



Pan Africa
Christian University

Book Of Abstracts

2022 International Research Conference **In collaboration with**



Nasarawa State University

&



Hindustan College of Arts & Science

Theme

**Global Research Dynamics and Innovative Solutions
for Societal Transformation**

Virtual Conference

Dated: 19th -20th May 2022

Time: 9am - 2pm (EAT)

PAC University Leadership



Prof. Margaret Muthwii

Prof. Margaret Muthwii, a Professor of Languages and Linguistics, is the current Vice-Chancellor of Pan Africa Christian (PAC) University, a position she's held since 2014.

Presently, she is also a board member at the following National/Regional and/or International institutions: the Kenya Universities and Colleges Central Placement Service (KUCCPS) where she chairs its Audit Committee; the Inter-Universities Council of East Africa (IUCEA) where she chairs the Planning, Finance & Human Resource (PFHR) Committee; and at the Kenya Association of Private Universities (KAPU) where she is the Secretary to the Executive Committee. She sits in two International Boards: SIL LEAD based in Washington DC, and The Word For The World (TWFTW) based in Colorado Springs, USA.

Over the years, Prof. Muthwii has offered her skills, talents, and time to many other organizations and institutions. She served at the United Bible Societies (UBS) in various capacities such as a scholar and translation consultant; led the Africa Area Translation work as both Coordinator and Organization Manager in charge of an international team of translation consultants; and also, part of the UBS Senior Management Team- Africa area. She has also been a member of the Governing Councils of PAC University and the Africa International University (AIU). At AIU, she also served as the Chair of the Academic Committee of Council, and as the Deputy Chair of the Governing Council.

Prof. Muthwii was a key member of the National Strategy for University Education Task Force which developed and produced for the first time ever a national strategy for university education in Kenya. She has also been a member of Boards of Governors/Management in several secondary schools in Kenya.

A career educator, Prof. Muthwii has been a Lecturer, Senior Lecturer, and Deputy Registrar (Academic Affairs) at Kenyatta University. She is widely published, especially in the areas of Language and Translation.



Prof. Dionysious Kiambi

He is a Professor of Biological Sciences and attained his PHD from the University of Birmingham in UK in 2000 and his MSc in the same University in 1989. He has a Postgraduate Diploma in Gene Banking Technology from the Royal Veterinary and Agricultural University in Denmark. He has a Honours Bachelor of Science from the University of Nairobi.

He is currently serving as the Deputy Vice Chancellor, Academic Affairs at PAC University and before then he served as the Dean of Graduate School as well as Director of Research at PAC University. He has previously served as the Executive Director of African Biodiversity Conservation and Innovations Center and also as a Senior Scientist

at International Crops Research Institute for the Semi-Arid Tropics (ICRISAT), Bioversity International and McGill University in Canada.

He has served in many national and international boards and associations including Chair of Governing Council of PAC University, Secretary of the Board of Share International, Alternate Chair of the Open Forum for Agricultural Biotechnology in Africa, among others. He has also served in various capacities as a Church leader including Deacon Board of Christ is the Answer Ministries, Chairman of the Men's Fellowship, Chairman of the Professionals Fellowship, among others.

Prof. Kiambi is widely published with over 52 publications including papers in refereed journals, book and chapters as well as papers in national, regional and international conferences. He has supervised 19 Masters and four PhD students.

Conference Guest Speakers



Afe Adogame, the Maxwell M. Upson Professor of Religion and Society, is a leading scholar of the African diaspora. He earned a PhD in history of religions from the University of Bayreuth in Germany and has served as associate professor of World Christianity and religious studies, and director international at School of Divinity, New College, at The University of Edinburgh in Scotland. His teaching and research interests are broad, but tend to focus on interrogating new dynamics of religious experiences and expressions in Africa and the African diaspora, with a particular focus on African christianities and new indigenous religious movements; the interconnectedness between religion and migration, globalization, politics, economy, media and the civil society.

Select Publications

- The African Christian Diaspora: New Currents and Emerging Trends in World Christianity (Bloomsbury Academic, 2013)
- ed. The Public Face of African New Religious Movements in Diaspora: Imagining the Religious 'Other' (Ashgate, 2014)
- eds. Africa in Scotland, Scotland in Africa: Historical Legacies and Contemporary Hybridities (Brill, 2014)
- eds. Engaging the World: Christian Communities in Contemporary Global Societies (Regnum Edinburgh Centenary Series. Regnum, 2014)

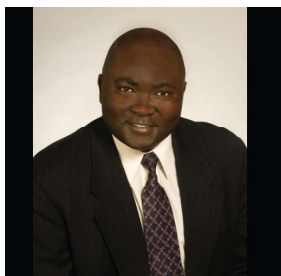


Dr. (Mrs.) R. Sakthi Prabha is Dean of Humanities and Head, Department of Social Work, Hindustan College of Arts & Science, Chennai, India. She has her PhD with Medical and Psychiatric specialization from two well know institutions Madras School of Social Work and Bharathidasan University in India. She is educator and psychiatric social work practitioner. She also holds post graduate degree in Psychology and management.

She has been teaching for past 15 years for both undergraduate and post graduate degree in social work. Her areas of interest are mental health, gender studies and research. She has published articles in journals and published book on her research on emotional intelligence. She is also the active member of National Association of Professional Social Workers India (NAPSWI), active member of Indian Professional Association of Social Workers and also the editorial member of National Journal of Professional Social Workers, India.

She was invited as Visiting Scholar from 1st October to 31st December 2018 at Department of Social Work, Asia University, Taichung, Taiwan. She has been instrumental in signing of MoU with Asia University Taiwan, Huachiew Chalremprakiet University Thailand and PAC University, Kenya. She has been invited as key resource person in various international conferences. She has visited Taiwan, Malaysia, Sri Lanka and Vietnam. She received the Humanitarian award by TWELL Magazine in the year 2020 for her contribution to the society.

Conference Guest Speakers



Prof. Maurice Nyamanga Amutabi is Full Professor and Director for the Centre for Science and Technology Studies at the Technical University of Kenya (TUK), Nairobi, Kenya. He holds a PhD from the University of Illinois at Urbana-Champaign, USA as History Major and Minor in Political Science and Comparative Gender). He received his B.A (Hons) in Political Science and History from the University of Nairobi, Kenya and M.A in Economic History from the University of Nairobi, Kenya.

Prof. Amutabi is the author of over 60 books, among them *The NGO Factor in Africa: The Case of Arrested Development in Kenya* (New York: Routledge, 2006) and over 100 articles in refereed journals and edited books. Prof. Amutabi has taught at Moi University, Central Washington University, Catholic University of Eastern Africa, Kisii University, Masinde University of Science and Technology, Hekima University College, Lukenya University, and Visiting Professor at Linkoping University (Sweden), and is external examiner at the University of Zambia, University of Witwatersrand, Cape Peninsula University, University of South Africa, Masinde Muliro University of Science and Technology, Technical University of Kenya, Africa Nazarene University, University of Kabianga, St. Paul's University, among others. He is the Chairperson of the Board of Management of the Centre for Democracy, Research and Development. He is the President of African Interdisciplinary Studies Association (AISA) and Vice President of Kenya Scholars and Studies Association (KESSA).



Gideon Sunday OMACHONU (Nigeria) is Professor of Linguistics in the Department of Languages and Linguistics, Nasarawa State University, Keffi. He studied Linguistics at the University of Ilorin and University of Nigeria, Nsukka. His areas of specialization include phonetics, phonology, language documentation, and forensic linguistics; and his languages of interest are English, Igala and languages of North Central Nigeria. He is a Fellow of the prestigious Alexander von Humboldt Stiftung/Foundation (AvHF), Germany;

Fellow, Linguistic Association of Nigeria (FLAN) and also a Fellow of the International Centre for Science, Humanities and Education Research (FICSHER). He was Guest Scientist at Humboldt University Berlin (2011-2012) and also at the University of Bayreuth, Germany (2019). He is a Certified Accreditor by Global University Network for Innovation (GUNi-Africa) and African Quality Assurance Network (AfriQAN). Prof. Omachonu has numerous publications in refereed journals and books including mainline books. He has edited several scholarly journals and books and has served as occasional assessor to many international journals and research grants funding bodies and organizations in Africa, Europe, USA, UK, and South Korea. Prof. Omachonu is currently involved in some funded research projects sponsored by Alexander von Humboldt Stiftung/Foundation, TETFUND, and others. He is a member of several learned associations including the Nigerian Academy of Letters (NAL), West African Linguistic Society (WALS), Linguistic Association of Nigeria (LAN), Association for Promoting Igala Language, Literature and Culture (APILLAC) among others. He had received several prestigious awards for academic excellence and good leadership. He is currently the Dean, Faculty of Arts, Nasarawa State University, Keffi, and Vice President, Linguistic Association of Nigeria.

Conference Program

Day One: Thursday 19th May, 2022

Time	Activity	
8:00 – 9:00 a.m.	Registration and Log-in	
Inaugural Session – Moderator: Dr. Jane Kinuthia		
9:05 – 9:15 a.m.	Devotion – Dr. Dr Thuo Mburu (University Chaplain)	
9:15 – 9:30 a.m.	Vice Chancellor’s welcoming address and official opening of the conference	
9:30 – 9:45 a.m.	Introduction of the delegates	
9:45 – 10:15 a.m.	Key note speaker1: Prof Gideon Omachonu from Nasarawa State University, Nigeria	
10:15 – 10:35 a.m.	Key note speaker1: Dr. Sakthi Prabha from Hindustan University, India	
10:35 – 10:50 a.m.	Reaction from audience (Rapporteur : Dr. Wilkins Muhingi)	
10:50 – 11:10 a.m.	Bio break	
11:10 a.m. – 12:45 p.m.	Break-out sessions	
12:45 – 1:15 p.m.	Plenary session- rapporteur’s reports	
1:15 – 1:30 p.m.	Reaction from audience and closing the day	
Break – Out Sessions		
Panel 1	Panel 2	Panel 3
Rapporteur: Peter Obiria	Rapporteur:Prof. Margaret Mwenje	Rapporteur: Dr. Lillian Vikiru

Panel 1

Presenter		Name	Topic
		Eunice Makathimo	Efficiency of MSK pastoral programmes in addressing orphans' spiritual needs
		Ali E. Ahmed	The effects of leadership strategy on organisational resilience of Kenyan listed banks
		Garba, Patience Ashesla	Teaching and Learning English: A Contrastive Study Of English and Èggón Sound System
		Allan Bukusi	How COVID 19 has reset busines activity in organizations around Africa
		Dr Akase Tiav	Language and Communication for social transformation
		Abigael Demesi	Transformational leadership training and church leaders' performance in Kenya:
		Dinah F Catamco	Market Determinants of Offerings Foreign
		Wilkins N. Muhingi	Language Studies
		Obed L Yusuf	Jesus and the Samaritan Woman: A Biblical model for Youth Ministry
		Peter Barach	Strategy Implementation and o rganizational performance: A case of Nile petroleum
		Nadimo Sanchez	The relationship between ritual practices and spiritual gifts: A critical study on
		Kariuki Josephat	Transformational leadership and staff retention in microfinance institutions inNairobi city county, Kenya
		Rachel Fiedler	Untold Strength: Why are there fewer women infected by and dying from Covid 19
		Joyce Mlenga	than men?
		Catherine Kisasa Wilkins N. Muhingi	Training in Child protection as an intervention in protecting and safeguarding Children in Kenya

Panel 2

Presenter		Name	Topic
		Kipchilis J Kiplangat	Impact of sexual immorality on special populations in the Kenyan Context
		Daud Yussuf	Efficacy of transformational leadership on performance of Mandera County
		Abel Nyakundi	Employee factors influencing performance in the 21st Organizations
		Lawrian Mseri	The relationship between levels of depression and substance use among students
		Maryflorencia Freda	Equity and education for international conference on mental health and healthy
		Funke E. Oyekan	Titus 2:5-9 as guide to youth mentorship and human development
		Elizabeth Githinji	Factors hindering the advancement of women clergy to senior leadership position
		Fancy Cherono	Towards intergenerational community relations: blended ethnography in researching African realities
		Paul Mwangi	Religion and kinship in social transformation: Challenges and Opportunities
		Evaristus Egwuatu Ekweke	Philosophy Encountering Empirical Science in the Sense of Progress
		Oyiwose, Ishaya Owusakyo	Reflecting on some Dominant Characters of the Reformation with Particular Reference to Martin Luther
		Theophilus John Angbashim	Akpore, an instrument for the Control of sexual activities amongEeggon communities of central Nigeria: analysing its gender implication

Panel 3

Presenter		Ajayi Oludare Lucy Mburu Matthew Michael Micah Moenga John A. Oladapo Maurice Muhammad Idrees Paul Mwangi Caleb Kajuna Mary Kihuha Abdullahi Sani Gideon Mugisha Wilkins N. Muhingi	Inter-faith dialogue: The challenging nature gap and contemporary Christian Adult attachment styles and marital conflict resolution styles among couples Ethnic identities, exclusive borders, and the social intergration of foreigners into The Gospel as a tool for peace building and social transformation : A textual analysis Familiy and community wellbeing Shared leadership, leadership sef-efficacy and board performance in savings and Challenges in recognition of a profession and an academic discipline of social work in pakistan Religion and kinship in social transformation: Challenges and Opportunities A rhetorical and pragmatic analysis of Mark 1:21-28 as a remedial to the abuse of Building a legacy of multigenerational worship in the household of God: A religion cultural perspective The legal capacity to give consent for medical treatment under Nigerian laws Social Protection among the elderly, social work and sustainable development

Day Two: Friday 20th May 2022

Time	Activity	
8:00 – 9:00 a.m.	Registration and Log-in	
Moderator: Dr. Wilkins Ndege		
9:00 – 9:15 a.m.	Devotion – Prof Nathan Chiroma	
9:15 – 9:45 a.m.	Conference speaker 1 - Prof. Adogame	
9:45 – 10:15 a.m.	Conference speaker 2 – Prof Maurice Amutabi	
10:15 – 10:30 a.m.	Reaction from Audience (Rapporteur : Dr. Joshua Rutere)	
10:30 – 10:45 a.m.	Bio break	
10:45 – 1:15 p.m.	Rapporteur’s reports (Plenary Session)	
1:15 – 1:30 p.m.	Reactions from the audience	
1:30 – 1:40 p.m.	Closing Address & Closing Prayer by DVC Prof. Dionysious Kiambi	
Break – Out Sessions		
Panel 1	Panel 2	Panel 3
Rapporteur: Dr Mulinge	Rapporteur: Mary Maseno	Rapporteur: Dr. Solomon Munyao

Panel 1

Presenter		Name	Topic
		Roselyn Kigen	Outcome of parental social media usage on the family bond: A case of families at Mavuno churches in Nairobi County, Kenya
		Siambi James	A systematic review of leadership succession planning
		James Juma	COVID 19, the role of counselors, psychometrics and psychological assessments from a primary mental healthcare perspective in Kenya
		Ayobami Ogunsina	Are victims reporting enough? Regional variations in self-reporting of intimate
		Perpetua Lum Tanyi	partner violence in Nigeria
		Matthew Bore	Strategic Leadership practices, environmental factors and financial sustainability
		Joseph Munga	Strategic leadership, external environment and performance of small and growing businesses in Nairobi County, Kenya
		Eunice Daritsu	Performance contracting and service delivery in county governments of Kenya: A Case of Kakamega county
		Oluwatayomi Abiola	Self-leadership competencies and implications for crisis leadership in nonprofits
		Samuel Wanyoike	Jewish traditions as an obstacle to believing in Jesus and its significance to a contemporary Kikuyu Christian: an exegetical examination of John 8:31-59

Panel 2

Presenter		Name	Topic
		Omomia Austin	Inter-religious dialogue as Panacea for religious intolerance and conflict: Study
		Jane Mugo	Influence of alcohol and drug abuse on family cohesion: A case of selected rehabilitation programmes in Kiambu County, Kenya
		Dickson Omol	Influence of Inter-ethnic marriages on family stability among couples in Kajiado
		Edwine Jeremiah	Old is gold: Indigenous and innovative mechanism for addressing teenage pregnancy among selected communities in Kenya: a systematic review of the literature
		Maria Morfidou	Community services in Greece during the Covid-19 era: The case of the community center of Municipality of Thermi
		Comfort Jinadu	Interventions of faith-based organizations in recovery from drug dependency: A case study of wellspring Rehabilitation Centre, Lagos, Nigeria
		Dr. Habil Otanga	Community management of Diabetes in Kenya and Uganda: Status, challenges and future directions
		Sulaiman I. Richifa	Assessment of internal security management in Nigeria (1999-2005)
		Christian Mathew	KINI N O FOLE SE LAYE TI MO WA: A lens through which the incarcerated partners

Panel 3

Presenter		Name	Topic
		Adeniran Jonah	Communicating the Gospel effectively with reference to hearing-response typology in Mark 4:1-9
		Rotimi Ashafa	Crisis management in Acts 6:1-7 as a model for peacebuilding in Lagos Baptist conferences
		Abraham David	Assessing the implications of language shift on Gbagyi
		Lydia Maimba	Transformational leadership and organizational growth: case of small and medium
		Onesmus Mumo K.	Operationalization of democratic leadership in Kitui County
		Mary Kihuha	Building a legacy of multigenerational worship in the household of God: Areligio-cultural perspective
		Habila P. Swanta	Oegworok community of Southern Kaduna, Nigeria
		Julius Kaluva	Pastoral leadership styles and their effects on church growth: A case Embeddedness of Interdisciplinarity in Kenyan Higher Education: Perspectives
		Dr Bartram Kelechi	Righteousness and socio-political transformation in the prophetic literature
		Peter Muriithi	Influence of marketing strategy on congregation church attendance in the Anglican
		Francis Munene	Factors influencing marital satisfaction in inter-ethnic marriages: A case of the
		Deborah Ogochi	Role of follower behavior in the application of servant leadership in a community
		Dr. Jane Kinuthia	Embeddedness of Interdisciplinarity in Kenyan Higher Education: Perspectives from Selected Private Universities

ABSTRACTS

The effect of performance contracting on service delivery in the County Government of Kakamega
Eunice Fedha

Pan Africa Christian University, Kenya

Corresponding author: eunice.daritsu@students.pacuniversity.ac.ke

ABSTRACT

County Governments have adopted several strategies like performance contracting to improve service delivery. However, they have still been found to perform poorly. This is despite receiving a considerable share of the national budget to carry out their mandates. This means that the effects of performance contracting strategy in counties need to be examined in detail to understand the exact situation on the ground and its actual value. Based on such arguments, the study investigated the effect of performance contracting on service delivery in the County Government of Kakamega. Four specific objectives guided the study thus: determining the impact of target setting on service delivery; establishing the effect of vetting and negotiation on service delivery; finding out the effect of execution on service delivery; and determining the effect of monitoring and evaluation on service delivery. The research made use of a descriptive research design. The study sampled 142 respondents drawn from the Executive and the County Assembly of Kakamega. A self-administered questionnaire was administered to each respondent. The Statistical Package for the Social Sciences (SPSS) Version 25.0 software was used to analyze the collected data. Descriptive analysis was performed on the data and presented in frequencies, percentages, means, and standard deviations. A regression analysis was used to test the hypotheses. The findings led to the rejection of three null hypotheses: a significant relationship between the independent and dependent variables was obtained. Hence the conclusion was that target setting, execution, monitoring, and evaluation significantly affect service delivery. The findings would inform the decisions of policymakers at both levels of government. Future studies should be carried out on service delivery in other County Governments.

Training in Child protection as an intervention in protecting and safeguarding Children in Kenya
Wilkins N. Muhingi and Catherine Kisasa
wilknedge@gmail.com

Abstract

Successful implementation of the child protection process requires a combination of coordinated strategies and interventions by various actors and child protection agencies. The aim of this study was to critically appraise published evidence regarding the training of actors as an intervention considered to be essential for the protection of children. While training is considered to represent a core component of the child protection process, little is currently known of its overall effect in terms of positively influencing child protection. Targeting papers written in English, studies were identified by the general and specific search engines that fulfilled the inclusion criteria and included on training interventions. This study enlightens child protection practitioners and contributes indirectly to protecting and safeguarding children.

Key words: Training, child, protection, intervention, safeguarding and Kenya

ABSTRACTS

LANGUAGE AND COMMUNICATION FOR SOCIAL TRANSFORMATION IN NIGERIA

Akase Tiav T. (Ph.D)

atitomakati@yahoo.co.uk, akasetiav@gmail.com

Department of Languages and Linguistics, Nasarawa State University, Keffi

Esther Obi Ebere (Ph.D)

estherobi71@gmail.com, estherobi71@yahoo.com

Department of French, Nasarawa State University, Keffi

Friday, Nyinzo Dansabo

Department of Languages and Linguistics, Nasarawa State University, Keffi

Abstract

The Nigerian society is confronted with a number of challenges that affect development in the country. These challenges are of high magnitude as a result of ineffective management of human and material resources at various levels of governance. The challenges include religious, ethnic and political crisis, economic recession, corruption, crime and terrorism, banditry, herdsman – farmer's crisis, unemployment, poor education and university system, poor system of governance, poverty, Boko Haram insurgency among others. These challenges have been on for some time now without abating and have caused serious negative effect on the development of the country. The various efforts made by government and organizations to solve these challenges have not produced the desired results. Consequently, the challenges are taking a serious dimension and may in no distance time, pull the nation down completely. It is in view of this that the paper sees the need to find a way of curtailing these challenges through language and communication. The work therefore, sees language and communication as very important to human lives and can be effectively used to curb these challenges in the country and bring in social transformation and development. These challenges can be better addressed if the various language and communication options are effectively designed and utilized. This will be possible because of the significant role language and communication play in the development of the nation as a building force for unity and understanding among the various ethnic and social groups in the country. It is also important to note that language is a double edged sword that can bring in violence, hostilities and insecurity but can also be used to reduce such hostilities and bring in peace, unity and development, particularly when it is effectively used in communication, as communication is the essence of language. There is emphasis on communication here because without communication, language becomes less important in the society. How to use language in communication therefore, becomes important. We should therefore, be mindful of what to say, how it is said, and when to say it.

Key words: Language, Communication, Social Transformation and Challenges.

ABSTRACTS

THE RELATIONSHIP BETWEEN LEVELS OF DEPRESSION AND SUBSTANCE USE AMONG STUDENTS OF TERTIARY INSTITUTIONS IN TAITA TAVETA COUNTY, KENYA

Lawrian Mseri Mwanyika
lawrianmseri.m@gmail.com

ABSTRACT

Depression and substance use are common co-occurring conditions. The study focused on the relationship between levels of depression and substance use among students of tertiary institutions in Taita Taveta County, Kenya. Wendy Treynor's Depression Theory was used to explain the variables. The study used a correlational research design. The study was carried out in selected four tertiary institutions. The study sample was 281 students from selected institutions. Data was collected using questionnaires with a BDI depression standardized tool and ASSIST substance use standardized tool. Key Informant Interviews questionnaire were used. The captured data was analyzed using the Statistical Package of Social Sciences and the R-Studio software. From the results, logistic regression revealed that depression is a statistically significant predictor of substance use among students in tertiary institutions ($z = 4.797$, $p = 0.027 < 0.05$). T-test results indicated that depression influences the usage of tobacco products ($t = 5.089$, $p = .001$); alcoholic beverages ($t = 5.477$, $p < 0.000$); cannabis ($t = 7.440$, $p < 0.001$); cocaine ($t = 3.201$, $p < 0.000$); inhalants ($t = 2.997$, $p = .003$); and hallucinogens ($t = 1.600$, $p = 0.49$). Further, logistic regression revealed that the relationship between depression and substance abuse is influenced by gender ($z = -1.599$, $p = 0.011$), age ($z = -1.285$), and marital status ($z = -0.585$, $p = 0.049$). Chi-square was used to test the null hypothesis led to the alternative hypothesis indicating a statistical relationship between depression and substance use in the respondents, using BDI and ASSIST tools. Data and results analysis showed there is positive and proportional statistical relationship between depression and substance use, the higher the depression level the more the substance use. It was recommended that tertiary institutions should have more mental health professionals and improvement of institutional counseling rooms.

Market Determinants of Offerings Foreign Language Studies

Dinah F Catamco and Wilkins Ndege Muhingi

Southern Leyte State University, Philippines

ORCID no. 0000-0003-3412-4098

Abstract

Higher education institutions have been challenged by innovations in educational delivery mechanisms. Advances in information technology (IT) are reviving once-dormant educational delivery methods such as distance learning. Furthermore, technological advancements ushered a new paradigm in online learning. This article aimed to study a market segmentation towards the online foreign languages studies offerings in SLSU. The ability of these tools to reach and attract future students is especially important. Understanding how potential students use social media and their role in the decision-making process of choosing a program of study, a University, or a College is an important issue for research (Constantinides and Stagno, 2011). Market segmentation is performed to help a company better understand its customers or potential customers by focusing on the varying needs of each specific segment. Demographic, Psychographic and Behavioral factors were chosen as the study variables aimed at identifying the most significant variable that could influence interests, willingness and desire to study foreign language (s) studies. Using a survey questionnaires involving a total of 100 respondents, the study found that income played an important role in influencing the decision to study online courses rather than other factors. The respondents who could afford to avail the courses, it was in line with their monthly income. Further, online courses offerings should have various options and affordable especially for low and middle-income students. It is perceived by the market that there is significant relative advantage of acquiring language skills since global competition has spawned. The research results are valuable to the university management to decide the viability of the programs offerings to the market. This research as many others has some limitations. Thus, it is recommended that future studies should be conducted in relation to the satisfaction on online classes, language-based instruction, student-led classrooms, and among others.

Keywords: market segmentation, language studies, descriptive survey

ABSTRACTS

Embeddedness of Interdisciplinarity in Kenyan Higher Education: Perspectives from Selected Private Universities

Jane Kinuthia* Pan Africa Christian (PAC) University
Brenda Wambua & Regina Gachari, Daystar University (Co-authors)

Abstract

This paper explores how private universities in Kenya integrate interdisciplinary approaches in their facilitation and production of knowledge. While there is an assumption that higher education frameworks are already configured through traditionally defined structures, adoption of relatively new models such as interdisciplinarity have emerged where knowledge management takes teamwork instead of individualistic specialized approaches. Such decisions in an institution of higher learning are a product of serious, deliberate discussions. Historically, the Kenyan higher education terrain has been marked by British educational perspectives which were inherited from the colonial times. These approaches were adopted by public government-sponsored universities which were significantly few until the early 1990's when private universities, either faith-based or owned by entrepreneurial individuals and organizations, started gaining recognition through being chartered by the government. The entry of private universities brought new perspectives to higher education especially after the first two private universities to be chartered, Daystar University and University of Eastern Africa, Baraton, adopted the more American liberal arts model which is inherently interdisciplinary. Many private universities established thereafter tended to adopt this model albeit with moderation. The approach is still practiced by such institutions while slowly gaining recognition and acceptance by the public universities, especially within social sciences disciplines. The focus of this paper is the proliferation of interdisciplinary perspectives within private higher institutions of learning with an examination of how these universities integrate interdisciplinary ethos into their identity and distinctiveness, the teaching and research philosophies as well as in community outreach. The arguments thereof offer an opportunity to interrogate the advantages and presumed concerns by the consumers and concludes by observing a need for mutual intelligibility among different academic disciplines within the higher education space.

Key words: interdisciplinarity, higher education, embeddedness, private universities

*** Corresponding author**

Employee Factors influencing Performance in the 21st Century Organizations

Abel Nyakundi Bernard

Pan Africa Christian University, Kenya

Abstract

Although organizations are started for the purpose of achieving some set targets, their achievement has been one of the major challenges facing 21st century organizations. The result has been the collapse or liquidation of some of these organizations leaving employees jobless. Other than external environmental factors, employee factors are determinants of the extent to which an organization is likely to succeed in their specific mandate. The aim of this desktop research study was therefore to explore how employee factors influence the performance of 21st century organizations. In this regard, the study endeavored to establish how employee behaviors, employee decision-making, employee perceptions, employee motivation, and employee emotional responses contribute to organizational performance. The study employed an exploratory research design while data was collected through review of the existing literature from the global, continental, and local perspectives. The results indicated that, indeed all the five employee factors have a positive and significant influence on the performance of 21st century organizations. It can, therefore, be concluded that employees play a critical role in helping organizations achieve their set objectives and, therefore, the need for employees' matters to be given priority by their organizational leaders.

Keywords: Organizational Behaviour, Employee Factors, Performance, 21st Century Organizations

OMOMIA O. Austin PhD, FICMC

ASSOCIATE PROFESSOR

McPHERSON UNIVERSITY

DEPARTMENT OF RELIGION AND PEACE STUDIES

KM. 96, LAGOS-IBADAN EXPRESSWAY,

SERIKI SOTAYO. OGUN STATE.

NIGERIA.

Tel.: +234-8033031035.

Email: austin.omomia@yahoo.com

Abstract

Nigeria is a multi-religious nation with diverse faith practitioners. Religion remains one of the pivots of divisiveness in Nigeria. Lack of cohesion among religious practitioners has occasioned series of nefarious acts which are inimical to growth and development in Nigeria. Studies from the sociological perspective have engaged the concept of religious intolerance and its socio-economic implications in Nigeria. However, scholarly attention has not sufficiently engaged the place of dialogue as a panacea to the lingering religious intolerance and conflict in Southwest, Nigeria. Dearth of studies from the religious viewpoint has prevented an understanding of how the nuances of dialogue could curtail the wave of religious intolerance in Nigeria. The study examined how religious dialogue could be employed to address religious intolerance and conflict in Nigeria. The study adopted the descriptive survey design method. The research instrument is interview and questionnaire. Sample of ten lecturers are interviewed with respect to religious pluralism and a sample of one hundred questionnaires administered to one hundred students on inter-religious dialogue as panacea for religious intolerance and conflict. The population consist of two universities (Olabisi Onabanjo University, Ago-Iwoye, Ogun State and Tai Solarin University of Education, Ijagun, Ogun State). They were purposively selected as they offer Christian Religion, Islamic Studies and African Traditional Religion. Southwest, Nigeria was chosen due to the prevalence of the three main religions. The sample is analyzed using frequency counts and simple percentage. It is recommended that dialogue should be employed to address religious intolerance and conflict in Nigeria.

Keywords: Conflict, Inter-religious Dialogue, Religious intolerance, Religious Pluralism, Southwest, Nigeria.

INTER-FAITH DIALOGUE: THE CHALLENGING NATURE GAP AND CONTEMPORARY CHRISTIAN PRACTICE

Ajayi, Oludare E.

Redeemed Christian Bible College

(Institutional Affiliation: Redeemer's University, and University of Ibadan)

Abstract

Religious and social interactions are essential for global development and harmonious relationship. While human social interaction is considered inherent, so is the fact that human conflicts coming from various angles of existence are also inevitably an integral part of human existence. The paper examined how previously unconsidered human destined construct and nature of dialogue agents and stakeholders assist in finding lasting solutions and peace in Inter-Faith dialogue and religious relations. The study revealed the urgent need to find a lasting path to Interfaith engagement and relationship. This study also bared the need for expanded dialoguing and reconciliatory parameters with well-understood knowledge of the role played by destined construct in the harmonious human religious relationship when circled from contemporary global plurality and secularity without the loss of one's core spiritual values. Likewise, the study identified the essential need for a three-level dialoguing and engagement process with relevant stakeholders for maximum impact. The research process included ethnographic research design and the administration of questionnaires and interviews (oral and e-prints) for eliciting responses and feedbacks from respondents on the challenging nature gap in Interfaith dialogue and relations in contemporary Northern Christian practice.

Keywords: Inter-Faith; Dialogue, Religion; Destined construct; Stakeholder; Globalisation; Contemporary

Community Management of Diabetes In Kenya and Uganda: Status, Challenges
And Future Directions
Habil Ferd Otanga

SUB-THEME: HEALTH, ENDEMICS, EPIDEMICS AND PANDEMICS
habil@uonbi.ac.ke

ABSTRACT

Introduction. The increasing health and financial burden of non-communicable diseases (NCDs) especially diabetes in sub-Saharan Africa calls for innovative approaches including peer and social network support. While such approaches are actively employed in high-income countries, limited research is available about their use in low income countries. **Methodology.** A qualitative phenomenological approach was adopted to explore the use and efficacy of peer support and social networking in diabetes management in Kenya and Uganda. Ethical and research approvals were provided by KEMRI and NACOSTI respectively. In-depth interviews were carried out among 20 respondents including persons living with diabetes, medical professionals, community health volunteers and academics in Kenya and Uganda. Data were analyzed thematically. **Results.** Findings indicate medical management incorporating multiple stakeholders as the most dominant approach. A single informal peer support group was reported in Kenya. Healthcare professionals and family and friends were the social networks available to diabetes patients. Instrumental support (reminders of clinic days and monitoring for medication adherence, finances for transport and medication, preparing meals), emotional and informational support were provided by family and friends. Contrastingly, they were also responsible for medication non-adherence and use of herbal medicine via traditional beliefs surrounding diabetes. The major challenges in diabetes management include limited access to healthcare due to poverty, stigma, and structural factors including high turnover of community health workers, inadequate financial investment in peer support programs and lack of dedicated space in healthcare facilities for diabetes patients. **Recommendations.** Findings show the need to include mental health in diabetes management, address poverty, capacity building of healthcare workers, and financial investment in peer and social network support programs to increase access to care. Though the use of peer support and social networks is limited, evidence indicates their urgent need in resource-limited countries.

PASTORAL LEADERSHIP STYLES AND THEIR EFFECTS ON CHURCH GROWTH: A CASE STUDY
OF GOSPEL REVIVAL CENTRE CHURCH

Julius K. Kaluva
Pan African Christian University
Email Address: kaluvajulius@gmail.com

ABSTRACT

Leadership has an important role to play in the establishment of churches and the thriving of church members . This paper attempts to interrogate, understand and describe the role of leadership styles in relation to church growth with a particular focus on Gospel Revival Centre ministry. The researcher sought to establish the relationship between pastoral leadership styles, church membership and growth. The paper provides statistics on the current global, African and Kenyan Christian population, outlines the various objectives achieved at the end of the study, gives an overview of leadership styles and the different types of leaders in the church. The paper also gives an overview of how the research was carried out. The research was carried out at three selected branches of the Kenyan ministry Gospel Revival Centre. The selected branches were Gospel Revival Centre Maili Saba, Ruai and Joska. The researcher gathered information using questionnaires, interviews and available library sources. The researcher interviewed the senior pastors of the three churches. He collated all his data using the Statistical Package for Social Sciences (SPSS) software. The findings of this study are that pastoral leadership styles influence church growth positively. The study further concludes that when church members are led well, they participate in church activities and ministry. In addition, this study recommends that more women should be involved in leadership since majority of the members are women. The pastors should also do more follow up on their members and train them.

Keywords: Leadership, Spiritual Leadership, Church Growth.

Covid-19, the Role of Counsellors, Psychometrists and Psychological Assessments from a Primary Mental healthcare perspective in Kenya

James Onyango Juma

jonyango@karu.ac.ke

ABSTRACT

Counsellors and counselling has been established in mental health sector as the first in line of psychological interventions in rural communities and institutions to provide psychological counselling interventions (screening and assessing), counselling that assists in alleviating traumatic responses and/or assists clients in adjusting to altered circumstances. The Covid-19 pandemic presented a serious challenge for psycho-spiritual interventions with virtual or tele-counselling and assessments to Psychology professionals, given standardized administration procedures that typically require in-person contact. This paper poses the question: Which assessments are directly linked to the counselling services provided by Guidance and Counsellors in rural communities and institutions? There is a dire need for psychometric tests that are construct-based to include more relevant counselling assessment tools in Africa. A category of psychology professionals to be first in line of psychological interventions, is largely absent in primary mental healthcare in rural communities. The need for such a category cannot be emphasised enough in the education sector for students whether in primary, high schools, or colleges and universities besides health and medical centres. The need has been exacerbated by various kinds of violence in learning institutions (recent burning of buildings in Kenyan institutions), gender violence and the Covid-19 crisis as has been widely reported during the lockdown levels and the solution requires an African worldviews perspective strategy of a holistic response: awareness now and beyond the pandemic, a primary principle of participatory parity as a framework of social justice. A holistic (body, mind & soul) response to life threatening medical conditions therefore calls for Psycho-spiritual interventions across treatment trajectories.

Keywords: African worldviews, Assessment, Holistic, Participatory parity, Primary mental healthcare, Psychological interventions, Social justice, Trajectories.

THE RELEVANCE OF THE DOCTRINE OF RES IPSA LOQUITUR IN PROOF OF MEDICAL NEGLIGENCE UNDER THE NIGERIAN LAW

Sani Abdullahi (LLB; LLM; Ph.D; BL)

Senior Lecturer,

Department of Public Law,

Ahmadu Bello University, Zaria-Nigeria

Email: abuabdallah055@gmail.com

ABSTRACT

Phone: +2348039642540; +2349022246606

Medical negligence is a recurring decimal among health care providers consequent upon which many patients were subjected to physical and psychological trauma; permanent incapacity or even death. It is a cardinal principle of the Nigerian jurisprudence that a person who alleges the existence of any facts must bring evidence in proof thereof. Thus, in order to prove negligence, a plaintiff must present evidence to demonstrate that the defendant's negligence resulted in the plaintiff's injury. This is by pleading and proving the particulars (circumstances) which gave rise to the negligence. Res ipsa loquitur is specie of evidence that allows a reasonable determination of the defendant's negligence. Thus, the aim of this paper is to determine the relevance and application of the doctrine of res ipsa loquitur in proof of medical negligence in Nigeria. Doctrinal methodology of legal research, which involves analysis of the legal doctrines, case laws and statutory provisions by application of the power of reasoning, was employed. The paper found, among others, that there is inconsistency in the requirements for the application of the doctrine in proof of medical negligence. While in some cases, the courts insist that the plaintiff only needs to establish the injury suffered as a result of the act of the defendant whereupon the court infers the negligence until contrary is proved; in other cases, the courts require the plaintiff to also prove the particulars (circumstances) which give rise to negligence which in effect is proof of negligence not res ipsa loquitur. Thus, it is recommended that there should be consistency in the application of the doctrine where plaintiff only needs to establish the injury suffered whereupon the court infers negligence or not.

CHALLENGES IN RECOGNITION OF A PROFESSION AND AN ACADEMIC DISCIPLINE OF SOCIAL WORK IN PAKISTAN

Muhammad Idrees

Department of Social Work, University of Peshawar, Pakistan

idreeskhanhadi@gmail.com

ABSTRACT

Social work, claiming to be a practice-based global profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. However, this profession is continually dogged by issue of identity crisis in 'Pakistan. This study was aimed to enlist the challenges, to find out misconceptions, and to 'know the scope of Social Work in terms of its fields of application in Pakistan. The nature of the study was qualitative and data was collected through In-Depth Unstructured Interviews. Further to it, the researcher collected data from social work academicians and practitioners. The study was delimited to Punjab University, Sindh University, Malakand University and Swabi University. For the analysis of this study, qualitative thematic analysis approach has been opted. In addition to this, the findings of the study reveals two major issues concerning the matter i.e. low indigenous literature and lack of certification and licensing for professional social workers for the fact of not having national council of social workers. This study emphasizes some of the significant on the aforementioned issues that cause concern, such as the lack of indigenous knowledge and absence of national council of social workers which can provide certification and licensing for professional social workers which will then be helpful for a layman to recognize professional social workers. The researchers recommend to have a national council of social workers and to generate and aligned indigenous literature local culture. To this end, for other researchers it is important to talk about this issue of concern and recommend the directions in which a strong and sound social work recognition can be developed.

Keywords: Social Work Education; recognition and challenges, Pakistan.

Crisis Management in Acts 6:1-7 as a Model For Peace building in Lagos Baptist Conferences

Ashafa Elijah R

+2347033842063 ashafarotimi@gmail.com

ABSTRACT

Human society is threatened by crises which cause division among people or organisations. Previous studies in crisis management have centred on organisational or institutional frameworks with little work to crisis management in the Church. Baptist Conferences in Lagos State have their fair share of crises resulting from leadership tussles and administrative challenges which have led to distrust among members, division and schism. It is from this perspective that this paper investigated crisis management principles in Acts 6:1-7 with a view to making it a model for the Baptist Conferences in Lagos State. The paper adopted mixed method of intercultural hermeneutics and historical-critical method. Intercultural hermeneutics assisted to bring the crisis management principles in Acts 6:1-7 into contemporary context and underline its relevance for Lagos Baptist Conferences. Historical-critical method was engaged to examine the sources of ancient texts in order to understand the world behind the text and the world within the text so that the nature of the events that the text describes can be reconstructed for Africans. The paper concluded that crisis was an inevitable aspect of human, organisational or religious community; and when it occurred, it must be properly managed so as to nib its effects in the bud. The paper, therefore, recommended that the leadership of Lagos Baptist Conferences should adopt the crisis management strategies in Acts 6:1-7 by imbibing negotiation skills. Also, the leaders should give room for dialogue and meetings so as to resolve crises. Apostolic authority should be used where necessary as in the Acts 6:1-7.

Keywords: Crisis Management, Acts of the Apostles, Apostolic Authority, Baptist Conferences.

Word Count: 252

Communicating the Gospel effectively with reference to hearing-Response Typology in
Mark 4:1-9

Adeniran, Jonah O.

+2348033625672 soladeniran21@gmail.com

ABSTRACT

The Christian response to the Gospel has been characterised by material gains, persecution and other negative influences which affect positive transformation of lives. Hence, the apparent little or lack of transformation of lives among Nigerian Christians raises the question of what is heard and what is being responded to. Previous studies had not dealt with the issue in a holistic and exegetical manner. It is in the light of this that this paper assessed the hearing-response typology in Mark 4:1-9 with a view to encouraging Christians to respond positively to the Gospel. The hearing-response typology in Mark 4:1-9 is an indication of the perception as well as response to the communication of the Gospel. The paper adopted narratological and intercultural hermeneutical methods. Narratology examines the recurrent elements in the passage which is a parable. Intercultural hermeneutic was employed to contextualise the message of the parable for the Nigerian society. The paper concluded that a good condition of the heart was key to positive response to the effective communication of the Gospel message as it places a huge responsibility of adequate response to the Gospel, not only on the shoulders of preachers, but on the hearers as well. It is, therefore, recommended that hearers must prepare their hearts ahead of listening to the Gospel Message. The preachers of the Gospel should give more attention to messages on positive attitude in their regular preaching. Moreover, the preachers themselves should be living examples of the positive response they expect from the hearers.

Keywords: Communication, Hearing-Response, Typology, Mark 4:1-9, Gospel

Word Count: 249

Titus 2:5-9 as Guide to Youth Mentorship and Human Development

Funke E. Oyekan, PhD

Religious Studies Programme,

College of Liberal Studies

Bowen University, Iwo.

funkeoyekan@yahoo.com

ABSTRACT

Almost all human societies recognise that the younger generations, who are morally and spiritually upright have a lot to contribute to the well-being and social transformation of the society. However, the current situation reveals that the contemporary youths may not be relied upon for a great future. Happenings around the world, especially in Nigeria, reveal that the contemporary youths are the bane of society as they exhibit all forms of social vices. One of the measures put in place to curb such vices is Jesus' Teachings as taught by agencies such as the home, the church, and the school. Despite the efforts of these agencies, the vices continue to persist increasingly. The resultant effects are that youths continue vices such as armed robbery, internet fraud, and drug addiction, and most times these result in imprisonment, mental health problems and ultimately in death. This study, therefore, using the socio-rhetorical analysis attempts an exegetical study of Titus 2: 5-9 as a tool for youth mentorship in human development with a view to curb the social vices and breed an egalitarian society. The burden has always been on the pastors in the church, teachers at school, and especially fathers at home. This study reveals that younger women are saddled with the responsibility of mentoring the youth. This need be emphasised bearing in mind that Nigeria is a patriarchal society where fathers are seen as the head of the family and at the same time saddled with the responsibility of rebuking or correcting the youth. If Titus 2:5-9 is used diligently, social vices among the youth will be curbed greatly, if not eradicated.

Keywords: Social Vices, Youth, Mentorship, Human Development, Jesus' Teachings.

The Gospel as a Tool for Peacebuilding and Social Transformation:

A Textual Analysis of Mathews 5:38-48

Micah Onserio Moenga

Pan Africa Christian University,
Nairobi, Kenya.

micah.moenga@pacuniversity.ac.ke

ABSTRACT

Wars and conflicts remain a major impediment to social transformation in the African continent. The continent is conspicuously marked with contrasts. On the one hand, the continent has the potential for natural resources and workforce; something of great significance. On the other hand, the continent is marred with ceaseless conflicts largely emanating from divisive politics and intertribal clashes thus compromising her potential for peace and development. Omeje and others have rightly observed that despite its (Africa) great potential for development – or perhaps because of it - a variety of complex political conflicts at least partly related to the construction of national borders have plagued the African Great Lakes region (Omeje et al., 2013, p. 1, Brackets mine). The remedy for the said challenges is yet to be realized while in the meantime the continent continues to suffer. In many instances, when it comes to peace building and conflict resolution, most people tend to turn to other disciplines of social sciences for answers. This is not to say that social sciences such as psychology and counseling are unnecessary in the peacemaking and conflict resolution process. They, however, need biblical anchoring for effective results. To say the least, conflicts particularly those occasioned as a result of political, social, and economic injustices have plagued the development agenda in most African states. There is a need to provide a lasting solution to the persistent wave of conflicts in Africa for a meaningful societal transformation to take effect. This study will analyze some of the major impediments to social transformation in the African continent. It seeks to offer a biblical reading of scriptures for peace and social change. The thesis of this paper is anchored on the premise that the gospel is an effective tool for social change. The study will provide suggestions for a dynamic social transformation by analyzing the biblical text. This will be done using sound biblical exegesis and hermeneutical tools for textual analysis.

Keywords: social transformation, peace building, conflict resolution, social change, gospel

Equity and Education for International Conference on Mental Health and Healthy Ageing

Dyuti 2022

Mary Florence Freda

Professional Counsellor

Founder of Mary Florence Freda Charitable Trust

Bangalore, India

ABSTRACT

There remained and still remain structural and social barriers to making a world-class public education available to all on equal terms. In addition our ideas about equity have evolved to encompass more than a guarantee that school doors will be open for each child. Advocates are increasingly concerned with allocating the resources and opportunities to learn that will equip all students require more than others to get there. This has led many to argue for a view of equity the goal as "Adequacy that is the principle that all students should receive an adequate education whatever it takes to provide it (Brighthouse & Swift 2008).

Community services in Greece during the Covid-19 era: The case of the community center of Municipality of Thermi
Maria N. Morfidou
Ba Social Worker
Ma Human Resources Management

ABSTRACT

From ten years of economic crisis to the Covid-19 era, Greece has seen great phenomena of social exclusion and injured human dignities. Nowadays, the effects of Covid-19 pandemic has surfaced the need for updated means and techniques for social policies. With the promotion of more active solutions, the newly designed policies really focus on the citizen's aid, not just too financial assistance. The basic pylons are the supply of a guaranteed minimum income, housing subsidies, access to the labor market, a series of provisions for necessities and educational lifelong learning programs. Such measures could only be successfully implemented through a novelty department that approaches social policy and allowances, with an emphasis on community wellbeing. That is what gave birth to the Community Centers (CC), a truly innovative social service office for Greece. With their main feature being the personalized service of the citizen, CC act as a reception and helpdesk office for all the social protection services that require the state's support. All target groups of local community members can address their personal or family social worries and problems. Community Centers can provide counselling services, act as a local liaison office and organize educational, health and social awareness events and workshops that contribute to community wellbeing. The conference presentation will refer in detail to the staffing, responsibilities and operations of the CC. We will especially focus on the interesting case of municipality of Thermi, with its heterogenous composition of geographical areas (both urban and country-side) and habitants (with a high educational and financial background and a mixture of foreigners, refugees and immigrants, with either a low or unrated level of education).

A RHETORICAL AND PRAGMATIC ANALYSIS OF MARK 1:21-28 AS A REMEDIAL TO THE ABUSE OF BIBLICAL AUTHORITY "ἐχουσια" IN SOME AFRICAN INITIATED CHURCHES

Ssempijja Kajuna Caleb
PAC University

ABSTRACT

In some of the African-initiated churches today, abuse of biblical authority has been paramount, and a big issue in church governance. Church leaders have claimed Biblical authority as if they are the source of that authority and not God. They have usurped it in disregard for the true concept of God being the ultimate authority. Due to poor church administration, church leaders have therefore abused the biblical authority given to them by God, aiming at establishing their perverted vision of greatness, abusing the people that they are called to serve and to lead. Financial, spiritual, physical, sociological, and psychological are some ways how leaders have abused their authority. They have controlled and treated the congregants as objects to fulfill their selfish ambitions, of acquiring themselves names, properties, and worldly respect. They have compromised the African-initiated Church to corruption and hence made the church acquire a bad image in the community in which they are called to serve sharing the good news of our Lord a Jesus. The purpose of this study, therefore, is to address the issues related to church governance, and abuse of authority, leading to corruption. This study is approached from the Biblical study discipline to give exegetical findings and practical recommendations to the church leaders to address church governance issues in some AIC churches.

Untold Strength: Why are there Fewer Women Infected by and Dying from Covid-19 than Men?

Rachel Fiedler, (PhD), Associate Professor, Polity
and

Doctrine (Gender Studies). drfiedler11@gmail.com

Joyce Mlenga, (PhD), Lecturer, (African Christianity and Cultural Studies), jmlenga@yahoo.co.uk

Joshua Kumwenda, (PhD), Senior Lecturer, (African Literature)

Atipatsa Chiwanda Kaminga, (PhD), Senior Lecturer, Public Health and Preventive Medicine
(Epidemiology and Health Statistics). atipatsa@gmail.com

Mzuzu University, P/Bag 201, Luwingu, Mzuzu

ABSTRACT

Statistics have established that less women than men have died due to Covid-19. In Malawi, about 30% of confirmed COVID 19 cases were women, and about 17% of those who died of COVID 19 were women. The majority of care givers during illness are women and this role renders them prone to infectious diseases but the fact that less women than men were infected by and dying from the Covid-19 pandemic is not well understood. This paper builds on Feminist theories and on an ethnographic research design to interrogate women's survival in the midst of care, illness and death during the Covid-19 Pandemic in Malawi. The study is based on research carried out in selected Urban Churches in Malawi. The study found that women were more vulnerable than men through social cultural and religious factors but were more resilient to Covid-19 than men because women had different socio-economic, religious and health options than men. The paper suggests that programmes on Covid-19 Care and Prevention should incorporate some strategies women use to enhance positive health-seeking behaviour for the advancement of societal wellbeing. The research that yielded this paper is a product of research supported by the Nagel Institute and is vetted by the Mzuni Research Ethics Directorate.

Religion and Kinship in Social Transformation: Challenges and Opportunities

Paul N. Mwangi

South Eastern Kenya University

ABSTRACT

Social transformation refers to the process of change in institutionalized relationships, norms, values, and hierarchies over time. It is the manner in which society changes due to economic growth, science, technological innovations, and war or political upheavals. Social transformation affects people's interactions and lifestyle. Religion and the family are part of the oldest human institutions. The two institutions have been historically been the foundation and the recipients of social transformation that permeates other institutions in the society. Kinship, provides organic solidarity where law is contractual based on division of labour and interdependence. Kinship is thus critical in social transformation. When kinship is described as relationships actually or putatively traced through parent-child or sibling relations and recognized for social purposes, the link between religion and kinship becomes a ground for social transformation. The social transformation spearheaded by religion and kinship requires a conducive environment. Religion as a system of roles and norms organized around the sacred realm that binds people together has the capacity to create new kinship patterns that are putatively traced and recognized for social purposes. Religion serves essential functions for individuals and for the society as a whole. Among the most important of these functions are social cohesion, social control and emotional support. These functions help create strong bonds where members of a given religion refer each other as family members. The bond may be stronger than the parent-child or sibling relations. This paper will evaluate the role of religion in creating kinship patterns that are instrumental in social transformation. The paper will also discuss the challenges and opportunities in the process of creating kinship patterns and the realization of intended social purposes.

Key words:

Kinship; religion; family; cohesion; control; and putative

Interventions of Christian Faith Based Organizations in Recovery from Drug Dependency:
A Case Study of Wellspring Rehabilitation Centre, Lagos, Nigeria
Comfort Jinadu, PhD, Edinburgh

ABSTRACT

Christian Faith Based Organizations play a major role in recovery from drug dependency. Drug dependency is the use harmful use of psychoactive drugs such that psychological and physiological, social and economic functioning of the user is impaired. Dependent users suffer from drug use disorders, drug use related sicknesses like hepatitis and HIV and drug related deaths. The harmful use of drugs is not only severe on the users, families and communities are also negatively impacted. For example, many studies show that crime and related incidents involving violence are associated with drug use disorders. The implication of these problems is that the dependent user requires support spiritually, physically, emotionally, socially, financially to be re-instated as a functional member of the community. This study examined the types of treatment practices, results and challenges of Wellspring Rehabilitation Centre, a Christian Faith Based Organisation, in Lagos Nigeria. Services provided are: Pre- treatment (Natural detoxification, exhortation in the word of God and Prayers); treatment (Training in the Word of God, Individual and vocational and educational training and family Forum. Others are after care services (Bi-annual Alumni Fellowship meetings and Micro, Small and Medium Enterprise (MSME) set up training program). Instruments for data collection were documentary analysis and observation. Data collected include bio-data of service users, admission, treatment, vocational and educational training. Analysis of performance of the treatment programme showed a high retention (about 80%) during treatment as against the natural detoxification programme. Observed outcomes include: improved interpersonal relationship, improved communication skills, improved behaviours, and development of coping skills, conformity to Christian ethics and readiness to return to families or proceed on vocational programme and acquisition of various skills.

Are victims reporting enough? Regional variations in self-reporting of intimate partner violence in Nigeria

Ayobami Ogunsina (Department of Social Work, University of Nigeria, Nsukka, Enugu)

Perpetua Lum Tanyi (Department of Social Work, University of Nigeria, Nsukka, Enugu)

ABSTRACT

Intimate partner violence (IPV) is a global health problem that is experienced by both male and female with chronic health challenges for victims, albeit with less reporting in Nigeria. The study examined the variations in reporting of IPV in Northwest and Southwest Nigeria, with factors such as place of residence, age, religion, education, fear of stigmatization, level of income, and non-awareness of organizations that help with IPV being listed as causing variations in reporting levels. The cross-sectional research design was adopted and involved a mixed method of data collection from 1050 respondents, including residents aged 18 and above, with medical practitioners and police officers being interviewed in both regions. Bivariate and multivariate logistic regression models were adopted for the analysis. The study found that majority of the men (91.5%) of the men claimed they have never experienced IPV while the remaining men (9.5%) reported they have experienced it but will never report such. While many (78.2%) of the female respondents in the northwest region acknowledged having the experience of IPV, only few (9%) of the victims have attempted to report once. In the same vein, majority (71%) of females in the southwest region have experienced IPV but only (21%) of the victims reported, which is slightly better than their northern counterpart. The study discovered that minimal reporting of IPV was due to a lack of agency awareness and a fear of being ostracized in both regions. More agencies should be established, and major awareness should be raised, including using social media, so that victims are informed of their rights and encouraged to speak up. More importantly, the ministry of youth and social development must be more aggressive in responding to input from prior studies and enact strong penalties for IPV abusers.

Keywords: intimate partner violence, reporting, regional variation

Religious Harmony in Nigeria: The Christian Perspective

Tama, Suleiman Samuel PhD

Department of Philosophy and Religious Studies,
Nasarawa State University,
Keffi

sthama2007@gmail.com

+234(0)8092159979

ABSTRACT

Nigeria is a country with multiple diversities. These include ethnic, cultural, and religious diversities amongst others. Of these diversities, ethnic and religious differences have posed a great challenge to the peaceful co-existence and development of the country. Whereas some countries such as United States of America, Germany and Canada have been able to manage their diversities, and have harnessed them for socio-economic development, this is not the case with Nigeria. The integration and development of Nigeria has been hampered by series of political unrest, youth restiveness, and corruption by political office holders, religious bigotry, and other social vices. Of these diversities, ethnic and religious differences have posed a great challenge to the peaceful co-existence and development of the country. Nigeria has witnessed a number of crises related to religions that have not only caused the loss of human lives, but also the destruction of properties. The unity and peaceful co-existence of Nigerians and other dwellers has been affected. Therefore, ethnic and religious harmony is vital for Nigeria's social cohesion. This harmony does not come naturally. Nigerians must make deliberate effort to build trust, and acceptance between different ethnic groups and religions, and protect the common space that we have. This paper draws examples from the Bible and examines the Christian perspectives on religious harmony in Nigeria. It argues that Christianity teaches about living in harmony with others of different faiths and ethnicities. Nigerian Christians must strive to build and promote religious harmony so as to meet the challenges posed by religious diversity of the modern world. On the basis of recognizing religious diversity and differences, the adherents of the three major religious in the country (African Traditional Religion, Christianity and Islam) should enhance mutual understanding and empathy. This can be achieved through dialogue and the determination to shoulder the common responsibility of upholding peace and justice through cooperation. The paper also argues that Christians should be educated about the basic tenets of the major religions practiced in the country and learn how to respect them.

Key words: Religion, Harmony, Religious harmony, cohesion, integration

Righteousness and Socio-Political Transformation in the Prophetic Literature

Bartram Kelechi Onyemaechi

ABSTRACT

Righteousness by God's standard has corresponding effects on the Socio-Political sphere of any society, so also the ancient Israelites. Hence, righteousness as God's demand for Israel becomes the yardstick for socio-political transformation. The call for righteousness, socio-political transformation in the Prophetic Literature expresses the inseparable knitting of the religious, economic, social and political arena of life as fostered by the National covenant. The Sinaitic covenant engendered 'Brotherhood' consciousness in a society which later became so stratified by the erosion of righteousness creating paths for exploitations, and oppression in all ramifications of life and human activities. Diverse forms of exploitation were within the reach of all and sundry not taken cognizance of who, whom how, and where; both the rich and poor alike, like priest like prophets, the leadership and the followership all were enmeshed in the religious and societal labefaction. In this putrefied context, the Prophets, the divine conscience of the Israelite's society called for a transformation which will encompass the socio-political domain of the nation, and provoke God's standard for right living and actions. In this respect, this paper tends to apply a more pragmatic approach because the Minor Prophets' clarion call was expected to be expressed in tangible, demonstrable, substantial, definite and evidential manner in the society known for its insipid lip-service, mendacious piety and elusive religiosity. Furthermore, this paper will focus on the religious, social and political issues which necessitated transformation and indicators of transformation as demanded by the prophet's assiduous call. Lastly, this paper will find expression in the Nigerian Socio-Political context.

Old is Gold: Indigenous and Innovative Mechanism for Addressing Teenage Pregnancy among Selected Communities in Kenya: A systematic review of the literature.

Otieno Edwine Jeremiah

Tangaza University College (constituent college of The Catholic University of Eastern Africa.)

edwinejeremiah@gmail.com

ABSTRACT

Teenage pregnancy has become a plight in Kenya. As a result, risky sexual behaviour among the teens contributes to school dropout, early marriage, early pregnancy and rise in HIV, psychological turmoil and social challenges. The current strategies for reducing teenage pregnancy has become obsolete. For instance, sex education only increase knowledge but does not change the behaviour, with some parents and leaders advocating for the use of contraception. However, In Kenya, traditional societies had premised this concern on the understanding that if not checked; the sexual behaviour of adolescents could not only jeopardize the social order but also the overall functioning of the society. This paper examined cultural and traditional mechanisms the Kenyan ethnic community use to prevent early and unwanted pregnancy associated with premarital sexual behaviour. This study is a systematic review, it has adopted PRISMA statement 2020. The research design adopted was an online cross-sectional survey where articles published between 2010 to 2022 were reviewed. The researcher created eligibility criteria. The information was sourced at Kenyan universities repositories, the JSTOR website and google scholars' web. Data were analysed using content analysis. The literature showed that Kenyan cultural groups are documented to have applied elaborate mechanisms of socializing, controlling and regulating sexual behaviour of the adolescents until they became of age. Some of the practices include the use of sexual taboos, adolescent sleeping arrangements, setting high morals on sex, administering corporal discipline, and early awareness by the elders on sexuality. This study concludes that some of the practices can be domesticated to solve the rise of teenage pregnancy in the country. It recommends the reintroduction of some good old morals and cannons.

Keywords: Old is gold, Indigenous, Innovative Mechanism Addressing, Teenage, pregnancy, Communities, and Kenya

Social Protection among the elderly, social work and sustainable development

Gideon Mugisha¹ and Wilkins N. Muhingi²

Kabare University, Uganda

Pan Africa Christian University, Kenya

Corresponding author: mugishagb@gmail.com

ABSTRACT

Social protection is recognized all over the world as a critical element of national development strategies. Social work practice through social protection adopts various welfare systems. Interventions in social protection should be transformative, protective, preventive, and promotional. They address power imbalances that continue to produce vulnerability through economic inequities and this is true among the elderly. This study aimed at exploring the interplay between social work, social protection for sustainable development. This was a rapid desktop review which utilized search engines guided by key words like social protection, social work interventions, sustainable development among others. This study revealed that social protection helps achieve inclusive, pro-poor, equitable development. It is at the heart of attaining the Global Agenda 2030's Sustainable Development Goals (SDGs) and Africa's Agenda 2063 that advocate for inclusive, pro-poor, equitable development for all vulnerable groups. It is recommended that social protection needs to be emphasized as a social work methods in advancing sustainable development. This can be done through the training and practice initiatives by social workers.

Key words: Social, Protection, Work, Sustainable and development

Effect of Caregiving of Children with Autism Spectrum Disorder on The Caregivers' Social Wellbeing in Selected Integrated Primary Schools in Nairobi County, Kenya

Mary Wanja Kanja
wanjakanja.wk@gmail.com

Abstract

Social wellbeing is an essential part of general wellbeing of human beings because it shields individuals from social isolation by promoting positive relations. However, social challenges associated with the caregiving of children with Autism spectrum disorder (ASD) are likely to impede the caregivers' of children with ASD from achieving their social well-being. ASD is a neurodevelopmental childhood disorder that has no physical marker. It is characterized by peculiar and problematic behaviors that are socially intolerable. The purpose of this study was to investigate how caregiving of children with ASD affect the caregivers' social wellbeing. Social Ecological System Theory (SEST) and Cognitive Behavioral Theory (CBT) guided the study. The study used a qualitative phenomenological approach and purposive sampling method to select 24 informal caregivers and four formal caregivers from selected integrated primary schools in Nairobi County, Kenya. The study used in-depth interviews and focus group discussions (FGDs) to collect data from the caregivers of children with ASD. Data was captured using tape recording and field notes. Verbatim transcription was employed. QSRN N'vivo 10 data software was used to simplify and analyze the data. The findings revealed that caregiving of children with ASD affect the caregivers' social wellbeing in the selected integrated primary schools in Nairobi County. The study recommends creation of public awareness about ASD, training for the caregivers to equip them with skills to manage the difficult behaviors exhibited by the children with ASD, availability of affordable therapies and mental health support to the caregivers.

Key words: Caregiving, relation, isolation, awareness, ASD, social – wellbeing

The Effect of Leadership Strategy on Organisational Resilience of Kenyan Listed Banks

Eltigani Ahmed

PhD Candidate,

School of Leadership, Business and Technology

Pan Africa Christian University

Email: Eltigani.ali@students.pacuniversity.ac.ke

Mobile Phone: +254728864922

Abstract

The last few decades have been punctuated with a flurry of cataclysmic jolts of varying magnitudes, triggering calls for a re-imagination of the contribution of leadership strategy to firm resilience that classical leadership theories might not have adequately accounted for. This study examined the predictive power of leadership strategy on organisational resilience of listed banks in Kenya using systemic disruptive shocks as resilience testing events. The study was anchored on Full-Range Leadership Theory (FRLT) complementarily with meta-leadership as relevant theoretical lenses. The study targeted senior managers and C-suite executives of banks listed in the Nairobi Securities Exchange, which collectively commands close to 90 per cent share of the industry's assets. The study sampled 277 respondents holding senior managerial positions such as Chief Executives, Chief Risk Officers, Managing Directors, Directors of Strategy, Internal Auditors, Heads of Marketing, Heads of Operations and Branch Managers. Data was collected using a self-administered Likert-type online questionnaire. Structural equations modelling was employed for statistical analysis, wherein Partial Least Squares was performed with SmartPLS 3. Results showed that the relationship between leadership strategy and organisational resilience was statistically significant at t-value of 31.665 ($p < 0.05$), with leadership strategy explaining 68.5% of the variance in the organisational resilience of listed banks in Kenya ($R^2 = 0.685$). The study concluded that leadership strategy significantly predicted bank resilience. The study has affirmed leadership strategy as a novel theoretical concept for explaining organisational resilience to systemic disruptive shocks. The study proposed a seed inventory for the leadership construct based on theory-grade exploratory factor analysis and confirmatory factor analysis obtained. The study advanced several implications for the theory and practice and proposed future research directions.

Efficiency of MCK pastoral programmes in addressing Orphans' spiritual needs in day secondary schools in Imenti North sub-county.

Makathimo Karambu Eunice, Mary Kinoti and Njoroge

P.O. Box 127-60200..... Meru, Kenya

Corresponding author email: eunicemakathimo@gmail.com

Abstract

Pastoral care program is used in schools to offer learners with spiritual assistance while ensuring their overall well-being is catered for by elected pastors. There are various responsibilities bestowed to licensed pastors in MCK church fraternity which are derived from the authority given in ordination. Their roles are categorized into four capacities: word, sacrament, order, and service as witnesses, service of Christ's love and justice in mission as pastors, or superintendents. However, the delivery of these roles to orphans in day secondary schools has not been fully realized hence raising concerns about the pastoral programmes' effectiveness considering the increase in suffering and misconduct among orphans. This study, therefore, aimed at assessing of effectiveness of Methodist Church in Kenya sponsorship programmes on material and spiritual needs of orphans in day secondary schools in Imenti North Sub-County. The study was guided by Erickson's Psychosocial Development Theory and Maslow's Theory of Human Motivation: Hierarchy of Needs. Mixed research methodology was applied with a target population of 285 that produced a sample size of 207 respondents who comprised of; church education committee leaders, superintendent ministers, guiding and counseling teachers, principals, and orphan students. A stratification method was utilized on orphan through categorizing themol at all times in order to engage with orphans, and deal with their issues properly.

Keywords: MCK, pastoral, orphans, spiritual needs, sponsorship programmes

Responsiveness of MCK in addressing Orphans' Material and Spiritual needs in Day secondary schools in Imenti North Sub-County

1Makathimo Karambu Eunice, 2Rev. Dr. Mary Kinoti and 3Father. Dr. Njoroge

123Kenya Methodist University P.O Box 267, 60200, Meru, Kenya

Corresponding author email: eunicemakathimo@gmail.com

Abstract

The noble national plan of action for orphans (2007 - 2010) came up with appropriate strategies to provide and protect young children aged 1-14. This plan was thus assimilated by the Methodist Church of Kenya (MCK) through the gospel of James 1:17 that encourage assistance to orphans and vulnerable people in society. However, the MCK church has not been responsive enough in its endeavour to operationalize this daring initiative. This is due to a lack of awareness about the sorts of materialistic and spiritual requirements that orphans require, as well as mechanisms to meet those needs. Hence, the current study, aimed at assessment of effectiveness of Methodist Church in Kenya sponsorship programme on material and spiritual needs of orphans in day secondary schools in Imenti North. As a result, the study was guided by psychosocial development theory and the theory of hierarchy of needs. It also applied a mixed research methodology (descriptive, qualitative, and quantitative). The target population was 285 and the 220 orphans were stratified and sampled in accordance to the class they were in, and then a simple random sampling technique was applied to all other categories of respondents, while the bishop was purposively sampled. Data was collected using a self-administered questionnaire. Quantitative data was analysed using SPSS, where factor analysis, means, and frequencies were computed. Qualitative data was analysed using the thematic technique. The study found out that material needs included food, shelter, pocket money, and clothing, while religious beliefs, ethics, and morality were the spiritual needs. Therefore, it was recommended that these needs should be fully provided by the sponsor (MCK) without delay in order for the orphans to feel they belong.

Keywords: MCK, children, vulnerable, orphans' material, and spiritual needs

Impact of Sexual Immorality on Special Populations in the Kenyan Contextual Society from a Biblical Social Worldview Perspective

Kipchillis J¹, Ssempijja C J¹

¹Pan Africa Christian University

All correspondence to: Jacob.Kipchillis@students.pacuniversity.ac.ke

Abstract

Background: There is impact of sexual immorality in the Kenyan contextual society from a biblical social worldview perspective. Sexual immorality was a specific social problem in the Bible world which was there and then during the Bible times as evidenced by the Bible verses (Leviticus 18:20; Proverbs 6:32; Jeremiah 13:27; Hosea 2:4; Malachi 3:5; 1 Corinthians 6:9-10; 6:16, 10:8; Ephesians 5:5; Hebrews 13:4; James 4:4; Jude 1:7; Revelation 2:22, 21:8; Judges 19 and concluded with James 1:14-15); the problem of sexual immorality still persists in Kenya.

Objectives: In-depth study of the impact of sexual immorality on key/special populations in the Kenyan contextual society from a Biblical social worldview perspective. **Methods:** This is a library based narrative qualitative retrospective analysis of relevant literature and exegesis of the applicable and pertinent pericopes. **Results:** There is an impact of sexual immorality on key populations in the Kenyan contextual society from a Biblical social worldview perspective. **Conclusions:** Owing to the presence of sexual immorality in Kenya; there is enormous need to uphold the teachings of the Bible and for all Bible scholars to do exegesis of scripture not eisegesis to avoid misinterpretation of scriptures. There is strong robust evidence from the Bible that when we embrace the teachings of the Bible we are able to do what is right especially with the empowerment of the Holy Spirit. There is still much which can be researched on to curb and prevent sexual immorality in Kenya.

How COVID-19 has Reset Business Activity in Organizations around Africa

Allan D. M. Bukusi

Adjunct Lecturer: Leadership Seminar, Humanities & Social Sciences

Ashesi University, Ghana

allanbukusi@gmail.com

Abstract

The global outbreak of the COVID-19 virus forced governments across Africa to impose major health, travel and trade restrictions at home to protect their citizens from the pandemic. These measures caused a dampening impact on conventional social and business activity forcing organizations to rethink, redraw and reset their operations to remain functional, viable and sustainable. **Aim;** The author shows that the pandemic driven changes in the business environment, though disruptive in nature, essentially enabled businesses to acquire a new set of survival and success competencies to thrive in the foreseeable future. **Methodology;** the paper reviews research journal findings, academic papers and online business publications that tracked business responses to the pandemic. The author used a thematic analysis of text and descriptive statistics to analyze data on the major changes organizations have made in response to the pandemic. The Results indicate that organizations have reset their operations under five themes; structure, strategy, staffing, service and sustainability. **Conclusion;** The author argues that reset changes are likely to become institutionalized as businesses carry forward their learning experience into their culture. The business community is also expected to pursue the opportunities created by the pandemic to critically define and differentiate between core business activity and non-essential engagements. Society has undergone substantive transformation over the pandemic season and expects organizations to respond and adapt accordingly. The authors Recommendation to both operational and start up organizations is to attune their business to the mental and experiential reset in customer expectations brought about by the pandemic. Businesses need to provide meaningful consumer value without over dependence on high cost overhead infrastructure such as expansive corporate offices, centralized staffing and profit draining procurement and distribution.

Key Words: COVID, Business, Strategy, Consumer value

Transformational Leadership Training and Church Leader's Performance in Kenya:
A Case of Pan Africa Christian University Diploma Program
Abigael Demesi
Pan Africa Christian University

This study sought to investigate the influence of transformational leadership training on church leader's performance focused on the Pan Africa Christian University (PAC) Transformational Church Leadership (TCL) diploma program graduates of 2016 and 2017, in selected churches in Kenya. The study sought to establish the extent to which church leader's idealized influence, individualized consideration, inspirational motivation, and intellectual stimulation influence their performance. The Program Theory Evaluation and the Transformational Leadership Theory guided the study. The study used pragmatism research philosophy, descriptive research and thematic designs. Both quantitative and qualitative data collection methods were in play to facilitate in-depth knowledge and understanding of how the program is influencing the church leader's performance. Multifactor Leadership Questionnaire (MLQ) were used to identify each component of transformational leadership in the TCL graduates, and members/congregants interviews were used to determine the perception of the senior church leaders on church leader's performance. A survey of a sample of 242 graduates, 80 congregants/members from 14 Counties in Kenya, and 10 senior leaders from church organizations that have been using TCL program for training were interviewed to explore and determine if there existed a relationship between this transformational leadership training and church leader's performance. Primary data was collected through structured survey and interview. The quantitative data was prepared and analyzed using the Statistical Package for Social Sciences (SPSS version 22.0). The recordings from the zoom interviews were transcribed using Otter.ai and transferred to Miner Lite for coding and organized into themes. Building on the themes made it possible for the researcher to gain deeper insight of the data for analysis. The researcher ensured the participants' full consent and dignity. The researcher maintained the highest level of objectivity in looking at the collected data, discussions, and analysis throughout the study. The study found out that leader's intellectual stimulation had the strongest positive and significant correlation with church leader's performance among graduates, with a Pearson correlation of 0.570 while, leader's individualized consideration had the strongest relationship with church leader's performance among members/congregates, with a Pearson correlation of 0.861. The study revealed and viewed that church leader's intellectual stimulation made them more creative and innovative in decision-making and conflict resolution which significantly influenced church growth. The study established that idealized influence was demonstrated through church leader's example, whereby the leaders acknowledged their role modeling of intimate relationship with God, and character formation in leading church members/congregations to performance. Church members/congregations identified church leader's individualized consideration as the most influential component of transformational leadership. The study concluded that idealized influence, individual consideration, inspirational motivation, and intellectual stimulation positively and significantly increased performance of church leaders in Kenya. The study recommended that church leaders should work more towards modeling Christian values, disciplines, and character; identify, develop and encourage the use of gifts and talents among members by mentoring and coaching. In addition, church leaders should assist members/congregation for creation and innovation of new ideas in decision-making and conflict resolutions, to inspire them and enhance their performance and enable the church achieve its goals and objectives.

The role of ritual practices in the appropriation of spiritual gifts in the growth of
Charismatic Pentecostals
Sanchez Nadimo
Pan Africa Christian University, Kenya

Abstract

In recent past, Pentecostal churches have gone through a lot of evolution to a new brand of Pentecostalism called Charismatic Pentecostalism (Parsitau, 2014). However, this brand has endured a lot of criticism with claims of people being coached on what to do during live services for the display of miracles. Mwaura (2005) however notes that this has not stopped people from joining these churches because they seem to be providing solutions to the problems people are facing as compared to the mainline churches. The purpose of this study was to establish the role of ritual practices in the appropriation of spiritual gifts in the growth of Charismatic Pentecostals, to determine ritual practices carried out by charismatic Pentecostal pastors and lastly to discuss the role of pastoral ministry in re Spiritual gifts. The study sample size was 400 members from the churches, these were; 10 Pastors and 390 congregants across selected charismatic churches in Nairobi County. Sampling was conducted through purposive and systematic sampling. The study used questionnaires, group-focused interviews, semi-structured interviews, participant observation and available written records in qualitative research methods. The research plan, structure and strategy of investigation were designed to obtain answers to research questions and controlled variance by answering the questions objectively and accurately. The data was analyzed using Nvivo qualitative data analysis method. The study revealed that ritual practices and spiritual gifts have positive implications on the growth of charismatic Pentecostalism and the spread of the gospel of Jesus Christ. However, application of ritual practices and Spiritual gifts has in certain instances been appropriated by charismatic pastors for selfish gain rather than for the growth of the body of Christ. On believers' side, the ritual symbols have been ritualized thus turn out to be a religiosity affair.

Keywords: Africa Pentecostal Churches, Appropriation, Application, Manifestation

Influence of Inter-Ethnic Marriages on family stability among couples in Kajiado North
Sub-County of Kajiado County, Kenya
Dickson Willington Oyoo Omol
Pan Africa Christian University, Kenya

Abstract

Family and community wellbeing is important for peaceful existence of any nation. Inter-ethnic marriages have been in societies for many years globally. It is becoming the norm even in hitherto closed communities. But because of cultural differences, such marriages encounter stressors which cause discord and dis-harmony. Without timely intervention, separation and/or divorce may result. Given limited evidence on the effect of interethnic marriages on family stability, this study addresses the knowledge gap with focus on Kajiado North Sub-County, Kajiado County. Specifically, the study sought to explore the prevalence of inter-ethnic marriages, investigate family stability of the interethnic couple marriages and to establish intervention measures that will promote couple family stability. Structural Family Theory was adopted to guide the study. A descriptive survey design was used with both quantitative and qualitative approaches. The study population target was 8024 couples where a sample of 363 was selected. Snowball sampling technique was utilized to ensure that couples willing were chosen. Semi-structured questionnaires were used to collect data. Descriptive, inferential and thematic analysis was used for data analysis. Findings show interethnic marriages prevalence of 63.6%. Results also show that interethnic marriages have lower probability of generating both internal and external stressors in the family. Furthermore, statistics show that interethnic marriages have a lower probability of generating difference of opinion but higher propbability of generating challenges in the family. Moreover, the study revealed intervention measures which include obtaining parental blessings, overcoming language barriers, neutral naming of children and discarding undesirable cultures. The study concludes that interethnic marriages: (1) are prevalence in Kajiado North Sub-County; (2) have a negative effect of family stability; and (3) can use several intervention measures to promote family stability.

The Merits of Christian Ecological Stewardship in its Conversations with African
Metaphysical Worldview
Egbeji, Patrick Odu
Department of Philosophy and Religious Studies
Faculty of Arts
Nasarawa State University, Keffi
patrickegbeji@nsuk.edu.ng
+2348133244222

Abstract

The multi-disciplinary quest for an environmental ethic that will transcend anthropocentric framings towards environmental care has not been overlooked by the Christian religion. Since the attack on the Christian faith for the historical roots of ecological crisis, efforts have been made by Christian theologians to rebuff such critiques. The Christian concept of ecological stewardship is one of the responses to critiques that Christianity has always had an environment-friendly disposition. Although a criticized concept among environmental ethicists, this paper argues through an exploratory approach that the Christian concept of ecological stewardship fits in well within the African metaphysical worldview and can contribute immensely in environmental sustainability. The reason for this is not far-fetch because the concept holds the African ontological worldview in place and makes the effort at environmental care more adaptable to the African mind.

Keywords: Ecology, Stewardship, African Metaphysics, anthropocentrism, non-anthropocentrism

Role of Follower Behavior in the Application of Servant Leadership in a
Community Development Setting
Deborah Kemunto Ogachi
Pan Africa Christian University, Kenya

Abstract

Follower behavior is a vital component in organizations especially those touching on community development. Majorly, the follower is influenced by the people who occupy the leadership position, and in return, the follower influences the leaders in either direction. Both effective and ineffective leaders are capable of influencing the followers' behaviors in either direction of the continuum. As a result, leaders should be deliberate in developing the followers' behavior where staff can thrive in order to realize the intended organizational goals as projected especially at the community development setup. While leaders help employees by connecting them to the purpose, accomplishment of the set goals, and connection with one another, they greatly support them to gain values that are the backbone of a successful follower who reflects the leaders' intentions in community development projects. In response, after learning from the master who is a servant leader, the followers will exhibit behaviors that will inform the direction community development will take. Effective leadership has the ability to shape workers' experiences, employee wellbeing, and engagement, which are very critical for community development. Servant leadership ensures that these characteristics are put into use through service to others to impact the community positively. Since followers are the contact people with the community and are the hands on agents of all the developments done at the society level, their behaviors communicate either positively or negatively the agenda of the leader and either promote the interests of the leader or thwart them. Positive follower behavior strengthens and offer support to the servant leader. Hence serving is the core component of both the leaders and followers in community development agenda.

Outcome of Parental Social Media Usage on the Family Bond: A Case of Families at Mavuno Churches in Nairobi County, Kenya

Roselyn Ogalle

PAC University

Roselynkigen@gmail.com

Abstract

The purpose of the study was to examine the outcome of parental social media usage on the family bond, perspectives of families at Mavuno churches in Nairobi County, Kenya. It sought to identify the social media sites that families used, establish the amount of time spent and establish the bonding factors affected by social media usage. Attachment theory guided the study. The study adopted a descriptive research design and the target population was 1401. Stratified random sampling technique was used, select sample size of 102 respondents. Questionnaires used in data collection, analysed using descriptive statistics (frequencies and percentages) and inferential statistics (Correlation) statistics. The study established time spent on social media sites positively correlated with the taking away of face to face communication ($r=0.005$, $p=0.64$), positively correlated with reduced personal relationship with family members ($r=0.144$, $p=0.177$), positively correlated with lack of family bonding time among family members ($r=0.104$, $p=0.33$), and positively correlated with interrupted or hindered problem solving sessions ($r=0.002$, $p=0.986$). This implies that increase in the time spent every time social media sites are visited, face to face socializing time is reduced, family time spent together for bonding is reduced and problem solving sessions are drastically hindered or interrupted. Also, the study established that all the respondents used WhatsApp, 96.7%, Facebook, 93.3%, YouTube, and 66.7% Twitter. The findings further indicated that 80(88.9%) of the respondents accessed SM sites more than five times a day and in every single visit, 43(47.8%) of the respondents spent twenty minutes, 23(25.6%) spent at least one hour, 19(21.1%) less than ten minutes, while 5(5.6%) at least two hours. Similarly, 54(60%) of the parents stated that social networking sites took away their face to face socialization time with their family, 30(33.3%) acknowledged that use of social media affects communication, 41(55.5%) stated that use of social media denied them time to bond, 46(51%) posited that use affected personal relationships with family members. The study concluded that social media use among parents of Mavuno churches was very high and this may lead to addictive effects which may seriously affect family unity. The study recommends that considering that excessive social media use may weaken the family bond, family members need to join forces to address this by committing to set and respect boundaries regarding social media use, creating fun family time and having a written down gadget use policy in the house that everyone is familiar

Influence of Marketing Strategy on Congregation Church Attendance in the
Anglican Church of Kenya, Kirinyaga Diocese
Peter Njiru Muriithi
Pan African Christian University

Abstract

The Anglican Church of Kenya (ACK) is the oldest church in Kenya and the largest Protestant denomination. There has been a steady decline of the ACK congregations in the 21st Century which has been attributed to the rising popularity of the Pentecostal churches. Since 21st Century organizations are market driven (Cochrane, 2014), the aim of this study was to determine how the ACK has operationalized its marketing strategy and the influence of the strategy on congregation church attendance. The unit of analysis was Kirinyaga Diocese and the unit of observation was Difatthas Parish. The study involved 150 participants drawn from the church leadership and the congregation members. The congregation was segmented according to gender and age into Youth, women and men. All the members of any gender aged up to 35 years and not married were grouped as youths. The men and women groups were also segmented into groups of ages from 36 years to 60 years and above 60 years. The research instruments were a semi-structured questionnaire and interviews. The marketing strategy was based on the marketing mix elements of Product, Promotion, Pricing and Position strategies as the independent variables with congregation attendance as the dependent variable. Data analysis was conducted using Excel 2013. The study established that ACK has not transformed to marketing orientation and is still operating under the hierarchical leadership structures and has not transformed to the flat structures of marketing oriented organizations for agility and team work. 60% of the participants were of the view that the Gospel as the product of the marketing strategy was relevant during the sermons but the participants in the youth segment were critical of the Gospel promotion as boring and not gaining their attention and interest. They were also critical of the application of technology especially during the period when churches were restricted in physical meetings. 30% of those aged over 60 years were happy with the Gospel and its presentation and were content to continue supporting the ACK. These older members were of the opinion that each church congregation should have two services for the youth and for those over 35 years. The leaders stated that although they are taught on sermon preparation, they were not trained in marketing and did not understand the elements of a marketing strategy. The study recommends a wider research population involving more dioceses in Kenya with both rural and urban church congregations.

EFFICACY OF TRANSFORMATIONAL LEADERSHIP ON PERFORMANCE OF MANDERA COUNTY GOVERNMENT IN KENYA

Yussuf Mohamed Daud

School of Leadership, Business and Technology,

Pan Africa Christian University, Nairobi, Kenya

daud.mohamed@students.pacuniversity.ac.ke; yussufka@gmail.com

Abstract

This study investigated the efficacy of transformational leadership on performance of Mandera County government in Kenya. Mandera County has faced a plethora of challenges including its inability to marshal, develop, direct and control the human and financial resources leading to maladministration and poor service delivery, among others. The objectives of the study were to: investigate the role of individual considerations, determine the influence of inspirational motivation, establish the effects of idealized influence, assess the role of intellectual stimulation, and assess the moderating role of national government policies on the relationship between transformational leadership and performance of Mandera County government in Kenya. The study adopted Transformational Leadership, Stewardship and Good Governance Theories. The target population for the study comprised of the personnel elected and appointed to run the affairs of the county (N=696). Stratified simple random sampling technique was applied to select the sample size from the total population (n=247). The study adopted modified Multifactor Leadership Questionnaire (MLQ) from Bass and Avolio (1995) as well as structured questionnaires as the primary tool for data collection. SPSS version 24 was used to compute descriptive and inferential statistics. Findings from the test of hypothesis using simple linear regression indicate that individual consideration, inspirational motivation and idealized influence do not have a statistically significant influence on the performance of Mandera County Government ($p > .05$). In contrast, intellectual stimulation had a statistically significant association with performance of Mandera County Government ($p < .05$), while government policies have a statistically significant moderating effect on the relationship between transformational leadership and performance of Mandera County Government ($p < .05$). The multiple linear regression analysis showed that three of the 4Is of TL (individual consideration, inspirational motivation, intellectual stimulation) excluding idealized influence were significantly associated with the performance of the County Government of Mandera. Leadership plays a central role in the success or failure of organizations and transformational leadership is the panacea for solving contemporary management and leadership challenges in sub-national levels in Kenya.

Key words: Transformational leadership, intellectual stimulation, individual consideration, idealized influence, inspirational motivation, performance.

Adult Attachment Styles and Marital Conflict Resolution Styles among
Couples in Nairobi, Kenya

Lucy Wambui Mburu

Pan Africa Christian University, Kenya

Abstract

Human beings have been shown to have styles that they employ in handling certain aspects of their relational lives. This study examined the relationship between adult attachment styles (AAS) and marital conflict resolution styles among couples in Nairobi County, Kenya. The specific objectives of the study were: to find out the AAS of married individuals in Nairobi, to investigate the marital conflict resolution styles (MCRS) employed by couples in Nairobi County, to establish how selected demographics and causes of conflict influence the marital conflict styles and to determine how the AAS relate with marital conflict resolution styles among couples in Nairobi County. This study was informed by attachment theory and Gottman's marital conflict styles theory. The study adopted the correlation research design. Data was collected from 266 participants selected from Six CITAM assemblies in Nairobi County. The quantitative data was collected using standardized questionnaires. Semi-structured interviews were additionally conducted with key informants. Pearson's correlation coefficient factor was used to determine the relationship between demographics, causes of conflicts as well as AAS, and MCRS. The descriptive statistics used were percentages, mean and k-means non-hierarchical cluster analysis. The inferential statistics used were Chi-square test and ANOVA. Results showed all categories of AAS and MCRS under study among respondents. Secure AAS was scored by the highest percentage of respondents closely followed by dismissing avoidant AAS. Validating MCRS was used by most respondents but a significant number used hostile. Age, duration of marriage, level of education, level of income, the cause of a marital conflict and respondents' AAS had significant influence on their MCRS while gender and occupation did not. In addition, this study shows a relationship between the marital conflict resolution style that a couple employs and their marital experience of stability or instability.

STRATEGIC LEADERSHIP, EXTERNAL ENVIRONMENT, AND PERFORMANCE OF SMALL
AND GROWING BUSINESSES IN NAIROBI COUNTY, KENYA

JOSEPH KIMANI MUNGA

PAN AFRICA CHRISTIAN UNIVERSITY, KENYA

Abstract

SGBs have been the primary force for sustainable economic growth and rapid industrialization. Despite their great potential, SGBs face many challenges and as a result, most of them perform dismally and are eventually edged out by competitors. The overall objective of the study was to explore the impact of strategic leadership on the performance of SGBs in Nairobi County. The specific objectives of the study were to determine the influence of strategic direction, core competencies, human capital development, and sustaining organizational culture on the performance of SGBs in Nairobi County and to further establish the moderating role of the operating environment on the relationship between strategic leadership and performance of SGBs. This research focused on five theories: strategic leadership theory, path-goal leadership theory, trait theory, performance maximization, and contingency theory. Both descriptive and explanatory research designs were adopted. The population of this study was the 1539 SGBs in Nairobi County's CBD. A stratified random sampling design was used with the Yamane formula used to compute the sample size of 318 SGBs. A self-administered questionnaire was used as the major tool for collecting primary data. Both Google forms and hard copy questionnaires were administered consisting of three sections focusing on general information about the respondent and the organization, strategic leadership, actions that are geared towards performance, and the level of organizational performance. Descriptive and inferential statistics were utilized for data analysis. The study found that strategic direction, human development, and organizational culture have a positive and significant effect on organizational performance while core competencies had a positive but insignificant effect. The external environment was also found to have a significant moderating effect on the relationship between strategic leadership and organizational performance.

ETHNIC IDENTITIES, EXCLUSIVE BORDERS, AND THE SOCIAL INTEGRATION OF 'FOREIGNERS'
INTO OEGWOROK COMMUNITY OF SOUTHERN KADUNA, NIGERIA

Matthew Michael

Department of Philosophy & Religious Studies, Faculty of Arts,
Nasarawa State University,
Keffi, Nigeria

&

Habila P. Swanta,
Postgraduate Student of the Department of Philosophy
& Religious Studies, Faculty of Arts,
Nasarawa State University,
Keffi, Nigeria

Abstract

Different studies in modern Nigeria, and Africa have often emphasized the ethnic clashes and the general failure in the integration of non-indigenes and immigrants into the cultural and ethical spaces of other African ethnic groups. These structural and institutional failure come largely from the exclusive border-marking and ethnic solidarity which often repulses the inclusion and integrations of outsiders. Departing from this trajectory, the paper engages the border politics, ethnic contestations and social negotiations in the integration of ethnic outsiders into African communities. Using the Oegworok community of Southern Kaduna of Nigeria as typical example, the study investigates the border marking policies of the Oegworok community and their social integration of complete foreigners into their different ethnic clans and families. This particular study has global implications on the plights of foreigners on the margins of American and European societies who are left totally disconnected and alienated from the cultural and economic processes of the larger American/European society. Seen from this perspective, the study has significant contributions to the discourses on immigrants' integrations, global conversations on border markings and exclusions, the issues of racism and ill-treatments of refugees and Asylum seekers, and the general alienation of the Diaspora communities from the mainstream operations of the western societies. Similarly, this study enriches the contemporary discourses on ethnic assimilation, social integration and the cultural acceptance of outsiders into social and political spaces of indigenous enclaves in Nigeria. It finally breaks ethnic and social barriers that challenge the inclusion and complete integration of non-indigenes and foreigners into the exclusive spaces of many African ethnic communities.

The role of transformational leadership moderated by organizational culture on
Millennials' engagement in level - 5 private hospitals in Kenya

Rachel Wamuci Njoroge

Corresponding Author: wamuciinjoroge@yahoo.com

Abstract

The global situation has seen the cohorts of the older generations retiring. Millennials are swiftly taking over the workforce and leadership. Effective leadership has become the epicentre of success in any organization. Furthermore, effective leadership is fundamental in attracting and retaining the millennials. In healthcare, the overarching goal of effective leadership is the patients' safety. However, engaging millennials in healthcare sector is a great challenge. The purpose of this study is therefore to establish the role of transformational leadership moderated by organizational culture on millennials' engagement in level - 5 private hospitals in Kenya. A mixed methods study was applied with QUAN/Qual approach using cross-sectional exploratory survey design. The philosophical underpinnings were epistemological, with positivism paradigm in quantitative dimension and phenomenology paradigm in qualitative dimension. The sample size comprised 291 millennials and their leaders. Multi - stage cluster sampling in quantitative data and purposeful sampling for qualitative data were used. Quantitative data was obtained using modified Multifactorial Leadership Questionnaire, extended Competitive Values Model Scale and extended Utrecht Work Engagement scale for engagement. Focus group discussions and open ended questionnaires were used to acquire qualitative data. The study findings indicated that, leaders who are inspirational influence millennials' vigour and dedication. Leaders who intellectually stimulate the millennials influence their vigour, dedication, absorption and retention. Furthermore, leaders who offered millennials individualized attention influenced their vigour, dedication, and absorption. Leaders who demonstrated idealized influence behaviour influenced millennial retention. Furthermore, adaptability culture effectively moderated for intellectual stimulation on vigour, idealized influence on dedication, inspiration motivation and intellectual stimulation on absorption and intellectual stimulation on retention. In conclusion, the study results demonstrated significant relationship between transformational leadership and millennial engagement. Millennials' resilience is largely influenced by leadership, however leadership should be intentional in mentoring millennials. Adaptability culture positively influence the millennials' engagement. This study has provided innovative and actionable insights in leading millennials to safeguard their talents in Kenyan healthcare.

Key words: Transformational leadership, millennial, leaders, leadership, organization and organizational culture.

ASSESSMENT OF INTERNAL SECURITY MANAGEMENT IN NIGERIA (1999 - 2015)

SULAIMAN IBRAHIM RICHIFA

DEPARTMENT OF HISTORY,

KADUNA STATE UNIVERSITY, KADUNA

KADUNA STATE, NIGERIA

E-MAIL: suleiman.richifa@kasu.edu.ng

Phone: +2340833144628, +2348052770083

Abstract

This study aims to assess the history of internal security management in Nigeria, with specific focus on the period from 1999 to 2015. The study will explore the disturbing dimensions of the problem of insecurity in Nigeria, such as herdsmen violence, the Boko Haram insurgency, and cybercrime, militancy in the Niger Delta, communal conflict and violence, as well as police corruption. It will offer a comprehensive discussion of the theoretical foundations of internal security, the threats to internal security, the role of formal and informal agencies in internal security management and the challenges of internal security management with specific focus on the years from 1999 to 2015. The study will predominantly utilized secondary data and in the process of analysis, provide findings that help answer salient questions on the internal security management in Nigeria with emphasis on the period from 1999 to 2015. This study will contribute by providing recommendations for better policies making on internal security management in Nigeria. It will also contribute to the literature on internal security management in Nigeria, by bridging time and methodology gaps. Since the role of the military in the internal security of the nation cannot be over emphasized and the ability of a state to ensure adequate security has become a principal variable in measuring the success or failure of the state. This study will contribute to knowledge by providing a thorough appraisal of the internal security of the nation from 1999 to 2015.

Determinants of the use of professional counselling services in Kenyan formal
Organisations, the case of safaricom plc

Maurine Jepkorir

Pan Africa Christian University, Kenya

Abstract

The research intended to investigate determinants of the use of professional counseling services within formal organizations in Kenya, with specific reference to Safaricom PLC. The research was guided by five specific objectives. These objectives were; to identify types of counseling services offered in Safaricom, ascertain the extent to which employees in Safaricom use professional counseling services, establish employee's perceptions of counseling services in Safaricom, show how employees perception of counseling services affect its use and to examine key social/economic factors that influence decision to use counseling services in Safaricom PLC. The study adopted a descriptive survey design, where participants answered questions administered through questionnaires and interviews. Based on the research findings, the main determinants of employee counseling use were observed to be substance abuse, work pressure, financial challenges and family conflicts. The other factors observed were injury at work, grief in times of bereavement and career challenges. According to the findings of this study, employee counseling is effective for all employee ranks as it helps in addressing employee work related and personal challenges. The study concluded that counseling is important in addressing employee work related and personal challenges. This reflected a positive perception to the facility but it has not been embraced fully. The study recommends that there should be mandatory trainings on the use of employee counseling services quarterly, and that the employee counseling services should be demystified during all staff functions like strategy cascades, team buildings and staff parties. In addition, the study recommends that the counseling facility offices be incorporated openly within the workplace premises for easy awareness and access. The Kenyan government should make it compulsory for all employers to provide employee counseling services for free so that major issues affecting employee productivity can be addressed in organizations.

KINI N O FOLE SE LAYE TI MO WA: A LENS THROUGH WHICH THE NON-INCARCERATED PARTNERS PERCEIVE THEIR SPOUSES' INCARCERATION AT AGOD IBADAN CORRECTION CENTRE, NIGERIA

Christian Matthew Adetunji
Department of Psychology
Pan Africa Christian University
Nairobi, Kenya.

christian.adetunji@students.pacuniversity.ac.ke

Abstract

Yoruba is a culture with rich values. Its concept of incarceration, as demonstrated in 'Kini n o fole se laye ti mo wa' (why would I indulge in stealing in my life) attributes shame to stealing which indicts and stigmatizes offenders' partners. It also incites the community against offenders and relatives so as to dissuade people from offenses. This position, however, limits all causes of imprisonment to stealing while undermining crimes against the person, property, and public order as well as drug offenses, misdemeanours, felonies and cases involving people wrongfully accused and charged. Despite that most prisoners rely on partners for critical re-entry support, the Yoruba worldview about incarceration influences non-incarcerated partners' perceptions and weakens their enthusiasm for their incarcerated spouses' support both while serving terms and during re-entry. This article provides an empirical foundation for the cultural worldview for imprisonment by providing a unique glimpse into the inherent social consequences that are imposed on both non-incarcerated and incarcerated individuals. This article contends that the Yoruba concept in 'kini no fole se laye ti mo wa' does not only indirectly incite partners and relatives to withdraw their support or association having condemned them in the Yoruba conscience court, but it also encourages both incarcerated and non-incarcerated partners to explore another Yoruba concept: 'lku ya j'esiin,' which recommends suicide to avoid embarrassment, ridicule or shame. This article proposes that non-incarcerated partners' perceptions of their incarcerated spouses should be better understood and considered based on objective judgments and antecedents rather than on the general Yoruba worldview, especially while the incarcerated individuals are innocent. This article recommends that inmate partners and society should reconnect to the foremost virtue of the Yoruba worldview: 'oju sunnukun' which is grounded in the tradition of objectivity.

Keywords: Inmates, Non-incarcerated partners, Perception, Re-entry, Yoruba Worldview

Jesus and the Samaritan Woman: A Biblical Model for Youth Ministry
Obed L. Yusuf.

Masters of Art in Children and Youth Ministry
Pan Africa Christian University, Nairobi

Abstract

Youth Ministry has, in recent years, grown from being an emerging field of ministry to becoming a full-fledged Christian ministry and a viable profession. These recent developments in the field of youth ministry has sandaled, especially its academicians, with the great, yet noble, responsibility of engaging in various researches, most of which has helped, to shaped youth ministry to what is obtainable today. It is in line with this noble responsibility that this paper thread courageously. By looking at the story of Jesus and the Samaritan woman in John 4:1-42, the paper argue for a biblical model of youth ministry. After discussing the story of Jesus and the Samaritan woman in five stages, namely the encounter stage (7-26), invitation stage (v.28-29), believe stage (v.39), incubation stage (v.40-41), and the Conviction stage (v.42), this paper argue a model for youth ministry engagement which is, to introduce young people to Jesus so they can believe in him as the messiah, be incubated in his word, and develop personal conviction about Him, which will inevitably transform and lead them to exhibit love rooted, grace enabled actions.

Building a legacy of Multigenerational Worship in the Household of God:

A Religio-Cultural Perspective

Mary W. Kihuha

Pan Africa Christian University, Kenya

Abstract

The African societies and other non-African cultures are organized in age groups, individuals in these cultural settings remains closely tied to their age throughout their lives. Age-group was/is important especially for the kikuyus of Kenya as can be seen from this tribal proverb Rika na Nyumba citumanagwo loosely translated meaning that one cannot disassociate themselves from Kin and Age-group. This ideology of living is in most case transposed into places of worship; this is evidenced in clusters in churches that are arranged according to ages of the people. While there is value in this arrangement this study calls for a multigenerational worship and engagements in the household of God which transcends ages of the people. This is not an easy call because people from different generations are divided by lifestyles, worldviews, perspectives and even different spiritualities. Creating and maintaining a multi-generational church relations would be a platform to bring all ideas, perspectives, and worldviews, which could lead to a rich worship experience that encompasses diverse views from everybody in the church community. The work will utilize a grounded theory methodology for data collection and analysis, grounded theory methodology of doing research allows theology from below to come to academic discourse and development of new theories. In this work, two congregations namely Jubilee Christian Center (JCC), Christ is the answer Ministries (CITAM) will be studied to analyze their approaches in relations to multigenerational worship. The data produced from this study will help to build a theoretical framework for understanding and building a multi-generational worship in the household of God.

Key Words; Multi-Generational, Religio-Culture, Pentecostalism, Age-group, Household of God, social Transformation.

TOWARDS INTERGENERATIONAL COMMUNITY RELATIONS: BLENDED ETHNOGRAPHY IN RESEARCHING AFRICAN REALITIES

Fancy Cheronoh, University of Nairobi,

Corresponding Author: fancycherono@uonbi.ac.ke

Abstract

The advent and growth of internet, social media, computer-mediated communication and technology generally, has led to emergence of online communities where people come together in virtual communities to interact, collaborate, share and consume information. These online communities have drastically changed human interactions and relationships at different levels and ages. While the young value online communications and utilize available technological tools and space to communicate, interact and collaborate, the old (at least in the African context) tend to prefer verbal communication and real (physical) communities. It has resulted into categorization of generation into the digital and the analogue; with the latter commonly used to refer to the older generation who may not be techno-savvy. As such, it is no longer sufficient to study a group of people in a social context such as a church through traditional ethnography or virtual ethnography alone. This is because human interactions take place in face-to-face (physical) environment as well as in online environments (virtual spaces). Neglecting any of this environment especially while researching African realities, may not give a holistic understanding of African socio-religio cultural realities. This paper thus seeks to examine blended ethnography in researching African realities in view of fostering intergenerational community relations. Insights into this paper shall be drawn from an ongoing research in an African Instituted Church in Kenya (Nomiya Church) sponsored by Nagel Institute under "Engaging African Realities" project. The paper's point of departure is that while ethnography analyses human practices in cultural contexts, we cannot ignore the internet, social networking (SN) and computer-mediated communication (CMC) even in traditional contexts such as that of Nomiya Church, as they form part of our contemporary culture and communication even within the church.

Key words: African Realities, Blended Ethnography, Community, Intergenerational relations

A systematic review of leadership succession planning

James K Siambi

Pan Africa Christian University

Abstract

The goal of this systematic review was to identify and summarize past studies on leadership succession planning in order to critically evaluate existing data. There was a need to obtain research data that could be utilized to offer a benchmark for policy formulation discussion on the subject. An early scoping research reveals that research relevant to this systematic review were performed between 1995 and 2021, hence this review focused on those years. Searches were conducted on a variety of databases in order to locate relevant publications for the study, including EBSCO, ProQuest, Web of Science, and Scopus. Prior to scanning these databases, background reading was conducted in order to design search words that would elicit the most results in search engines. The study used the PRISMA chart approach to identify, screen, determine eligibility and include relevant studies. The quality and evidence of the results of the research chosen for inclusion are assessed and summarized. This review discusses the interpretations of the data in order to establish the need for more research and to link the policies, practices, and scientific studies on leadership succession planning. The year 1995 was the starting point for the analysis, but from 2005 to 2021, 40 articles linked to leadership succession planning were retrieved. 11 empirical studies publications, 13 conceptual studies, and 16 literature reviews. There was 1 conceptual study, 2 theoretical and 1 empirical study prior to 2000. There have been 11 conceptual papers and 13 empirical papers published since 2000. Leadership succession planning research has found a refuge in various outlets as a result of the interdisciplinary approach to leadership. The strength of this study is in its rigor, explicitness and reproducibility. The limitation of this study is in its retrospective and observational research design hence subject to systematic and random error.

Keyword: Leadership Succession Planning

Strategic Leadership Practices, Environmental Factors and Financial Sustainability of
Faith-Based Organizations

Bore, Mathew. K.1, Macharia, Irungu2, Kilika, James3

Pan Africa Christian University, Kenya

Kenyatta University, Kenya

Abstract

Faith-based organizations have a long history of meeting important community needs. However, despite their important role in providing social services and meeting key community needs, these organizations have been prone to financial instability. Maintaining financial sustainability over the long term is vital for faith-based organizations since many of them offer services to very needy communities. However, faith-based organizations, particularly in Africa, struggle to sustain the financial resources required to effectively realize their mission. This study sought to evaluate the moderating effect of environmental factors on the relationship between strategic leadership practices and financial sustainability of faith-based organizations. The study was anchored on contingency theory and was based on the positivism research paradigm. This study adopted descriptive and explanatory research design and primary data was collected from 198 leaders working as heads of units, heads of departments, and directors in faith-based organizations affiliated to Wycliffe Global Alliance in Africa. Data analysis was done using descriptive and inferential statistics. Descriptive statistics reported means and standard deviations respectively for the study variables; determining strategic direction at 4.41 and 0.480, exploiting and maintaining core competencies at 3.90 and 0.629, developing human capital at 3.79 and 0.647, balanced organizational controls at 3.85 and 0.587. Multiple linear regression analyses established that environmental factors positively moderated the relationship between strategic leadership practices and financial sustainability of faith-based organizations. The study recommends that faith-based organizations should evaluate how external factors are likely to influence outlined organizational strategies and make suitable changes in order to limit the negative influences of external environmental factors.

Strategy Implementation and Organizational Performance: A Case of Nile Petroleum Corporation, South Sudan
Peter Barach Elijah
Pan Africa Christian University

Abstract

Since its establishment in 2004 as a state corporation, Nile Petroleum Corporation has enjoyed near monopoly in the drilling, refining and sale of oil products. Despite enjoying almost near monopoly in the oil sector, NILEPET has not been profitable and has failed to remit adequate taxes to the government. The research examined the effect of strategy implementation on organizational performance of NILEPET. The specific objectives of the research were: to determine whether strategic leadership influences organizational performance at Nile Petroleum Corporation; to establish whether strategy communication affects organizational performance at NILEPET; to determine whether organization culture influences organizational performance at NILEPET and to find out whether working conditions have any effect on organizational performance of NILEPET. The study anchored on the resourced based view theory and the agency theory. The research adopted the descriptive research design. The target population comprised of the 262 staff based at the head office of NILEPET in Juba, South Sudan. The staff work in seven departments that include Finance and Accounting, Administration, Public Relations, Legal, Exploration and Production, Information and Communication and Training and Development. Stratified random sampling was used to select a sample of 79 respondents. Data was collected from the respondents using survey questionnaires. The questionnaires were distributed to the respondents for them to fill and were collected after a period of two weeks. Prior to the questionnaires being issued to the respondents, they were pre-tested to ensure that they are valid and reliable. Data analysis was undertaken using SPSS version 21 that generated descriptive and inferential statistics. The significance of this research and the findings are to the benefit of the Government of South Sudan, Nile Petroleum Corporation and researchers. The research will enable the ministry to understand why the corporation has not been profitable for the years it has existed. Researchers in the petroleum sector in South Sudan can draw useful information from the findings of this research. The research findings showed that strategic leadership, strategy communication, organization culture and working conditions affects organizational performance. Strategic leadership with a mean score of 4.0769 and standard deviation of 1.16334, strategy communication scored a mean of 4.6154 and standard deviation of 0.80414, organization culture with a mean of 4.1846 and standard deviation of 0.84580 while working conditions got a mean of 4.2769 and standard deviation of 0.87514. The regression results showed that 12.7% of the variation in organizational performance is explained by the four dependent variables (Strategic leadership, strategy communication, organization culture and working conditions) as depicted by the R square value of 0.127 in the model summary table. Organization culture was the most significant among the four variables. In order to ensure that strategy implementation contributes to improved organizational performance, the strategy should be continuously communicated to all employees. Progress of the strategy implementation should be shared across the organization. Each department should share their attainment of or lack of attainment of its goals and objectives. Work environment and organization culture should be improved to provide a safe and conducive environment to all employees.

Factors Hindering the Advancement of Women Clergy to Senior Leadership Position in
PCEA Church: A Survey of Nairobi Region
Elizabeth Githinji
Pan Africa Christian University, Kenya

Abstract

This research aimed at investigating factors that hinder advancement of women clergy to senior leadership positions in PCEA. The objectives included to investigate the relationship between Church constitution and advancement of women clergy to senior leadership, assess perceptions of elders and clergy on advancement of women clergy to senior leadership, examine the relationship between biblical-theological interpretations and advancement of women clergy to senior leadership, and explore the relationship between leadership styles and the advancement of women clergy to senior leadership positions in PCEA. The theories underpinning the study include synergetic leadership theory, egalitarianism, and complementarianism. A mixed methods research design was used since the study includes both quantitative and qualitative perspectives. Target population included elders and Clergy of PCEA Nairobi region. The target sample was 312 using of Cochran's sampling formula. To reach the sample, a stratified random sampling approach that considered the number of elders and clergy in each of the presbyteries in Nairobi region was considered. Data was collected using a close-ended survey questionnaire. The study obtained 283 responses equivalent to 90.71% response rate. Elders comprised 91.5% of all participants with 8.1% being clergy. Data was analyzed in frequency tables, correlation analyses, and regression analysis. Results of the study show an inverse relationship ($p < 0.05$) between Church constitution and advancement of women clergy to senior leadership. The relationship is statistically significant at 5%. With respect to perceptions and biblical-theological interpretations, this is a positive relationship with advancement of women to senior leadership ($p < 0.1$). The two relationships are significant at 10% significance level. Leadership style is not statistically significant in explaining advancement of women to senior leadership in the Church. Overall, a regression model developed to show the relationships indicates that the constitution, perceptions, biblical interpretations, and leadership style only explain 13.7% ($p < 0.05$) of the challenges that faces women clergy in their advancement to senior leadership. The study recommends training of elders and clergy about the Church constitution which is also known as the Practice and Procedure manual. The Church also needs to reconsider the appointment of elders because male elders are about two-thirds of all elders yet women make the majority of congregants in Church. There is also the need to consider approaches to the interpretation of the constitution as well as Bible clauses that are used to suppress advancement of women to senior leadership positions. For further research, the study recommends a focus on the modalities of members of the congregation becoming elders who participate in nomination of senior leaders in the Church with the goal of determining how male elders end up being two-thirds of all elders while the congregation generally has fewer men than women. There is also the need to learn why majority of elders do not participate in nomination of senior leaders to the general assembly of PCEA.

Influence of Alcohol and Drug Abuse on Family Cohesion: A Case of Selected Rehabilitation Programs in Kiambu County, Kenya

Jane Wambui Mugo

Abstract

Consequences of alcohol and drug abuse (ADA) not only affect the consumer but also the family members. The purpose of this study was to establish the influence of ADA on family cohesion with a view to establish how this happens among families of recovering clients in selected rehabilitation programs in Kiambu County. The Circumplex Model of Marital and Family systems was used as the theoretical framework. This study used a correlational research design. The target population consisted of all 360 clients admitted in NACADA registered rehabilitation centres in Kiambu County. A sample of 114 respondents was selected through stratified random sampling technique. Data was collected using a questionnaire. Quantitative data was analyzed using descriptive statistics and moderated regression technique while qualitative data was analyzed using thematic analysis. A weak negative correlation was observed between ADA and family cohesion. A positive correlation was established between substance use in the extended family and ADA. One unit increase in ADA explained 0.104 unit reduction in family cohesion to a statistically insignificant degree. It was found that ADA significantly predicted family changes and adaptation whereby one unit increase in ADA was associated with 0.226 increase in family changes and adaptation. However, changes and adaptations in family systems did not significantly mediate between ADA and family cohesion. Social support was a salient theme drawn from qualitative findings. Alcohol and drug abuse had limited impact on family cohesion, though the impact on family changes and adaptations in family systems was adverse. The study recommended that rehabilitation centers should not only focus on treating rehab clients but also become a support system to enable family systems to accommodate changes and adapt positively to the inevitable changes in the family.

Self-Leadership Competencies and implications for Crisis Leadership in Nonprofits

Oluwatayomi Abiola

Pan African Christian University Kenya

oluwatayomi.abiola@students.pacuniversity.ac.ke

ORCID ID: 0000-0003-2310-3849

Abstract

Crisis defines leadership because proper or poor handling of crisis can make or mar leadership respectively. There are few types of crisis that have tested the competency of leaders globally and across all fields as the Corona virus pandemic. The life-altering consequences of good and bad leadership are more apparent than ever because of covid-19. Organizations including non-profits while struggling with the aftereffects of the pandemic such as lockdown, restricted activities, death, economic meltdown and trauma yearn for competent leadership. Self-leadership has been reported to directly affect the crisis leadership abilities of organizational leaders. This is the ability to direct self in order to achieve desired goals and usually indicated by emotional intelligence, self-efficacy, locus of control, self-awareness, and social skills. This paper examined the impact of self-leadership competencies on the ability of non-profit organizational leaders to cope with challenges of the Covid-19. A local church is used as a case study. The study is grounded in leadership theories such as transformational leadership and Goleman components of emotional intelligence. Previous literature on concepts such as self-leadership, emotional intelligence, locus of control and self-efficacy were reviewed. The qualitative case study was carried out using church leaders in a multicultural church in Nigeria, University Baptist Church Ogbomoso. Data were collected through semi-structured interview. Appointments for interview was booked with fifteen leaders, of which twelve were available for the interview. Leaders were asked to respond to several questions that seek to determine their disposition and response to the challenges of Covid-19 and data was organized and analysed through thematic analysis. Attitudes such as optimism, self-motivation, energy, generosity, empathy and efficiency are recurrent in leaders' responses. These attitudes fall within existing literature on emotional intelligence, locus of control and self-efficacy as components of self-leadership.

Keywords: Self-leadership, Nonprofit organizations, church leadership, crisis leadership, Nigeria

JEWISH TRADITIONS AS AN OBSTACLE TO BELIEVING IN JESUS AND ITS SIGNIFICANCE TO A CONTEMPORARY KIKUYU CHRISTIAN: AN EXEGETICAL EXAMINATION OF JOHN 8: 31-59

SAMUEL KAMAU WANYOIKE

Abstract

John the apostle uses the context in John 8:31-59 to show how Jewish traditions were an obstacle to believing the words of Jesus Christ. The development of the argument in the selected text of John 8:31-59 is structured around the question of the truth of the words of Jesus in relation to the liberty of true discipleship; the fatherhood of God, Abraham and the devil; and the authenticity and divinity of Jesus. This research therefore sought to critically interpret the text of John 8:31-59 so as to discover its original and intended meaning and its significance to a contemporary Kikuyu Christian in Kenya through an exegetical examination. This is on the premise that the resistance to the gospel by the generation of Kikuyus that first heard the preaching of the gospel is similar to the attitude of the Jews towards Jesus and his teachings in the selected text. And that there is a possibility that the same attitude prevails significantly in the current generation of Kikuyus. The objectives of this study include the following: to uncover Apostle John's intended meaning for his original audience in the text of John 8:31-59 through a historical-grammatical approach; to discuss the theological issues of contemporary relevance raised in the John 8:31-59 discourse through rhetorical criticism; and to explore the practical significance of the selected text of John 8:31-59 to the contemporary Kikuyu Christian in Kenya through rhetorical criticism. The results of this study found that the author had used the Jews as a foil and Abraham as a mirror of true discipleship to demonstrate how the Jews had subscribed to a false discipleship that was akin to open rebellion against God in contrast to the conduct of Abraham, whom they claimed to be their father. The study also found that the author had presented the words of Jesus as truth. By contrasting the fatherhood of God and the devil, the author presented truth as the reality of God and falsehood as the reality of the devil. He demonstrated the significance of having the right response towards Jesus by showing how the authenticity of Jesus had been demonstrated through the manifestation of his divinity in the human flesh. With this understanding, the study established a parallelism between the biblical and the Kikuyu contexts that would make it easier for the Kikuyu Christian in Kenya to appreciate the truths revealed in this text. This study recommends further research to be done to find a way of ensuring that the contrasts between the biblical and Kikuyu contexts are no longer a hindrance to the Kikuyus in their response to the gospel as they have been to the generation of Kikuyus that first heard the gospel and subsequent generations. The study adopted a combination of the rhetorical and historical-grammatical methods to interpret the text. The analysis of the text was organised into and presented in a complementary structure.

Transformational Leadership and Organizational Growth: Case of Small and Medium Enterprises Dealing With Autocare in Roysambu Sub-county- Kenya
Lydia Maimba

Pan Africa Christian University, Kenya

Abstract

Small enterprises dealing with Auto care in Roysambu Sub County just like other organizations had an opportunity to apply transformational leadership construct to sustain their competitive advantage, avert possible business losses and enhance their organizational growth. The research focused on transformational leadership and organizational growth; a case of small and medium enterprises dealing with autocare in Roysambu Sub County- Kenya. The purpose of this study was to establish the influence of transformational leadership on organizational growth in the SMEs. The main objectives of this research were to determine the impact of idealized influence on organizational growth of autocare SMEs in Roysambu Sub County- Kenya; to establish the influence of individualized consideration on organizational growth of autocare SMEs in Roysambu sub county – Kenya; to find out whether inspirational motivation influences organizational growth of autocare SMEs in Roysambu sub county – Kenya; and to find out whether intellectual stimulation influences organizational growth of autocare SMEs in Roysambu sub county - Kenya. This study adopted a post-positivist philosophy and a quantitative research design. The target population was 30 SMEs dealing with autocare in Roysambu sub – county. Stratified random sampling was applied to select a sample. Within each stratum, purposeful sampling method was used to choose 30% of the target population. Data was collected using a structured questionnaire which was pre-tested to ascertain its reliability and validity before they were administered to the respondents through distribution. Data was analyzed using Advanced Excel and SPSS (V26) which generated both descriptive and inferential statistics. The results will benefit autocare SMEs in Roysambu Sub County on how to enhance their organizational growth. The study is significant in the realm of adding to the existing body of literature and thus fill the literature review gap on transformational leadership influences on organizational growth.

Self-Leadership Competencies and implications for Crisis Leadership in Nonprofits

Oluwatayomi Abiola

Pan African Christian University Kenya

oluwatayomi.abiola@students.pacuniversity.ac.ke

ORCID ID: 0000-0003-2310-3849

Abstract

Crisis defines leadership because proper or poor handling of crisis can make or mar leadership respectively. There are few types of crisis that have tested the competency of leaders globally and across all fields as the Corona virus pandemic. The life-altering consequences of good and bad leadership are more apparent than ever because of covid-19. Organizations including non-profits while struggling with the aftereffects of the pandemic such as lockdown, restricted activities, death, economic meltdown and trauma yearn for competent leadership. Self-leadership has been reported to directly affect the crisis leadership abilities of organizational leaders. This is the ability to direct self in order to achieve desired goals and usually indicated by emotional intelligence, self-efficacy, locus of control, self-awareness, and social skills. This paper examined the impact of self-leadership competencies on the ability of non-profit organizational leaders to cope with challenges of the Covid-19. A local church is used as a case study. The study is grounded in leadership theories such as transformational leadership and Goleman components of emotional intelligence. Previous literature on concepts such as self-leadership, emotional intelligence, locus of control and self-efficacy were reviewed. The qualitative case study was carried out using church leaders in a multicultural church in Nigeria, University Baptist Church Ogbomoso. Data were collected through semi-structured interview. Appointments for interview was booked with fifteen leaders, of which twelve were available for the interview. Leaders were asked to respond to several questions that seek to determine their disposition and response to the challenges of Covid-19 and data was organized and analysed through thematic analysis. Attitudes such as optimism, self-motivation, energy, generosity, empathy and efficiency are recurrent in leaders' responses. These attitudes fall within existing literature on emotional intelligence, locus of control and self-efficacy as components of self-leadership.

Keywords: Self-leadership, Nonprofit organizations, church leadership, crisis leadership, Nigeria

Old is Gold: Indigenous and Innovative Mechanism for Addressing Teenage Pregnancy among Selected Communities in Kenya: A systematic review of the literature.

Otieno Edwine Jeremiah

Tangaza University College (constituent college of The Catholic University of Eastern Africa. edwinejeremiah@gmail.com

Abstract

Teenage pregnancy has become a plight in Kenya. As a result, risky sexual behaviour among the teens contributes to school dropout, early marriage, early pregnancy and rise in HIV, psychological turmoil and social challenges. The current strategies for reducing teenage pregnancy has become obsolete. For instance, sex education only increase knowledge but does not change the behaviour, with some parents and leaders advocating for the use of contraception. However, In Kenya, traditional societies had premised this concern on the understanding that if not checked; the sexual behaviour of adolescents could not only jeopardize the social order but also the overall functioning of the society. This paper examined cultural and traditional mechanisms the Kenyan ethnic community use to prevent early and unwanted pregnancy associated with premarital sexual behaviour. This study is a systematic review, it has adopted PRISMA statement 2020. The research design adopted was an online cross-sectional survey where articles published between 2010 to 2022 were reviewed. The researcher created eligibility criteria. The information was sourced at Kenyan universities repositories, the JSTOR website and google scholars' web. Data were analysed using content analysis. The literature showed that Kenyan cultural groups are documented to have applied elaborate mechanisms of socializing, controlling and regulating sexual behaviour of the adolescents until they became of age. Some of the practices include the use of sexual taboos, adolescent sleeping arrangements, setting high morals on sex, administering corporal discipline, and early awareness by the elders on sexuality. This study concludes that some of the practices can be domesticated to solve the rise of teenage pregnancy in the country. It recommends the reintroduction of some good old morals and cannons.

Keywords: Old is gold, Indigenous, Innovative Mechanism Addressing, Teenage, pregnancy, Communities, and Kenya

Effect of Caregiving of Children with Autism Spectrum Disorder on The Caregivers' Social Wellbeing in Selected Integrated Primary Schools in Nairobi County, Kenya

Mary Wanjia Kanja
wanjakanja.wk@gmail.com

Abstract

Social wellbeing is an essential part of general wellbeing of human beings because it shields individuals from social isolation by promoting positive relations. However, social challenges associated with the caregiving of children with Autism spectrum disorder (ASD) are likely to impede the caregivers' of children with ASD from achieving their social well-being. ASD is a neurodevelopmental childhood disorder that has no physical marker. It is characterized by peculiar and problematic behaviors that are socially intolerable. The purpose of this study was to investigate how caregiving of children with ASD affect the caregivers' social wellbeing. Social Ecological System Theory (SEST) and Cognitive Behavioral Theory (CBT) guided the study. The study used a qualitative phenomenological approach and purposive sampling method to select 24 informal caregivers and four formal caregivers from selected integrated primary schools in Nairobi County, Kenya. The study used in-depth interviews and focus group discussions (FGDs) to collect data from the caregivers of children with ASD. Data was captured using tape recording and field notes. Verbatim transcription was employed. QSRN N'vivo 10 data software was used to simplify and analyze the data. The findings revealed that caregiving of children with ASD affect the caregivers' social wellbeing in the selected integrated primary schools in Nairobi County. The study recommends creation of public awareness about ASD, training for the caregivers to equip them with skills to manage the difficult behaviors exhibited by the children with ASD, availability of affordable therapies and mental health support to the caregivers.

Key words: Caregiving, relation, isolation, awareness, ASD, social – wellbeing

FAMILY AND COMMUNITY WELLBEING

OLADAPO, John Ayo

Senior Lecturer, Baptist College of Theology, Igede Ekiti, Nigeria.

johnayoladapo@gmail.com, ayoladapo2003@yahoo.com

+234-8035608098

Abstract

The family is the hallmark of any community because it is practically not possible for a community to exist without the family which is the micro unit and the most important segment of the society. The well being of the community is a reflection of the family, the good and the bad as well as everyone in the community is a product of the family. The world today is encompassed with all forms of moral decadence, political apathy, lackadaisical and nonchalant attitudes to hard work which is a key criterion for leading an effective life here on earth. We practically feel uncomfortable with the way things are going in the nation and there is inner longing inside of us for a change which cannot come without the family. The problems in the society today, be it political, religious, communal, and institutional are traceable to the family. There are known cases of many families that are not stable today as well as some that cannot be sustained, such families are bane of community. Any community comprising of unhealthy families is equally a disintegrated society which cannot experience the expected development. This paper therefore examines the concept of family vis a vis the contemporary age and showcase the need for healthy, united and sustained family that will bring growth and development in the society.

Key words: Family, Community well being, Society, Virtues, Development.

Operationalization of Democratic Leadership in Kitui County
Onesmus Mumo King
Pan Africa Christian University, Kenya

Abstract

The study's general objective was to understand the operationalization of democratic leadership in Kitui County. The research gap entailed lack of studies in Kitui county on how democratic leadership was rolled out after devolution. Two theories were used; democratic leadership theory and devolution theory. The specific objectives included; to investigate the extent in which leaders involve the public in their leadership to determine the modes of citizen empowerment for better participation in the and to examine mode of public involvement in decision-making and deliberations. The study conceptualized the key characteristic of democratic leadership in political setups as citizen participation in formulating, evaluating, and implementing policies and projects. The research design was exploratory to add to the literature on democratic leadership in political setups because leadership scholars had done little in the area. The target population were citizens of four constituencies Kitui South, Central, Rural, and East. The sampling methods were purposive and convenience sampling. The study used in-depth interviews and focus group discussions for data collection. The in-depth interviews were done for the leader participants who were; the County governor (1), County member of finance (1), County executive committee members (8), County administrator (1), Sub-County administrators (4), Ward administrators (21), MCAs (21), Village administrators (129) making a total of 185 participants. On the other hand, the focus group discussions were done for citizen participants from these four constituencies; Kitui South, East, Rural and Central. Each Constituency had two FGDs each with ten participants, thus there were twenty participants from each making a total of eighty FGD participants. Therefore, 265 was the sample size. The data gathered was qualitative, and its analysis included content coding where the researcher identified themes, words, and concepts in citizen responses. The research findings demonstrated that the various forms of citizen participation adopted in the county were: public barazas, websites, opinion leaders, and elites' forums. The leaders involved citizens in collective decision-making and discussions on various areas such as education, healthcare, transport, agriculture, and water. Additionally, the leaders empowered the citizens to participate more in their leadership by ensuring that the ideas gathered from the public were implemented. In addition, leaders empowered the youth through tournaments and rewards to create a friendly environment to air their views on the various areas that affect them, such as; farming, agriculture, and transport , water, and wealth creation. The leaders also encouraged the citizens to attend public participation forums. The key challenges to public participation included; illiteracy, inability to interact with relevant documents and give viable ideas and opinions, complacency, lack of participation, and uninformed leaders who strain citizen participation and discourage citizens due to lack of implementation of their ideas. Other challenges included; the lack of a framework that guides public participation, insufficient time due to the need to obtain ideas of all participants, and financial constraints due to the lack of a budget. The recommended measures included the provision of civic education for both the citizens and leaders; to inform them of the significant impact of citizen participation. The sessions should be held close to the people to cut their costs, or door-to-door questionnaires should be used to solicit their opinions for wider coverage. Establishing a public participation framework or legislation will ensure that the leaders are aware of satisfactory or unsatisfactory citizen participation. They will be able to identify the citizens to participate per session to be more manageable and effective, and the methods to select the representatives and obtain samples indicative of the entire population. This research study will be resourceful to other researchers because it will inform them more about democratic leadership in political setups, which has been minimally researched.

Transformational Leadership and Organizational Growth: Case of Small and Medium Enterprises
Dealing With Autocare in Roysambu Sub-county- Kenya
Lydia Maimba
Pan Africa Christian University, Kenya

Abstract

Small enterprises dealing with Auto care in Roysambu Sub County just like other organizations had an opportunity to apply transformational leadership construct to sustain their competitive advantage, avert possible business losses and enhance their organizational growth. The research focused on transformational leadership and organizational growth; a case of small and medium enterprises dealing with autocare in Roysambu Sub County- Kenya. The purpose of this study was to establish the influence of transformational leadership on organizational growth in the SMEs. The main objectives of this research were to determine the impact of idealized influence on organizational growth of autocare SMEs in Roysambu Sub County- Kenya; to establish the influence of individualized consideration on organizational growth of autocare SMEs in Roysambu sub county – Kenya; to find out whether inspirational motivation influences organizational growth of autocare SMEs in Roysambu sub county – Kenya; and to find out whether intellectual stimulation influences organizational growth of autocare SMEs in Roysambu sub county - Kenya. This study adopted a post-positivist philosophy and a quantitative research design. The target population was 30 SMEs dealing with autocare in Roysambu sub – county. Stratified random sampling was applied to select a sample. Within each stratum, purposeful sampling method was used to choose 30% of the target population. Data was collected using a structured questionnaire which was pre-tested to ascertain its reliability and validity before they were administered to the respondents through distribution. Data was analyzed using Advanced Excel and SPSS (V26) which generated both descriptive and inferential statistics. The results will benefit autocare SMEs in Roysambu Sub County on how to enhance their organizational growth. The study is significant in the realm of adding to the existing body of literature and thus fill the literature review gap on transformational leadership influences on organizational growth.

ASSESSING THE IMPLICATIONS OF LANGUAGE SHIFT ON GBAGYI

Abraham Areo David

Department of Languages and Linguistics
Nasarawa State University, Keffi-NIGERIA
daveabuk@yahoo.co.Uk

&

Amende A.Charles

Department of Languages and Linguistics
Nasarawa State University, Keffi-NIGERIA
charlesamende@gmail.com

Abstract

This study assessed the implications of language shift on Gbagyi, a language spoken in northern Nigeria. The study employed a survey method in identifying the factors that led to the progressive shift in Gbagyi to stronger languages, such as English and Hausa, showing its implications on the language. A Gbagyi word list was compiled from Blench's 1017 to find out the level of shift in Gbagyi. The modified version of the UNESCO (2003) inventory for the Assessment of Language Vitality and Maintenance was also used to assess the implications of language shift on Gbagyi. The finding of this study showed that the scope of Gbagyi usage is becoming limited. This has made the vitality of the language to be threatened by other stronger languages and government policies on minority languages. The implication of this finding is that Gbagyi is being severely endangered and if care is not taken might soon go into extinction. The study tried to broaden our understanding and knowledge of the shift in Gbagyi thereby encouraging linguists, especially the Gbagyi enthusiasts and linguists, other researchers on language endangerment and policy makers to know the areas that need quick intervention in minority languages to avoid further threat of going into extinction. It will also help to appreciate the importance of research on language shift as it relates to minority language(s) preservation, in particular Gbagyi.

Keywords: Implications, language shift, language vitality, Gbagyi

AKPORE, AN INSTRUMENT FOR THE CONTROL OF SEXUAL ACTIVITIES AMONG EGGON
COMMUNITIES OF CENTRAL NIGERIA: ANALYSING ITS GENDER IMPLICATION

By Theophilus John Angbashim

Address: Department of Christian Religious Studies. Faculty of Arts,
Federal University of Lafia,

P. M. B. 1022, Keffi, Nassarawa State, Nigeria.

Telephone: +2348169704777 & +2348186219741, Email: tangbashim@gmail.com
theoangbashim@yahoo.com

Abstract

Adaga aha adultery is one evil that is vehemently abhorred in traditional Eggon society to the extent that those caught in the act are mercilessly penalized. Punishment for perpetrators range from the payment of stipulated fines to as far as dissolution of marriages. Polygamy is entrenched in the Eggon society therefore adaga aha is viewed through the spectrum of polygamy. Polyandry is generally considered adaga aha in the Eggon society, while it is endorsed among the Iregwe all of central Nigeria. The Eggon society had crafted an instrument for identification and control of adaga aha. The way and manner akpore is practiced among the Eggon has far reaching implication on gender. This concoction is only administered to women after which they are not allowed to commit adaga aha have sex with one other than her husband. The husband does drink akpore and is free to marry and keep as many wives as possible. The pleasure of sex is given to man to enjoy while the responsibility for immoral conduct is heaped on the woman. The result of applying akpore on women has been catastrophic to the extent that some die. This research depends largely on primary sources.

Philosophy Encountering Empirical Science in the Sense of Progress

Evaristus Egwuatu Ekweke

Department of Philosophy and Religious Studies,

Faculty of Arts

Nasarawa State University, Keffi

ekweke60@yahoo.co.uk

Abstract

The issue of the ontology of phenomena has always made waves in philosophy since antiquity. The dramatis personae of the history of philosophy attest to this truth that enlists the services of a quest of the quiddity of "what is". For philosophy, with particular reference to ontology and metaphysics, "what is", is and "what is not", is not. This logic of philosophy grossly implicates the empirical with particular reference to the naturally scientific. Encountering this later, philosophy lends its dignity of logic to the empirical ingenuity of science. By so doing, a culture of logic, research and ethics meets with the investigative capacity of science, helping her precisions. We can infer from this through exploratory research that the dignity of philosophy working together with the ingenuity of science could put the global village on a pragmatic wheel of progress, if development.

Keywords: Philosophy, Science, Progress

Reflecting on some Dominant Characters of the Reformation with Particular Reference to Martin Luther
Oyiwose, Ishaya Owusakyo, PhD
Department of Philosophy and Religious Studies,
Faculty of Arts,
Nasarawa State University, Keffi
oyiwosei@gmail.com

Abstract

History has always known reforms and positive revolutions in forms more often than not. These have adorned our ages past with different sorts of agenda at the beginning of which is not welcome by the society in which they take place. However, they come through and form part of the positive historical paradigm shifts that lend credence to the development of our human society. It is in respect to this, that this reflection has seen the light of the day. Our present reflection is focusing on some key players and their activities that made the famous Christian Reformation of the 16th Century to come to the fore. Particular mention is made of the role of Martin Luther whose contribution to this Reformation has become the most remarkable. The Reformation itself may have had its shortcomings in form, structure and exhibition; but many religious scientists, humanist experts and Christian theologians are of the opinion that it was one of the best historical phenomena in the life of the Christian churches and denominations. In actual fact, majority of the problems the Christian churches are facing today could be solved if a leaf is borrowed from the happenstances of the so-called Reformation. The mission of the Christian Church is divine, having a spirituality of purpose that finds expression in the biblical strictures of Jesus the Christ. Incidentally, this seeming invisible reality is carried out through the visible activities of human instruments, said to be inspired by the grace of God through the Holy Spirit. Yet the human condition that is part and parcel of this dynamic exercise cannot be overemphasized. Since this is the case, the aforementioned dynamism has to be respected as we may try to re-appropriate the 16th Century Reformation in order to make our Christian ends meet. This what the present reflection here tries to focus on while using the method of exploratory research.

Teaching and Learning English: A Contrastive Study Of English and Èggón Sound System

Garba, Patience Ashesla

Department of Languages and Linguistics

Nasarawa State University Keffi

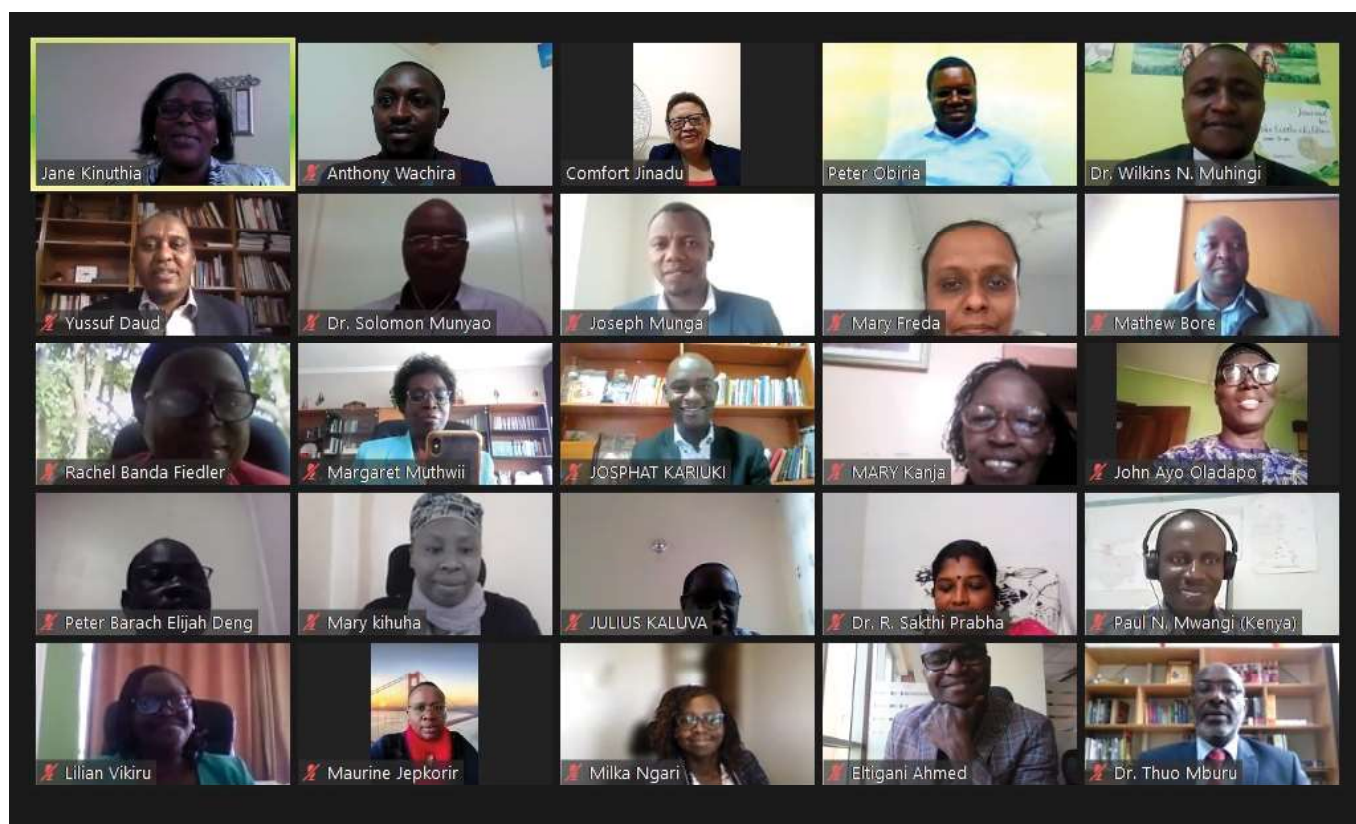
ablakupatience@gmail.com, garbapatiencea@nsuk.edu.ng

Abstract

This paper attempts to investigate the relationship that exists between English and Èggón languages at the level of sounds and its implication for teaching and learning for both teachers and learners in Èggón speaking communities. Data was generated from documented sources and introspection. The collated data is analyzed using contrastive method in language learning and teaching. The paper compares and contrasts some phonological issues such as phonemes (consonants and vowels), tone, consonant clusters, and syllable structure in both languages. The investigations show that Èggón has fewer phonemes (38) comprising of only 7 vowels, allows complex consonant clusters, operates open and close syllable structure which can have up to 5 consonants and is tonal. Some phonological processes attested in the language include: palatalization, labialization, elision and nasalization. The analysis shows that areas of similarities facilitate learning while areas of differences pose difficulties such as interference, poor production and articulation of some consonants in English, by Eggon speakers, such as, (/θ/, /ð/, /dθ/, /ð/, /θ/, /θ/, /tθ/, /θ/, /t/) and vowels (schwa /ə/ and diphthongs). In addition, stress placement is also another problematic area for Èggón speakers in the learning and teaching of English as a second language. This paper serves as a guide for teachers and learners of English in Èggón communities for more efficiency in English, source of reference material for researchers and can be used for further study in linguistics.

Key words: Contrastive Analysis, Èggón, English, Sound System, Phoneme

ScreenShots Taken During the Conference



Emmanuel Gich...	Dickson Omol		Marion Keinam...	Yussuf Daud
Emmanuel Gicharu	Dickson Omol	Jacob Kipchilis	Marion Keinamma	Yussuf Daud
Milka Ngari	Mathew Bore	Deborah Ogochi	James Siambi	JULIUS KALUVA
Milka Ngari	Mathew Bore	Deborah Ogochi	James Siambi	JULIUS KALUVA
Mary Kihuha	Zipporah Chomba	Elizabeth Githinji	Kyama Mugambi	
Mary Kihuha	Zipporah Chomba	Elizabeth Githinji	Kyama Mugambi	Jonah Adeniran
Edith Kayeli	Fancy Cheronoh			Rachel Njoroge
Edith Kayeli	Fancy Cheronoh	Joshua Rutere	Samuel Tama	Rachel Njoroge
David Mwaniki	James Tella		Oluwatayomi A...	Comfort Jinadu
David Mwaniki	James Tella	Patience Garba A.	Oluwatayomi Abiola	Comfort Jinadu

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Zoom Meeting

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Participants (59)

Find a participant

EG Emmanuel Gicharu

EM Eunice Makathimo

FC Fancy Cheroneh

FM Francis Munene

FO Funke Oyekun

HO Habil Otanga

Invite

Mute All

Chat

SW Excellent presentation prof! You have addressed the core issue of finances...

Maurine Jękorin to Everyone

MI great eye opener on research Thank you Prof. Amutabi

Who can see your messages? Recording On

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Mute Stop Video Security Participants Chat Share Screen Pause/Stop Recording Reactions Apps Whiteboards More Leave

Dickson Omel

Dr. Wilkins N. Muhingi

Emmanuel Gicharu

Edith Kayeli

Yussuf Daud

Paul N. Mwangi

Funke Makathimo

Funke Oyekun

Edith Kayeli

Maurice Amutabi

Njira Moridou

Otieno Jeremiah

Patrick Olu Egbel

Akase Titu

Matthew Michael

SULAIMAN ISAHAM RICHIE

James Jella

Samuel Tama

Lydia Maimba

MARY Kanya

Sani Abdullahi

KOENIG KALUWA

Rachel Njoroge

Ishaya Owasakyo Oyiwose

Robert King

Zoom Meeting

Recording...

Dr. Wilkins N. Muhingi is talking...

Participants (59)

Find a participant

EG Emmanuel Gicharu

EM Eunice Makathimo

FC Fancy Cheroneh

FM Francis Munene

FO Funke Oyekun

HO Habil Otanga

Invite

Mute All

Chat

Maurine Jękorin to Everyone

MI great eye opener on research Thank you Prof. Amutabi

Otieno Jeremiah to Everyone

OI Prof that was a nice presentation

Who can see your messages? Recording On

To: Me Adoga... (Direct Message)

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66°F Mostly sunny

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Funke Oyekun

Kelechi Bartram

Habil Otanga

Deshaun Egochi

Ale Adogame

Peter Barach Elijah Deng

Osiah Otiara

Clayton Kambi

JULIUS KALUWA

ERUBO KING

Matthew Bore

Jonah Adeniran

Kyama Mugambi

Maurine Jękorin

Oluwatoyin Abiodun

David Mwaniki

Comfort Inada

SAMUEL WANYOIKE

Patience Garba A.

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Francis Munene

Ibrahim Mandan Yako

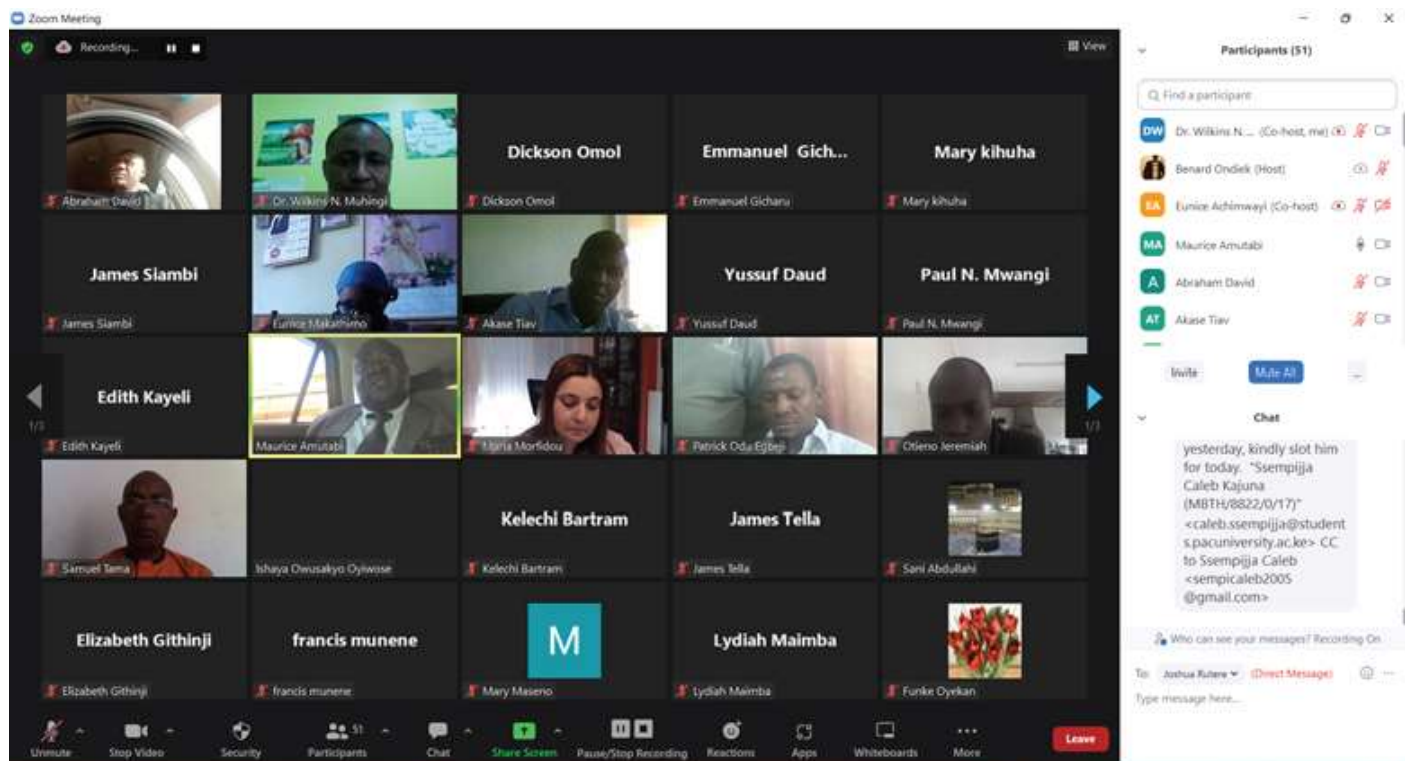
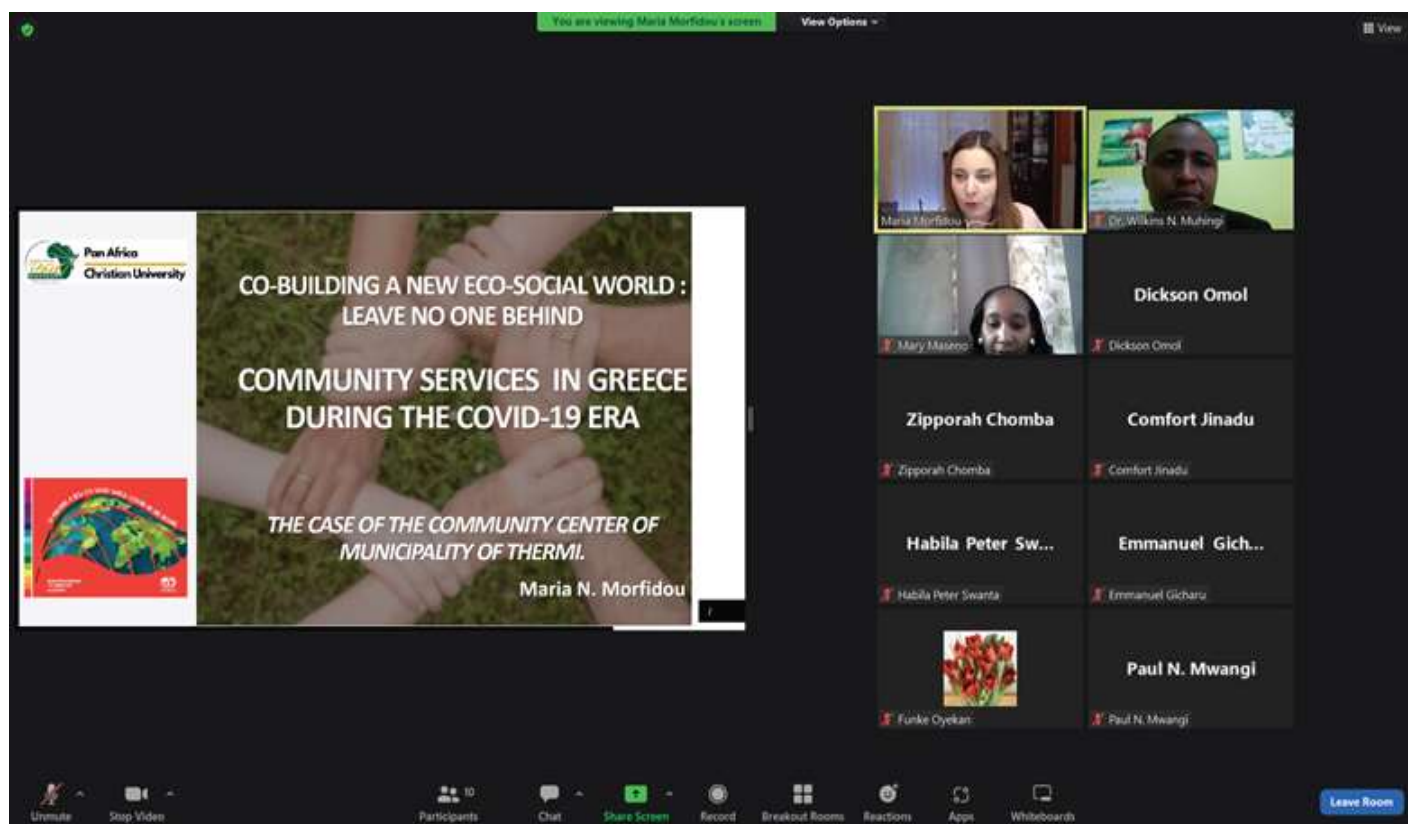
Mika Ngari

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Dr. Solomon Muniyo

Abraham David

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ScreenShots Taken During the Conference

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COMMUNITY MANAGEMENT OF DIABETES IN KENYA AND UGANDA: STATUS, CHALLENGES AND FUTURE DIRECTIONS

Dr. Habil Otanga

University of Nairobi ISO 9001:2015 Certified <http://www.uonbi.ac.ke>

Participants: Akase Tlay T. Ph.D., Dr. Wilkins N. Muhingi, Dileno Jeremiah, Sani Abdullahi, Habil Otanga, Maurine Jepkorir, Muhammad Idrees, Christian Matth...

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Recording...

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Formation of Research Groups

Participants: Sakshi Prabhu, Dr. Wilkins N. Muhingi, Gideon Sunday Ombachoni, Habib Peris Sowelle, James Sello, Humphrey Akoolisa G., Eltigani Ahmed, Paul N. Mwangi (Kenya), Comfort Jinadu, Rachel Banda Fiedler, Oluwatayomi Abiola, Fancy Cheronoh, James Siambi, James Siambi, Funke Oyekan, Maurice Tukamuhewa, Deborah Ogochi, Guest, JULIUS KALUVA, Emmanuel Gicharu, Maria Morfidou, Rinselyn Ogalle, Yussuf Daud, Mary Mwambi



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Journal of Arts & Social Sciences

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