approaches, and psychology, integrating psychometric methodologies to assess and enhance sustainable behavioral change. Sustainability, often framed in economic and environmental terms, must also be examined through social and cognitive lenses to foster long-term, systemic transformation. Grounded in an interdisciplinary approach, this study applies psychometric assessments and behavioral analytics to evaluate the role of cultural and religious narratives in shaping attitudes towards sustainability. The research integrates established psychological theories, such as the Theory of Planned Behavior (Ajzen, 1991), Social Cognitive Theory (Bandura, 1986), and values-based sustainability frameworks to analyze how educational interventions and theological discourses influence pro-sustainability behaviors. The methodology employs a mixed-methods design, incorporating quantitative psychometric tools alongside qualitative ethnographic research to capture the nuances of belief systems and cultural identity in sustainable decision-making. This study argues that fostering sustainability requires more than policy enforcement; it demands a deeper engagement with societal value systems and cognitive heuristics. By leveraging psychological and psychometric insights, this research proposes actionable strategies for integrating sustainability into educational curricula, religious teachings, and cultural practices. Expected outcomes include the identification of key psychological and cultural drivers that enhance or hinder sustainable behaviors, the development of psychometric tools for assessing sustainability-related attitudes, and the formulation of interdisciplinary interventions that align with diverse societal contexts. This research contributes to the broader discourse on sustainable development by bridging psychology, cultural studies, religious thought, and educational reform, demonstrating that interdisciplinary approaches are essential for advancing global sustainability in a socially embedded manner.

AN ASSESSMENT OF TRANSFORMATIONAL LEADERSHIP'S INTELLECTUAL STIMULATION AND TEACHER PERFORMANCE IN KILUNGU SUB-COUNTY, MAKUENI COUNTY, KENYA

*Subtheme: Economic and administrative models for a
sustainable future in business, entrepreneurship, finance, and
economy*

Kasimu, Joseph Muia (MALD/10230/0/17)

Advancing quality education is crucial for achieving the United Nations Sustainable Development Goals (SDGs), particularly SDG 4 (Quality Education) and SDG 8 (Decent Work and Economic Growth), as well as Africa's Agenda 2063, which envisions a skilled and innovative workforce. Effective school leadership plays a critical role in enhancing teacher performance and, ultimately, student learning outcomes. This study examines the impact of transformational leadership's intellectual stimulation on teacher performance in selected public secondary schools in Kilungu Sub-County, Makeni County, Kenya. Grounded in the Path-Goal and Transactional Leadership theories, the study addresses a research gap, as majority of prior studies have primarily focused on transformational leadership and academic performance among students, with no research conducted in Kilungu Sub-County. A questionnaire was used for data collection and IBM Statistical Package for Social Sciences (SPSS) version 25 facilitated descriptive and inferential statistical analysis. The findings indicate that principals' intellectual stimulation significantly influences teacher performance ($p < 0.05$). Encouraging creativity and innovation among teachers leads to enhanced instructional practices and professional growth. The study provides valuable insights for policy makers, educational leaders and researchers by highlighting the need for leadership training programs that foster intellectual stimulation. Strengthening transformational leadership practices in schools contributes to sustainable educational development, aligning with global and regional goals for societal progress. By enhancing school leadership strategies, this research supports the long-term vision of equipping Africa's youth with the skills necessary for sustainable growth and development.

THE INFLUENCE OF LEADERSHIP PROGRAMS IN CURBING ALCOHOL AND DRUG ABUSE AMONG SECONDARY SCHOOL STUDENTS IN KENYA: A CASE OF KAJIADO NORTH SUB-COUNTY

Sub-theme: Policy, Leadership and Governance Innovations

Marau Kennedy Tumpes

The issue of drug and alcohol abuse among school children is a significant concern for educational policymakers. The general purpose of the study was to find out the influence of leadership programs in curbing alcohol and drug abuse among students in secondary schools in Kajiado North Sub-County. The specific objectives were to investigate the impact of mentorship, life-skills programs, and guidance and counseling on reducing alcohol and drug abuse among secondary school students in Kajiado North Sub-County, as well as to identify implementation challenges in these efforts. The study was anchored on empowering leadership theory and the theory of planned behavior. The study employed an explanatory sequential mixed methods design, wherein quantitative data served as the primary source, while qualitative data was utilized to support and enrich the quantitative findings. The target population was 208 school leaders comprising of principals, deputy principals, guidance & counselling teachers and head prefects from 52 public and private secondary schools in Kajiado North Sub-County. Stratified sampling technique was used to select respondents. Questionnaires were administered to a sample size of 136 respondents. These were school principals, deputy principals and heads of departments of guidance and counseling. Interviews were also carried out with a purposive sample of 24 participants comprising 6 school principals, 6 deputy principals, 6 heads of guidance and counselling, and 6 head prefects who did not participate in the questionnaire survey. Quantitative data was analyzed using descriptive statistics and correlation technique while qualitative data was subjected to thematic analysis. The mentorship program, with a composite rating of 4.24, was perceived as effective in addressing alcohol and drug abuse among secondary school students. In-depth interviews highlighted its role in character development and career aspirations. However, inferential analysis showed an insignificant correlation between mentoring and effectiveness in combating substance abuse ($p > .05$). Similarly, life-skills programs, with a mean score of 4.34, were deemed effective, focusing on personal development, empowerment, and social skills. However, correlation analysis revealed a weak and insignificant link between life-skills impartation and anti-drug campaign effectiveness ($p > .05$). Guidance and counseling services, rated at 4.33, were seen as effective, especially in character and values formation, and career guidance ($p < .05$). Challenges included insufficiently trained personnel (89.1%), lack of resources for materials (87.5%), inadequate time allocation (85.9%), and limited student involvement in program development (85.9%). The study concluded that mentorship, life-skills programs, and guidance and counseling services are seen as effective in tackling alcohol and drug abuse among secondary school students in Kajiado North Sub-County, but their correlation with combating substance abuse varies, highlighting the need to address implementation challenges such as insufficient trained personnel and resource shortages to enhance prevention program effectiveness.

Key Words: Alcohol and Drug Abuse, Leadership Programs, Mentorship, Secondary School Students

THE RELATIONSHIP BETWEEN ALCOHOL USE DISORDER AND GENDER-BASED VIOLENCE AMONG WOMEN IN KIANDUTU VILLAGE, KIAMBU COUNTY, KENYA

Sub-theme: Social dimensions of sustainability through education, cultural approaches, theological and psychological perspectives

Nicoleta Wambui Mungai (PACU) & Dr. Ann N. Wamathai (PACU)

Alcohol Use Disorder (AUD) is a global mental health concern not only among men but also among women in almost equal measures. AUD among women is likely to lead to Gender Based Violence (GBV). This paper aims at exploring the relationship between AUD and GBV among women in Kiandutu village, Kiambu County, Kenya. The study was informed by the psychopathological theory on addiction. The study adopted the descriptive research design and used simple random sampling to obtain a sample size of 130 participants while seven (7) rehabilitation center managers were purposively selected. The data was collected using closed and open-ended questionnaire for the key participants and interviews guide for the center managers. The quantitative data was analyzed using descriptive statistic while the qualitative data was analyzed thematically. According to model summary of the relationship between AUD and GBV, an R of 0.838 and R-square of 0.703 was established. This indicated that AUD had a 70.3% influence on GBV while other 29.7% were other factors not examined in this study. On regression, the coefficient constant was 17.204 and AUD was 0.276 with a p-value of 0.06. This meant that without AUD, GBV was 17.204 but when AUD was increased by 1%, it increased GBV by 0.276. at a p-value of less than 0.05. Hence, AUD increased significantly the GBV among women. The study established that when the women were offered treatment options, the AUD and GBV reduced significantly. The study recommends more public awareness and early timely interventions. Rehabilitation facilities should be expanded, be affordable and reachable for timely interventions. This should extent to daily communication through dedicated community health volunteers to the women on how they could turn around their drinking behavior around for personal growth and development.

Keywords: Alcohol Use Disorder (AUD), Gender Based Violence (GBV)

ROLE OF INTERRACIAL MARRIAGES IN THE RELATIONSHIP SATISFACTION OF HETEROSEXUAL COUPLES IN OTTAWA, CANADA

*Sub-theme: Social Dimensions of Sustainability through
Education, Cultural Approaches, Religious and Theological
Approaches, and Psychology and Psychometric Approaches*

Mary Wanjiku Nduati

All couples face relationship challenges, but interracial couples often experience amplified difficulties due to societal prejudice and limited access to supportive social networks, which can increase marital distress. This study explored the factors influencing relationship satisfaction among heterosexual interracial couples in Ottawa City, Canada, using Gottman's Sound Relationship House theory and a phenomenological research design. A sample of ten heterosexual interracial couples was selected through snowball sampling, and data was gathered through structured, in-depth interviews. Thematic analysis identified two main themes and six sub-themes. The first theme, Social Acceptance as a Marital Satisfaction Enhancer, included Family Acceptance and Positive Societal Stereotyping. The second theme, Interracial Marital Relationship Stigma as a Stress Factor, comprised Overt Racial Prejudice, Self-Stigma, Societal Stigma, and Negative Stereotyping. With regard to marital adjustment, two themes emerged: Interracial Marital Compatibility as a Protective Factor and Interracial Marital Adjustment as a Stress Factor. Findings on marital locus of control highlighted the Positive Effect of an Internal Locus of Control and the Mixed Effect of an External Locus of Control. Demographic factors had varied impacts: differences in gender role perceptions and worldviews contributed to marital stress, while shared religious faith served as a protective factor. Age differences, however, had little effect on relationship satisfaction. The study concluded that interracial marital compatibility and an internal locus of control were key determinants of relationship satisfaction. It recommended that therapeutic interventions focus on strengthening the self-agency of interracial couples and suggested that future studies extend to rural settings.

Key words: Interracial Marriages, Relationship Satisfaction, Heterosexual Couples, Locus of Control

SOCIO-ECONOMIC EFFECTS OF COVID-19 ON FAMILY STABILITY: A CASE OF NUCLEAR FAMILIES IN UTAWALA WARD, NAIROBI COUNTY

Sub-theme: Social Dimensions of Sustainability through Education, Cultural Approaches, Religious and Theological Approaches, and Psychology and Psychometric Approaches

Priscilla Kananu M M'mwenda

Family stability plays a vital role in maintaining social stability. The socio-economic well-being of the family significantly affects its stability. Following the COVID-19 disruption, families experienced major socio-economic downturns, which they continue to grapple with. These challenges, especially in meeting basic needs, adversely affected family stability. Guided by systems theory, this study aimed to determine the socio-economic effects of COVID-19 on family stability, focusing on nuclear families in Utawala Ward, Nairobi City County. Four objectives guided the study: to establish the effect of economic conditions, communication, cohesion, and spiritual orientation during the COVID-19 pandemic on nuclear family stability. A descriptive research design was used. The target population was nuclear families in Utawala Ward of Embakasi East Sub-County. Purposive and simple random sampling were applied to select a sample of 97 families. Data were collected through questionnaires and interviews. Quantitative data were analyzed using percentages, means, standard deviations, and correlation techniques via SPSS (Version 28), while qualitative data were analyzed through content analysis. Findings showed a significant negative relationship between economic conditions and family stability ($\rho = -0.381$). Positive correlations were found between family stability and communication ($\rho = 0.415$), cohesion ($\rho = 0.483$), and spiritual orientation ($\rho = 0.606$). The study recommends targeted government economic recovery programs, such as low-interest loans and grants. Spiritual institutions may teach spiritual resilience, while families are encouraged to engage in shared activities that enhance bonding and reduce conflict, ultimately promoting stability.

NAVIGATING THE DIGITAL SPHERE: HEALTH INFORMATION SOURCES FOR EXPECTANT TEENAGERS IN KAJIADO COUNTY, KENYA

Sub-theme: Advancing Sustainable Development Goals and
Societal Progress within UN SDGs perspectives or Africa Agenda
2063

Ratemo Caleb Oira
Malakwen Bernard Kibet

Teenage pregnancy is a major public health challenge in Kenya and many other developing nations. Due to issues including stigma, misinformation, and resource scarcity, expectant teenagers encounter particular challenges in acquiring trustworthy and accurate health information. The objective of this study was to identify the main health information sources that expecting teens use, as well as to investigate their experiences, preferences, and difficulties when searching the internet for relevant health information. To focus the study, the Uses and Gratification Theory and Health Belief Model were utilized. The qualitative study, anchored on a relativist-interpretivist philosophical foundation utilized a case study method. 14 expectant teenagers, aged between 15-19, selected purposively from nearby villages, towns and medical institutions participated in through a semi-structured interview and three focus groups of six each for triangulation in answering the research question; What are the primary sources of health information used by expectant teenagers in Kajiado County, Kenya, and what challenges do they face in navigating the digital sphere to access this information? Thematic analysis was used as a method of analysis from the obtained recorded narratives. All ethical considerations like informed consent and confidentiality were taken to account. Research assistants who are well versed with culture were recruited to help in creating rapport and rich data. The study is envisaged to come up with interventions to help expectant teens make decisions, such as leveraging trusted community leaders and healthcare professionals, digital literacy initiatives like mobile health interventions and text message services, digital skills training, partnership with schools and peer education programs where they can share experiences, ask questions, and get information from others.

Key Words: Teenage Pregnancy, Health Information, Expectant Teenagers, Digital sphere.

THE PREVALENCE OF SOCIAL MEDIA OBSESSION IN SELECTED CHURCHES IN MIGORI COUNTY, KENYA

Sub-theme: Social Dimensions of Sustainability through Education, Cultural Approaches, Religious and Theological Approaches, and Psychology and Psychometric Approaches.

Jared Odhiambo Okore

Healthy spousal connectedness is measured by the amount and reciprocating positive reinforcement achieved only through constructive, healthy communication. Distressed marriages, however, are characterized by acts of coercion, withdrawal, and retaliatory behavior. Involvement in obsessive social media use, however close couples may be to each other, emotionally they may be experiencing disconnection, lack of attention, lack of trust, insecurity, jealousy, loneliness, guilt, and anxiety. Healthy spousal connectedness, catalyzed by healthy communication, should nourish, and accomplish attentiveness and responsiveness, inculcating positive feelings to champion closeness, comfort, and respect. Effective communication is critical in building coherence and peaceful families. Anything that disrupts effective communication among couples tends to disrupt peace and family development. Couples' exposure to social media has increased to alarming levels, and this may affect couples' communication. Since the emergence of social media, different family members have been affected. Findings from extant literature prove that scholars have done studies on hindrances of effective communication, but little is documented on whether social media obsession is an influential factor in shaping couple communication, especially in Migori County. A mixed-method research design was employed, drawing on Emotionally Focused Couple Theory and Cognitive Behavioral Therapy principles. The target population consisted of 3,805 couples from 23 churches, and a sample of 362 couples was selected using Taro Yamane's formula. Findings prove that couples frequently checking social media—often four or more times daily and spending over 30 minutes per session. The evidence suggests that social media obsession, as measured by frequency and duration of use, is likely to have significant negative implications for relationship quality, given that such compulsive behaviour tends to replace deeper, face-to-face interactions.

Key words: Social Media Obsession, Couple Communication, Relationship Quality

THE INFLUENCE OF PREMARITAL COUNSELLING ON MARITAL SATISFACTION: A CASE OF THE ALL-SAINTS CATHEDRAL CHURCH, NAIROBI CITY COUNTY, KENYA

Subtheme: Social dimensions of sustainability through Education, Cultural Approaches, Religious and Theological Approaches, and Psychology and Psychometric Approaches.

ANNE MUTHONI MUTURI

The marriage foundation is critical because it determines how well the union will stand trial, resolve conflicts, and hence predict marital satisfaction. Premarital counselling is a critical intervention mostly offered in religious organisations. It is used to mitigate issues that could lead to marital dissatisfaction. This study investigated the influence of pre-marital counselling on marital satisfaction at the All-Saints Cathedral Church, Nairobi. The study was based on the Solution Focused Theory. The study utilized a cross sectional research design and selected a sample of 66 married individuals who participated in premarital counselling between January and November 2016. 61 respondents completed an online survey distributed via Survey Monkey. The data was analysed using SPSS 29–2022, with both descriptive and inferential statistics employed. Findings revealed that premarital counselling addressed key areas such as communication, conflict resolution, financial management, and intimacy, with sessions on communication receiving the highest mean score ($M = 4.34$). Marital satisfaction, measured using the Locke-Wallace Marital Adjustment Scale, averaged 19.05 ($SD = 11.589$), with a significant Pearson correlation between premarital counselling and marital satisfaction ($r = .651, p < .001$). Regression analysis indicated that premarital counselling accounted for 20.4% of the variance in marital satisfaction ($p < .001$). Additionally, demographic factors such as age ($p = .002$), gender ($p = .020$), years in marriage, ($p = .015$), education level ($p = .008$), and parenting approach ($p = .004$) significantly influenced marital satisfaction. The study concluded that premarital counselling positively impacts marital satisfaction. The findings provide valuable insights for religious institutions and marriage counsellors to enhance their premarital programmes, and contribute to the broader literature on marital satisfaction and counselling efficacy.

Key words: Premarital Counselling, Marital Satisfaction, Married individuals,

HARNESSING INDIGENOUS LANGUAGES AND CULTURAL KNOWLEDGE FOR SUSTAINABLE EDUCATION: A KENYAN PERSPECTIVE UNDER THE COMPETENCY-BASED CURRICULUM

Awuor, Q. Elizabeth

This study examines the significance of indigenous languages and cultural methodologies in promoting sustainable educational practices within Kenya's Competency-Based Curriculum (CBC) framework. This research posits that language is a conduit for culture and indigenous knowledge systems, essential for imparting environmental stewardship, social cohesion, and sustainable livelihood skills that align directly with CBC's focus on values, community service, and practical competencies. Excluding these elements from education undermines the overarching objectives of sustainability and inclusive development. A mixed-methods technique, informed by Vygotsky's Sociocultural Theory, which asserts that cognitive development is intricately linked to cultural contexts, was utilised to collect data from 300 participants, comprising educators, students, policymakers, and community leaders in Kisii and Homabay counties. Surveys and semi-structured interviews yielded both quantitative and qualitative findings. The investigation concentrated on discerning trends that connect the use of indigenous languages in education to sustainability outcomes. Research indicates that incorporating indigenous languages into the curriculum strengthens students' ties to their cultural identities, enhances environmental consciousness, and cultivates a deeper understanding of local ecosystems, agricultural techniques, and conflict resolution strategies vital for developing sustainable communities. Despite CBC's professed openness to local material, a gap persists in its execution. The report advocates for the comprehensive integration of indigenous languages in the foundational stages of the CBC, the creation of localised instructional resources, and the organised involvement of community elders in educational activities. Policy recommendations include improved student competencies in sustainable practices, revitalisation of indigenous knowledge systems, and strengthened connections between academic institutions and local communities. This research emphasises the need to align language in education policies with sustainability objectives, providing practical recommendations for promoting a culturally inclusive curriculum that effectively prepares learners for a sustainable future.

Keywords: Indigenous languages, Sustainable education, Cultural approaches, Competency-Based Curriculum, Kenya, Sociocultural theory.

ATTACHMENT STYLES IN THE EARLY STAGE OF MARRIAGE AMONG COUPLES IN SELECTED BAPTIST ASSEMBLIES IN NAIROBI NORTH BAPTIST ASSOCIATION ZONE.

Ann Wambugu, Grace Karanja & Jane Kinuthia

This study examines attachment styles among couples in the early stage of marriage among selected Baptist assemblies in Nairobi North Baptist Association Zone. Using a mixed method approach for data collection, the study sought to investigate the way attachment patterns; secure, anxious, and avoidant manifest within early marriage settings in faith-based communities. address the following objectives: to investigate the predominant attachment styles among couples in the early stages of marriage and to identify potential recommendations for counseling and support interventions aimed at enhancing couples' attachment styles within selected Baptist Assemblies in Nairobi North Baptist Association Zone. The literature review was based on attachment and the interpersonal relationship theories. The researcher used both purposive sampling for questionnaire respondents and random sampling for the focus group discussion participants. The population of the couples who got married in the Baptist Churches within the period of 2019–2024 consisted of 145 couples and using the Yamane formula the sample size of 106 couples for the was derived. A total of 10 participants were purposefully selected for the focus group discussion from within the four Baptist Assemblies. The researcher collected data using standardized questionnaire. Adult Attachment Questionnaire was analyzed using the Statistical Package for Social Sciences (SPSS) Version 29 and presented using inferential and descriptive statistics while the Focus Group Discussion responses were recorded and then transcribed. The research findings of this study will be used for creating a better foundation and intervention for quality adjustment and healthy attachments in marriage. The Mean of the adult attachment scores was 49.34, the Median was equal to 48.00 indicates a slight skew in the data while the Standard Deviation was equal to 8.557 suggesting that while most scores were clustered around the mean, there are notable differences among individual scores. The recommendations for couples in the early stage of marriage from the selected Baptist Churches included marriage and family therapy, training in communication and Psychoeducation on healthy attachment.

Keywords: attachment styles, secure attachment, insecure anxious, insecure avoidant

ASSESSING GRADUATE EMPLOYABILITY SKILLS: A CASE OF COMMUNITY DEVELOPMENT STUDENTS AT PAN AFRICA CHRISTIAN (PAC) UNIVERSITY. NAIROBI KENYA

*Sub theme: Advancing Social progress within the SDGs and
Africa Agenda 2063 perspectives*

Wanjau-Maseno, M.N.

“Graduate employability is more than being able to find a job immediately after graduation. Rather it is the individual's ability to make an effective ongoing contribution to society, and lead a satisfying life thereafter. It includes qualities like resilience and resourcefulness, as well as technical knowledge and the ability to continue to learn in a changing environment.” As Kenya continues to grapple with a large number of jobless graduates with an economy that is struggling to create new jobs there was need to establish how well community development graduates possessed graduate employability skills. The study was conducted among community development alumni who had graduated from the University from the year 2016 to 2024. Proportionate and random sampling were used to select 52 alumni students and data was collected using structured questionnaire. Quantitative data was analyzed by use of SPSS using both descriptive and inferential statistics. Research findings showed that less than half 44.4% of the students’ believed in themselves to have possessed graduate employability skills by the time they graduate. Findings from the study indicated that majority 87% of the student alumni did not think that additional courses were important to enhance their employability, nearly all the alumni reported the need to volunteer and render community services during their study as very important. Most reported the need for more guidance on writing the curriculum vitae and cover letters while on campus a skill they wish they sharpened before graduating since they thought it was easy. In addition the study revealed the need to have the University train on soft skills as they all reported that the ability to work on personal skills such as critical and creative thinking, communication, time management, emotional and social intelligence were paramount to one sustaining employment. Findings from this study reveal the need for universities to be proactive in enhancing graduate employability skills among their students.

INFLUENCE OF PARENTAL MENTORSHIP ON TEENAGE DELINQUENCY IN SELECTED PRESBYTERIAN CHURCHES IN KAWANGWARE IN DAGORETTI SUB- COUNTY, NAIROBI CITY COUNTY, KENYA

*Sub theme: Social Dimensions of Sustainability through
Education, Cultural Approaches, Religious and Theological
Approaches, and Psychology and Psychometric Approaches.*

Ann Muthoni Gichuki

Teenage delinquency is a global concern and Kenya is not an exception. The purpose of this study was to investigate the relationship between parental mentorship and teenage delinquency in Kawangware, Dagoretti Sub-County and assess the mediating effect of the psychosocial impact of this relationship. The study employed correlation research design. The target population comprised 277 teenagers drawn from three Presbyterian Church of East Africa assemblies in Kawangware. A stratified sample of 164 teenagers were recruited for this study. Data was collected using the Mentoring Function Questionnaire, Ryff's Psychological Well-Being Scale, and Self-Reported Delinquency Scale. The data was analysed using Pearson correlation and linear regression in SPSS version 25. The results showed that both parental mentorship and psychological impact were linked to lower levels of teenage delinquency. Parental mentorship also enhanced psychological well-being among teenagers. However, when considered together, psychological impact did not significantly explain how parental mentorship reduced delinquency.

Conclusion was drawn that while mentorship plays a key role in influencing both psychological outcomes and delinquent behavior, the resulting psychological impact alone does not account for the reduction in delinquency. Nevertheless, the positive impact of parental mentorship on the psychology of teenagers is important for their overall wellbeing. Therefore, interventions to reduce teenage delinquency should focus on strengthening parental mentorship while also supporting the psychological well-being of adolescents, recognizing that both factors contribute to lowering delinquent behavior.

Key words: Parental Mentorship, Psychological Impact, Teenage Delinquency

AN EMPIRICAL SURVEY ON THE EFFECT OF STRATEGIC IMPLEMENTATION ON THE PERFORMANCE OF AGRIBUSINESS COMPANIES LISTED ON THE NAIROBI SECURITIES EXCHANGE IN KENYA

Sub theme: Advancing Sustainable Development Goal number 2 and Societal Progress within the UN SDGs' Perspectives through Strategic Implementation.

Joyce Kamau

A startling fact from the World Food Programme's (WFP) Global Outlook reveals that up to 19 million people were predicted to be at risk of starvation in 2024, and an estimated 343 million people are currently considered severely food insecure across 74 nations. Without strategic intervention, the world is at risk of failing to meet Sustainable Development Goal (SDG) 2 whose aim is to eradicate global hunger by 2030. Strategic implementation could be key to solving this major problem. Against this gap, this study aimed to investigate the impact of strategic implementation on the performance of agribusiness companies listed on the Nairobi Securities Exchange in Kenya. The study was premised on Higgins 8s model and applied a pragmatic philosophical worldview and convergent parallel mixed research method. The respondents were 120 management staff including the directors, heads of departments, middle-level managers and supervisors. Quantitative data from the close-ended questions were analysed using Statistical Package for Social Sciences (SPSS Version 28.0). This helped generate descriptive and inferential statistics and presented using graphs and tables. Qualitative data gathered from the open-ended questions were clustered into themes and then broad categories developed. The results indicated that strategic implementation positively affected the performance of agribusiness companies listed on the Nairobi Securities Exchange in Kenya. These findings confirm that effective execution of strategic decisions significantly influences the outcomes of SDG number 2. Agribusiness firms that successfully aligned their resources, structures, and processes with strategic objectives achieved better results in terms of operational efficiency, resource utilization, and profitability. This underscores the importance of bridging the gap between strategic planning and execution.

Keywords: Strategic implementation, agribusiness companies, organizational performance.

EVALUATION OF THE INCARNATIONAL MISSION MODEL FOR EVANGELISM: A CASE OF ASIAN EVANGELISM IN NAIROBI, KENYA

HELLEN MUENI – MDIV/15980/0/19

A startling fact from the World Food Programme's (WFP) Global Outlook reveals that up to 19 million people were predicted to be at risk of starvation in 2024, and an estimated 343 million people are currently considered severely food insecure across 74 nations. Without strategic intervention, the world is at risk of failing to meet Sustainable Development Goal (SDG) 2 whose aim is to eradicate global hunger by 2030. Strategic implementation could be key to solving this major problem. Against this gap, this study aimed to investigate the impact of strategic implementation on the performance of agribusiness companies listed on the Nairobi Securities Exchange in Kenya. The study was premised on Higgins 8s model and applied a pragmatic philosophical worldview and convergent parallel mixed research method. The respondents were 120 management staff including the directors, heads of departments, middle-level managers and supervisors. Quantitative data from the close-ended questions were analysed using Statistical Package for Social Sciences (SPSS Version 28.0). This helped generate descriptive and inferential statistics and presented using graphs and tables. Qualitative data gathered from the open-ended questions were clustered into themes and then broad categories developed. The results indicated that strategic implementation positively affected the performance of agribusiness companies listed on the Nairobi Securities Exchange in Kenya. These findings confirm that effective execution of strategic decisions significantly influences the outcomes of SDG number 2. Agribusiness firms that successfully aligned their resources, structures, and processes with strategic objectives achieved better results in terms of operational efficiency, resource utilization, and profitability. This underscores the importance of bridging the gap between strategic planning and execution.

Keywords: Strategic implementation, agribusiness companies, organizational performance.

DEMOCRATIC LEADERSHIP, DYNAMIC CAPABILITIES, AND SURVIVAL OF HEALTHCARE FACILITIES UNDER SME CATEGORY IN NAIROBI.

Muli Muthiani, PhD. Candidate, Organizational Leadership

Devolution in Kenya was anticipated to improve local governance and ensure equitable resource distribution. However, corruption, inadequate organizational control, policy breaches, to mention but a few, continue to hinder performance of county governments. Inadequate adherence to controls, such as budgetary oversight and public participation continue to persist, which as subsequently undermined resource management. Despite these concerns, no empirical research has explored the moderating effect of government policies on the association between organizational controls and the performance of Kisii and Kakamega county governments. This study seeks to address this gap by assessing how government policies, such as the Public Procurement and Asset Disposal Act, influence the relationship between organizational controls and the performance of Kisii and Kakamega counties in Kenya. The study adopts a positivism research philosophy and a cross-sectional survey research design. The target population comprises of Chief officers, Directors and Assistant Director at various ministries, Sub-County administrators and Members of County Assembly (N=325). To arrive at a statistically sound sample size, the study adopts the Yamane (1967) formula for sample size determination, which gives a sample size of 136 for Kakamega County and 92 for Kisii County, totaling to 228 respondents. Given that the study is quantitative in nature, it adopts structured questionnaires in data collection. In data analysis, Stata version 17 will be used to compute descriptive statistics (mean and standard deviation) and inferential statistics (Pearson correlation and multiple linear regression). Data will be presented in prose form and visualized using tables and figures. The results of the study are expected to contribute to theoretical and empirical knowledge, specifically on what county governments in Kenya need to do so as to improve service delivery at the sub-national level.

DIVINE COMPASSION AND RESTORATIVE JUSTICE IN HOSEA 11: A THEOLOGICAL MODEL FOR SOCIAL HEALING

KENNEDY MUNGAI KAMAU

Abstract

This paper presents empirical findings from a survey of 30 pharmaceutical distributors serving informal settlements in Nairobi County. The study used persuasive mapping as a component of servant leadership to predict sustainability of the pharmaceutical distributors. The study was anchored on the Greenleaf model of Servant leadership and the Tipple Bottom line Model . It was guided by three objectives. Objective one identified the dimensions of persuasive mapping practiced in the pharmaceutical distributors while objective two identified the levels of sustainability attained by the distributors. The last objective determined the effect of servant leadership by persuasive mapping on sustainability. A descriptive survey design was adopted to obtain primary data from a sample of 210 leaders in several functional areas of the pharmaceutical distributors. Data was collected using a structured five point likert scale and analysed using a Structural equation model .Six components of persuasive mapping were extracted using exploratory factor analysis and the descriptive statistic indicated that they were practised to a high extent .The six components of persuasive mapping contribute in varying degrees to the three pillars of sustainability such that people element is the highest contributed to and profitability is the least.Persuasive mapping has a positive effect on sustainability. The study concluded that application of persuasive mapping needs to use more bases of power than those proposed in the Greenleaf model and integrate concepts from other complementary theories in leadership including the contingency theory, and theory X and Y.

Key words: Servant leadership, Persuasive mapping, Sustainability, Pharmaceutical Distributors

EFFECT OF SPORTS BETTING ON THE PSYCHOSOCIAL WELLBEING OF BODA-BODA RIDERS IN KAJIADO COUNTY, KENYA

DAVID KIPNGETICH LANGAT (MACP/18525/0/21)

Psychosocial well-being is an important component of the entire health and quality of life, as it encompasses both mental and social factors that contribute to how human beings handle stress, form relationships, and engage with community. The convenience of mobile betting platforms has led to a surge in gambling activities, especially among low-income groups including boda-boda riders. This gambling habit not only jeopardizes their financial well-being but also poses risks to their mental health, contributing to stress and anxiety when bets are lost. The purpose of this study was to establish the effect of sports betting on the psychosocial well-being of boda-boda riders in Kajiado County, Kenya. The specific objectives of the study were; to examine the effect of sports betting on the psychological well-being of boda-boda riders in Kajiado County, to establish the effect of sports betting on the social wellbeing of boda-boda riders in Kajiado County, Kenya, to find out the motivating factors towards sports betting among boda-boda riders in Kajiado County, and to identify sustainable intervention measures that will mitigate the effect of sports betting on the psychosocial wellbeing of boda-boda riders in Kajiado County Kenya.

The current study was underpinned by two theories; Cognitive Behavioural Theory and Social Learning Theory. The study adopted a mixed method research design targeting 21,568 registered boda-boda riders in Kajiado County. The sample size was determined using The Krejcie and Morgan Table, which was employed to determine the sample size of 379 boda-boda riders who took part in the study. An addition of 5 leaders of boda-boda SACCOS were involved in the in-depth interviews. All of the five Sub Counties of Kajiado County namely; Kajiado North, Kajiado South, Kajiado Central, Kajiado West and Kajiado East formed part of the study. Data was collected using Canadian Problem Gambling Index (CPGI) and Mental Health Continuum Short Form Scale (MHC-SF). In addition, data was gathered through questionnaires administered to the respondents who took part in focus group discussions and in-depth interview schedules.

The data collection captured both quantitative and qualitative data. The quantitative data collected using questionnaires was analysed with the aid of Statistical Package for Social Sciences software (SPSS) version 28. Data analysis involved both descriptive and inferential statistics. Qualitative data collected from focus groups and in-depth interviews were analysed thematically using content analysis. Linear regression model was used to show the connection between sports betting and psychosocial well-being. The findings were represented in tables.

This study is expected to be of significance to the government of the Republic of Kenya, families of Boda-boda riders and future researchers and academicians. The study observed the basic ethical considerations stipulated in research. The findings revealed that sports betting explained 68.2% of the variation in psychosocial well-being ($R^2 = 0.682$), confirming a significant adverse effect, with a unit increase in betting reducing psychosocial well-being by 0.310 units ($\beta = -0.396$, $p = 0.000$). The ANOVA results further supported the model's significance, with an F-value of 66.86 and a p-value of 0.000. The regression equation revealed that an increase in sports betting engagement reduced psychosocial well-being, as shown by the coefficient $\beta = -0.396$.

The study concludes that sports betting negatively affects the psychosocial well-being of boda-boda riders, leading to emotional distress, financial instability, and strained social relationships. Addressing this issue requires structured interventions, including financial literacy training, counseling services, and policy regulations to control gambling participation. In view of the findings, the study recommends that policymakers and stakeholders implement targeted financial education programs and establish accessible counseling services to mitigate the effects of betting addiction.

EFFECT OF NATIONAL CULTURE ON TRANSFORMATIONAL LEADERSHIP AND CONFLICT RESOLUTION AMONG PENTECOSTAL CHURCH LEADERS IN ABUJA, NIGERIA

Komolafe Isaac Olaleye

Conflict resolution has been one of the major challenges affecting the church in Nigeria with transformational leadership being one of the best leadership approaches that can be used in conflict resolution. However, the efforts of transformational leadership to resolve conflicts can be hindered by the national culture. This research study, therefore, investigated the moderating effect of national culture on the relationship between transformational leadership and conflict resolution among church leaders of Nigerian Pentecostal churches in Abuja. The specific objectives of the study were to determine the effect of idealized influence on conflict resolution among church leaders of Nigerian Pentecostal churches in Abuja, to establish the effect of inspirational motivation on conflict resolution among church leaders of Nigerian Pentecostal churches in Abuja, to ascertain the effect of intellectual stimulation on conflict resolution among church leaders of Nigerian Pentecostal churches in Abuja, and to investigate the effect of individualized consideration on conflict resolution among church leaders of Nigerian Pentecostal churches in Abuja. The study also endeavored to examine the moderating effect of national culture on the relationship between transformational leadership and conflict resolution among church leaders of Nigerian Pentecostal churches in Abuja.

The study used the pragmatism philosophy which is suitable for a mixed method research study that incorporates both quantitative and qualitative data collection and analysis. The study employed a correlational research design and was anchored on Transformational Leadership Theory, Full-Range Leadership Model and Leaders-Member Exchange Theory (LMX). From the total population of 3171 senior pastors, women leaders, and youth leaders, a sample size of 371 church leaders was obtained using the Taro Yamane's formula. Quantitative data was collected using closed-ended questionnaires and analyzed using SPSS software version 20 while qualitative data was collected using structured interviews and analyzed using NVIVO software version 14. Purposeful sampling design was used to select senior pastors, women leaders, and youth leaders who could have taken part in conflict resolution. The findings of the study showed that individualized consideration had the highest correlation with conflict resolution in Nigerian Pentecostal Churches in Abuja ($R^2 = 0.509$) followed by idealized influence ($R^2 = 0.482$), individualized consideration came third ($R^2 = 0.451$) while intellectual stimulation had the least correlation with conflict resolution ($R^2 = 0.436$). Further, the results showed that individualized consideration had the highest contribution to conflict resolution in Nigerian Pentecostal Churches in Abuja ($R = 0.259$) followed by idealized influence ($R = 0.232$), individualized consideration came third ($R = 0.203$) while intellectual stimulation had the least contribution to conflict resolution ($R = 0.190$). The study makes a significant contribution to the existing body of knowledge in that it has now been proved empirically that transformational leadership transformational leadership plays a significant role in conflict resolution in Nigerian Pentecostal Churches in Abuja when moderated by national culture.

The Trinity Western Team



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