

**ADOPTION OF TABLE BANKING STRATEGY AND ITS
EFFECT ON WOMEN'S LIVELIHOOD IN TRANS-NZOIA
COUNTY**

BY

MULWA JOYCE CYNTHIA CHEMATIA

**UNITED STATES INTERNATIONAL UNIVERSITY
AFRICA**

SRING 2018

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MULWA JOYCE CYNTHIA CHEMATIA

**A Project Report Submitted to the School of Business in
Partial Fulfillment of the Requirement for the Degree of
Masters in Business Administration (MBA)**

UNITED STATES INTERNATIONAL UNIVERSITY

AFRICA

SPRING 2018

STUDENTS DECLARATION

I declare that this is my original work and has not been submitted to any other university or college institution or except the United States International University in Nairobi for academic credit.

Signed: _____

Date: _____

Mulwa Joyce Cynthia Chematia (602144)

This project has been submitted for examination with my consent as the appointed supervisor.

Signed: _____

Date: _____

Dr. Maina Muchara

Signed: _____

Date: _____

Dean, Chandaria School of Business

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ABSTRACT

The purpose of this study was to investigate the effect of the adoption of table banking strategy on women's livelihood in Trans-Nzoia County. The study also sought to answer the following research questions: What are the effects of group cohesiveness on women's livelihood in Trans-Nzoia County? What are the effects of provision of micro loans on women's livelihood in Trans-Nzoia County? What are the effects of saving culture on women's livelihood in Trans-Nzoia County?

This study made use of a descriptive explanatory research design. The population of this study was 10,200 women in Trans Nzoia County. The sampling frame comprised of all the 495 women groups located in the 20 wards of Trans Nzoia County. The study used stratified random sampling to select 10% of the women groups in each 20 wards. The sample size for the selected women groups was determined using Slovin's Formula, which gives a sample size of 384 women. Simple random sampling method was used to select the 384 women from the 20 women groups. This study only used primary data, which can be qualitative or quantitative. The data was collected by use of questionnaires. Before the data collection, a pilot test was conducted to ensure the validity and reliability of the research instrument. The questionnaire generated both qualitative and quantitative data. Thematic content analysis was used to analyze qualitative data and then was presented in prose form. Quantitative data was analyzed by use of inferential and descriptive statistics with the help of statistical software known as Statistical Package for Social Sciences (SPSS version 22). Descriptive statistics includes percentages, frequencies, mean and standard deviation. The results were presented using tables and figures which included bar charts and pie charts. Inferential statistics such as correlation analysis and multiple regression analysis were used to establish the relationship between the independent and the dependent variable.

The study found that group cohesion does not have a significant influence on women livelihood. In addition, most women groups had guidelines and regulations that guide behavior and had ground rules on operations, opinions and social interactions. The study also found that group thinking enhances teamwork among members and minimizes

irrational decision making and normally leads to mutual decision making. Further, members of various groups were found to be committed to the activities of their group, which leads to team work and results in success and achievement in the group. The study established that provision of loans has a positive and significant influence on women livelihood. In addition, micro loans had low interest rates, which enhances women access to finance and enable members to repay loans without struggle. Also, the study found that micro loans in table banking have favorable loan repayment terms and the groups give a fair time period to repay the loans. Further, the study established that table banking focuses on joint liability and group guarantee is guided by individuals' shares and savings. However, the study found that repayment terms were not developed as per the member's ability to repay. The study revealed that saving culture has a positively and significant effect on women livelihood. The study established that women were in a position to save severally to their groups account through mobile banking. The study also found that consistency in monthly savings helps group members to increase access to credit. Also, table banking has increased women's savings and the groups require each member to make a monthly contribution.

The study concludes that group cohesiveness has a positive but insignificant effect on women's livelihood in Trans-Nzoia County. In addition, the study concluded that provision of micro loans has a positive and significant influence on the livelihood of women in Trans Nzoia County. Further, the study also concluded saving culture has a positive and significant influence on women's livelihood in Trans Nzoia County.

This study recommends that groups should reevaluate their conflict management mechanisms so as to ensure an improvement in group cohesiveness. In addition, women groups should develop repayment terms based on the members ability to repay, which may play a major role in ensuring that members access loans and they pay within the expected time. Further, all women groups should ensure that all members know how to use their mobile phones to make deposits to the group accounts. Training in this case will be important as most of the members had no formal education.

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DEDICATION

I dedicate this research proposal to the Mulwa's for their support throughout even when the going was tough. To the many women's groups who form the basis of this research, this too is for you. I am hopefully that this project will be of immense help to all the women going forward.

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LIST OF ABBREVIATIONS AND ACRONYMS

SMEs:	Small and Medium Enterprise's
UN:	United Nations
WEF:	Women's Enterprise Fund
YEF:	Youth Enterprise Fund
JOYWO:	Joyful Women Organization

CHAPTER ONE

1.0 INTRODUCTION

1.1 Background of the Study

Women constitute approximately half of the global population and contribute about two thirds of the total work hours in the whole world (Kariuki & Ngugi, 2014). However, they earn less than 30 percent of the total global income. In addition, women own less than 10 percent of all the global resources (Sacerdoti, 2005). This clearly indicates that women economic status around the world is far below that of men. In most countries, women are poor because they are not entitled to the absolute minimum living necessities. Absolute minimum living necessities include education, housing, health, food and housing. Entitlement level to the basic household necessities most of the times depend on income opportunities, current income level, household endowment, control over assets and employment (Lambisia, 2016).

The third goal in the millennium development goals that the United Nations sought to achieve by 2015 was to promote gender equality and empower women. The fifth goal in the United Nations (UN) sustainable development goals, 2015 is to achieve gender equality and empower all women and girls (United Nations, 2016). Women empowerment is crucial in improving the livelihood in terms of their economic status and living standards. According to Asetto (2014), ensuring that women get an income is an important step in poverty alleviation, upholding and supporting of human rights and developing a social change base. Although other dimensions of women empowerment are important, economic empowerment is crucial in improving their livelihoods. According to Lambisia (2016), the living standards of women in the rural areas can only be improved if they are empowered to get their own income.

Among other strategies, like establishment of funds such as Women's Enterprise Fund (WEF), Uwezo Fund and the Youth Enterprise Fund (YEF), table banking has been adopted across the world to improve women's livelihood. According to Kariuki and Ngugi (2014), table banking refers to a group based funding strategy that involves

members saving and borrowing money immediately. This funding strategy caters for individuals that require finances to fund their businesses and other income generating activities, but do not have the capability to access loans from formal institutions like banks and microfinance institutions owing to high processing charges, interest rates, conditionalities, requirements and long distances.

Compared to developing countries, women in developed countries have more access to financial services such as credit. According to Asian Development Bank (2014), women living in the urban areas in the People's Republic of China (PRC) had access to financial services such as credit. However, access in the rural areas was lower compared to the urban areas. In Norway, women access to financial services has been increasing over the years as well as the representation of women in executive positions in the financial sector, which stood at 33% in 2016. In Israel, the representation of women in executive positions in the financial sector was 22% in 2016 (Melnick, 2016). In developed countries, women are more likely to obtain credit from banks and other financial institutions as compared to women in developing countries.

The banking system is critical to the development of national economies, despite the deepening financial crisis, microfinance approach to banking continues to grow, table-banking is a particular case of success (Sacerdoti, 2005). Although, the technique does not involve complex methods, it affects women in complex ways. According to World Bank (2005), through the banking concept, women can access loans between \$50 and \$100 in Bangladesh. Beck (2004) attributes table banking to a series of positivity among women. It improves women financial knowledge and engagement as well as non-financial prosperity such as health, food security, education, social cohesion, job creation and overall women empowerment.

The logic behind such development is the provision of saving and credit opportunities to women; they can properly manage their investments, acquisition of assets and the opening of new business opportunities. Globally, more women are engaged in non-formal employment than men. South Asia's non-formal employment in agricultural consists of more than 80% women, Sub-Saharan Africa and Latin America has 74% and 54% women in informal agricultural employment (United Nations, 2016). In the rural communities,

more women drive their livelihood from small scale farming. However, with the coming of table banking, women have gotten the opportunity to program their agricultural engagement towards a commercial perspective thereby realising higher financial independence.

From a global perspective, table banking has been used in countries such Bangladesh, Malaysia and India to improve access to finances. In Bangladesh, a Global Giving (2016) report indicates that table banking has helped over 1000 women living the rural areas of Chittagong to access financial resources, which in turn helped them to generate economic and social self-sufficiency and better livelihoods. In India, Jaya and Reeba (2016) found that women groups, which were using table banking model, were playing a major role in improving financial inclusion in terms access to credit, savings and bank accounts. An improvement in financial inclusion also led to a significant improvement on women's livelihood. In Malaysia, Bawani and Satkunasingam (2006) found that rotating savings and credit associations (ROSCAs), a form of table banking, is widely used in Malaysia to improve access to finance among women living in suburban and rural areas.

African countries have the highest increasing rates of women venturing into entrepreneurship activities in the recent years. this is partly due to increasing women empowerment through government and non-governmental organisations. According to World Bank (2001), more than half of the human workforce in African countries is made up of women engaging in entrepreneurial activities aided by increasing financial knowledge and women funding systems. Table banking has been cited as a significant contributor to entrepreneurial activities among African women. Sacerdoti (2005) noted that women in Africa face extra disadvantages when attempting to secure loans from the bank due to lack of control over family resources. Table banking grants women the opportunity to start and operate financial security system that is independent of social and economic barriers. As a result, table banking has had a positive implication on women financial characteristics, promoting investments and increasing their income.

In Nigeria, Nuhu, Bzugu and Kwajaffa (2015) established that most of the women were participating in Rotating Savings and Credit Association as a tool for saving. The study also established that factors such as marital status, economic activities, education level

and cultural factors influence women participation. In Tanzania, Kihwele and Gwahula (2015) found that women saving and credit societies were playing a major role in poverty reduction. Saving and credit societies were providing micro loans to women which they were investing in their income generating activities. It was also found that table banking led to self-employment, increased women income and led to an improvement in social services.

While table banking does not come with complex concepts, its effect on women income in rural Kenya is notable. Women in both rural and urban areas meet on scheduled dates; gather their contribution, and the funds immediately become ready for borrowing at defined rates on both short-term and long-term basis (Gichuki, Mutuku & Kinuthia, 2015). Women in most regions of Kenya are breaking the culturally introduced financial limitations through table banking. The practices get rid of the long queues, lack of collaterals and economic limitations to women who require finances to put into productive businesses. The interest rates on formal loans are substantially high in Kenya. Thus, most women are left out when it comes to securing loans from the banks. Since the coming of table banking, more women in the rural communities, endowed with good agricultural lands, have been able to increase their social status through agricultural investment using loans acquired through table banking. Today, women prefer informal loans over formal credit services. The financial power acquired through this sources of income are used to elevate the household living states, supporting women education, entrepreneurial activities and social needs (Kioko, Ng'ang'a & Maina, 2015).

However, Okirigiti and Raffey (2015) found that most women in the rural areas are not aware of table banking that act as financial intermediaries. In addition, poor networking in the rural communities coupled with lack of adequate role models act as impediments to women involvement in table banking like rotating savings and credit associations. However, women who were participating on table banking reported improved their incomes, investments and physical assets. In Eldoret, Mwobobia (2016) found that table banking had challenges such as disagreements, poor record keeping, default cases and failure to pay loan interests and to attend meetings.

In Kenya table banking is steadily gaining a foothold through Joyful Women Organization also known as Joywo. Joyful Women Organization began in the year 2009, in Uasin Gishu County with an aim of empowering women farmers. Over the years, the organization has expanded to 43 counties in Kenya. Currently, the organization has 182,542 members distributed in 12,343 groups and revolving about Ksh. 1.4 billion. In Trans-Nzoia County, there are 10,200 women in 495 groups in 20 wards.

1.2 Statement of the Problem

The United Nations sustainable development goals and the vision 2030 highlight the importance of women empowerment (Okirigiti & Raffey, 2015). Women economic empowerment is one of the most important steps in enabling other women empowerment aspects like social empowerment and political empowerment (Lambisia, 2016). In addition, women economic independence is crucial in enhancing the achievement of women rights and in empowering women to make independent decisions in relation to financial matters. Table banking is one of the strategies that have been adopted to enhance women empowerment and hence livelihood (Kariuki & Ngugi, 2014).

Studies conducted on various aspects of table banking in Kenya have been limited to specific regions. Lambisia (2016) conducted a study with an objective to assess the influence of group cohesiveness on economic empowerment of self-help groups in Rongai Sub-County and found that group cohesiveness influence women economic empowerment. However, different Counties host different tribes with different cultures, different income levels and different table banking penetration rate and hence findings from One County cannot be generalized to another. It would be of value therefore to find out if cohesiveness is applicable in table banking in Trans-Nzoia County.

In Kajiado County, Mbai (2014) conducted a study on the influence of micro finance on the financial independence of women living in pastoralist communities and found that as a result of micro loans women were able to take decision involving their personal needs. However, the study looked financing from microfinance institutions and not from table banking. In addition, the community in Trans-Nzoia County is made up of farmers whose economic activities are different from those of nomadic communities. It is therefore

important to evaluate the influence of provision of micro loans on women's livelihood is the same in Trans-Nzoia County whose main population group practice sedentary lifestyle. Different counties have different economic activities and aspirations. What works well for one county may not necessarily work well for another county.

In Philippines, Ashraf, Karlan and Yin (2015) conducted a study on the effect of commitment savings product on female empowerment and found that women who were involved in table banking had better chances of saving. Having been conducted in Philippines, the findings of this study cannot be generalized to Kenya. It would be of value therefore to find out if saving culture influences women's livelihood in Trans-Nzoia County. This study assisted in identifying the effect of the adoption of table banking strategy on women's livelihood in Trans-Nzoia County.

1.3 Purpose of the Study

The purpose of this study was to investigate the effect of the adoption of table banking strategy on women's livelihood in Trans-Nzoia County

1.4 Research Questions

The study sought to answer the following research questions;

1.4.1 What are the effects of group cohesiveness on women's livelihood in Trans-Nzoia County?

1.4.2 What are the effects of provision of micro loans on women's livelihood in Trans-Nzoia County?

1.4.3 What are the effects of saving culture on women's livelihood in Trans-Nzoia County?

1.5 Significance of the Study

The findings of this study may benefit various stakeholders dealing with women's livelihood. These include the government of Kenya, policy makers, the management of various women groups and other researchers and academicians.

1.5.1 The government of Kenya and policy makers

The fifth goal of the sustainable development goals is to achieve gender equality and women and girls empowerment. The government has been making efforts to achieve this goal. For instance, the national government established the Women Enterprise Fund so as to enhance women empowerment and improve women's livelihood. The findings of this study may be used by both the national and county governments to formulate policies to improve women empowerment and livelihood. The findings of this study may also be used to formulate policies to govern and improve table banking in Kenya.

1.5.2 The Management of Women Groups

To women groups in Trans-Nzoia County, the study provides information on the effect of group cohesiveness, provision of micro loans and improvement of saving culture on women's livelihood that can be used to come up with strategies to improve group cohesiveness, provision of micro loans and saving culture in table banking as a way of improving women's livelihood. The management of the women groups may also get an insight on how they can improve the groups.

1.5.3 Researchers and Academicians

This research study adds more information to the body of knowledge on the effect of adoption of table banking strategy on women's livelihood in Kenya. The study also provides a base upon which further studies can be conducted on the adoption of table banking strategy in Kenya and its effect on women's livelihood.

1.6 Scope of the Study

The study sought to investigate the effect of the adoption of table banking strategy on women's livelihood. Although table banking has many components, this study focused on only three, namely; group cohesiveness, provision of micro loans and saving culture. In addition, the study was conducted in Trans-Nzoia County and the target population was all the members of the four women groups in Trans-Nzoia County. The study was conducted between July 2017 and August 2017.

1.7 Definition of Terms

1.7.1 Group cohesiveness

This refers to perceived unity, emotions, task relations and social relations among members of a social group, which influences the members' willingness to guarantee each other when obtaining microloans (Wanaswa, 2015).

1.7.2 Micro loans:

This is a small amount of money provided to the members of a group for a short period of time and at a low interest rate (Asetto, 2014).

1.7.3 Saving culture

This is the habit or behavior of an individual or individuals to spare a position of their disposable income from consumption and accumulate it in a bank account or group account (Sacerdoti, 2005).

1.7.4 Women's livelihood

This refers to the women's assets, income, activities and capabilities that are required to help them in securing the necessities of live (Wanaswa, 2015).

1.8 Chapter Summary

This chapter presents an introduction into the study. The chapter begins with the background of the study. The background of the study covers an overview of the adoption of table banking strategy and its effect on women's livelihood from a global perspective, African perspective and Kenyan perspective. The chapter also comprises of the problem statement, purpose of the study, research questions, importance of the study, scope of the study and definition of terms.

Chapter two presented a review of literature on the effect of adoption of table banking on women's livelihood. The chapter was arranged as per the objectives of the study. Chapter three was the research methods and procedures that were used to select the sample size, collect data and analyze the collected data. Specifically, the study comprised of sections

such as research design, target population, data collection methods, research procedures, pilot testing of the research instruments and data analysis methods. Chapter four presented data analysis, interpretation and presentation of the findings. Chapter five presented summary of the findings, discussion of the findings, conclusions and recommendations for practice and areas for further research.

CHAPTER TWO

2.0 LITERATURE REVIEW

2.1 Introduction

This chapter presents a review of literature on the effect of the adoption of table banking strategy on women's livelihood. Specifically, the chapter covers literature review on the effect of group cohesiveness on women's livelihood; effect of provision of micro loans on women's livelihood; and effect of saving culture on women's livelihood.

2.2 Effect of Group Cohesiveness on Women's livelihood

Group cohesiveness is one of the constructs of group dynamics. Group cohesiveness is a dynamic process that shows that tendency of group to remain united as they pursue the satisfaction of the members' needs (Kioko, Ng'ang'a & Maina, 2015). Various studies have shown the relationship between group cohesiveness and group performance. For instance, Dyaram, and Kamalanabhan (2005) found that group cohesiveness had a positive and significant influence on group performance. Group cohesiveness is key in enhancing communication among group members, collective efficacy and team success. In a study conducted in Kenya, Lambisia (2016) established that the extent of group cohesiveness is mainly defined by social and task cohesion amongst members. In a study on the effect of joint liability group on social capital promotion and sustainable livelihood in India, Samanta and Srivastava (2015) found that the use of joint liability group significantly improves agricultural activities, livestock and land cultivation.

2.2.1 Group Norms

Group norms are guidelines or regulations that depict expectations of how members of a group should behave amongst themselves. Group norms define acceptable and unacceptable behaviors (Wanaswa, 2015). They direct a group on how to operate i.e. frequency of meetings and time while others define roles of individual group members in the group. Group norms enable a group to operate in a smooth way and sets appropriate mechanisms to deal with conflict whenever they arise. Decision making is a key pillar in

a group and members need to identify goals, assign tasks and distribute tangible and human resources. A leader for the group has to be determined. There is also need to set ground rules such as what should be discussed by the members and what is not appropriate, to what extent will a members opinion be respected and tolerated, boundaries on social interaction among the members and dispute resolution mechanisms. People tend to assume existence of certain norms and they are accepted "by unspoken consent". This is known as implicit norms (Oloibe & Owino, 2016). Explicit norms are those that are stated and could be from an authority or leadership figure in the group. They may include wearing a uniform or receiving a call in a certain manner. Common whole group norms include keeping minutes of all meetings and reviewing the past meetings before the start of a new meeting. Interaction norms define how group members will communicate, how long one can take and expected levels of participation. Achievement norms are about the set standards of the group for their intended work. Norms can affect a group's performance either positively or negatively. One of the ways to nurture group cohesion is by giving keen attention to norms (Sacerdoti, 2005). Many norms operate without the members knowing they are happening; a group can set a norm that is acceptable to all members. Norm setting also acts as a way of team building. It's a way in which a group's values are expressed. Setting a norm is only possible when all members are in agreement and serves as a point of reference whenever a group member does not uphold the agreed norms (Lambisia, 2016).

2.2.2 Group Thinking

Group thinking is a psychological occurrence among people. With an aim to maintain conformity within the group there is irrational decision making. Highly cohesive groups aim to minimize conflict and reach a mutual decision without evaluating certain points and isolating themselves away from external influences. Groupthink among groups inhibit members from raising pertinent issues thus loss of individual creativity, independent thinking and uniqueness. According to Lambisia (2016), symptoms of groupthink include; groups overestimations, close-mindedness and pressure to achieve uniformity. He further stated that the causes of group think include; high group cohesiveness, faults in the group structure, high stress levels, difficulties in making decisions and fear of a recent failure. However, Kariuki and Ngugi (2014) states that high

cohesiveness would not always produce group think. The occurrence of group think is dependent on the group norms. A group that allows individual dissent and various ways of solving problems is unlikely to have group think even in a highly cohesive group (Susan, 2012). Group thinking largely interferes with team work and all members except the vocal one are left confused and dissatisfied. This will lead to loss of enthusiasm. Group think can be avoided by techniques like brain storming, six thinking hats and modified Borda Count. It is also prudent for a group to ask for external opinion on trivial matters. Groupthink is rampant in natural groups in a community i.e. conservative's vs liberal. Groupthink cannot be tested in a laboratory as groups are removed from real situations by synthetic settings thus change of variables conducive to groupthink. Fisher (2015) states that groupthink occurs in both large and small decision making groups in a business, this is partly as a result of isolation in a business. Asetto (2014) noted that work groups are subject to groupthink symptoms just as decision making groups. Groupthink is measured by the intensity of ideas within a group.

2.2.3 Group Size

According to Sajesh (2013), for group members to be fully motivated to perform, they should have the least number of members. There are different types of group sizes. Dyads, couple, pairs consist of two people and only exists when both members are in participation. Triads (with three members) are not easy to maintain as two people in the group will tend to find it easier relating to each other than one hence the neglected party may drop out. It is difficult to determine a group behavior by only looking at the individual members as individual behavior deviates in a group. The system of behaving in a social group is known as group dynamics. Large groups require more organization and leadership. Georg Simmel a German sociologist stated that with the growing of a group, an individual isolates himself and grows on their own, he believed that an individual is better when the group grows bigger as it would be difficult to put control on an individual but there is the risk of that individual becoming impersonal and withdrawn. In a large group there is more talent as people of various capabilities converge. However, with the growth of the group, member participation is inhibited. A smaller group allows for close relationships and there is full participation by the members. Large groups have

the advantage of combination of efforts otherwise known as brainstorming the lack value though when everyone is required to accomplish a task (Weber, Mubhoff & Petrick, 2014). Small groups have the leader dominating the other group members. Subgroups are used to overcome difficulties created by large group discussions. Tetrads (groups of four) do not have such a long life span as two people will find it more convenient to relate to others than the rest. If the other group members feel out of place they counter the other pair by acting together and this results to dyads rather than tetrads. This harbors decision making as its split two against two leading to continuous stalemates. Dispute resolution is achieved if the group has 3 or 5 members as opposed to 4. Tetrads can be stable depending on the contributions of its individual members. Stability is also achieved in the presence of one overall leader and the rest of the members his subordinates. With growth of a group, adding an additional member will have little or no effect on the groups' characteristics. Group activities are easier when all the members are in consensus or where opinion of the majority is upheld without dismissing contrary opinion. Group decisions by voting should have a way of breaking ties. Menon and Philipils (2011) observed that small even-sized groups undergo lower cohesion in comparison to odd-sized small groups.

2.2.4 Group Member's Commitment

Groups will attain most success when group members have the same vision and there is trust among members. Common types of group commitments are is the group team, commitment to group members and organization. According to Abbas and Honghui (2016), the types of group commitment are shared vision and good leadership as this leads to success in a group. Committed group members know that team work and organization results in success and achievement in the group hence they share responsibility and assist a slow or absent group members' role. A cohesive group should have a group agreement where emphasis is put on the value of group meetings. The group should understand the importance of attending all meetings or informing other members when they cannot make to attend group meetings (Ferka, 2011). A good group leader should be able to realize when members' interests are waning and address them promptly in a manner that would motivate them to be committed to the group and its goals. Group

commitment can be inspired by addressing issues in a friendly way rather than shaming or belittling a group member.

2.3 Effect of Provision of Micro Loans on Women's livelihood

Micro loans obtained through table banking attempt to ease access of loan to poor people left out by banks and other financial institutions. Providing microfinance helps women groups find ways to safeguard their livelihoods. Access to micro loans has led to an improvement of women groups, helped them to diversify their economic activities and increased their self-confidence and thus increased income. Women face numerous challenges such as customs, beliefs and values hence they need to be empowered financially (Samanta & Srivastava, 2015).

Microfinance empowers the poor by providing credit to enable the poor people start up small businesses and hence alleviate poverty. Women groups are able to easily access credit from microfinance institutions. Ease of access to credit opens up economic opportunities for women groups. Women however meet more challenges than men in their bid to access financial services as women have less formal bank accounts as compared to men (Ferka, 2011). MFs encourage women group to save and after a period of time they are granted loans to improve their economic activities. These loans are secured by the member savings in the Microfinance institutions. The ease of access to credit facilities has really improved the livelihoods of the women, their families and the nation's economy.

Misuse of funds is a common phenomenon whenever one is granted a financial assistance. This funds could be put into businesses that are not viable hence resulting in losses. Another factor that leads to misuse of funds is lack of proper planning on what economic activity to engage in, change of businesses or even natural factors like change in climate or natural disasters. It's prudent for women groups to decide on what economic activity they would like to engage in do extensive researches before approaching Microfinance institution for loans (Samanta & Srivastava, 2015).

Various studies show the influence of micro loans and microfinances on women's livelihood. In Ghana, Ferka (2011) conducted a study on the effect of Microfinance on women's livelihoods in Rural Communities. The study found that the presence of microfinance institutions and the emergence of table banking had led to an increase in savings mobilization and access to credit. In addition, access to credit enhanced women's ability to improve their petty trading, income levels, education of the families, health, assets' acquisition and decision making in households. In addition, provision of micro loans empowers women by supporting their economic participation and hence leads to gender equity promotion. Mwangi (2016) argues that provision of micro loans play a major role in reducing poverty, improving health, promoting education and empowering women. In addition, micro loans enhance financial capita of livelihood assets that can be changed to other types of capital and can be utilized for direct achievement of livelihoods outcomes. Micro loans also help women to build up their physical assets such as land, equipment and livestock.

2.3.1 Low Interest Rates

One of the reasons why women groups fail to access credit from financial institutions is due to high interest rates. Over the years, commercial banks as well as microfinance institutions have been charging high interest rates. Before the implementation of the interest rates capping policy in Kenya, commercial banks have been charging an average interest rate of 18% for the last five years. For women in the rural areas whose economic activities include farming, they cannot generate profits that can pay back the loans.

However, with time microfinance institutions have lowered their interest rates on loans granted making it suitable for women groups to take up loans to either startup businesses or expand the existing ones. Also, individual group members are also able to access loans from the group coffers at a low interest rate. In a study on interest rates and micro loans, Mwangi (2016) found that women were preferring loans with low interest rates and hence they made use of microfinance institutions and table banking. They also found that interest rates influence the ability of the borrowers to repay. If the interest rates are too high the borrowers may not be in a position to repay. In addition, interest rates influence

the duration and amount of money paid per month.

In a study on the effect of interest rate on loan repayment in Tanzania, Abbas and Honghui (2016) found that there is a strong negative relationship between interest rates and loan repayment in microfinance institution. They also found that when the interest rates are higher that the women's capacity to cause loan default. In another study, Kariukin and Ngahu (2016) found that interest rates negatively considerably influence loan performance. This implies that high interest rates lead to an increase in loan defaults or poor loan performance. On the other hand, low interest rates lead to a decrease in loan defaults as most borrowers will be in a position to pay. Micro loans are characterized by low transactions costs and low interest rates and hence are affordable to most women.

2.3.2 Favorable Loan Repayment Terms

In the recent past, microfinance institutions have put in place favorable repayment terms for women groups thus encouraging them to borrow. However, table banking has better loan repayment terms than microfinance institutions and other financial institutions. For startup businesses they are given ample time for their businesses to take off before they begin the loan repayment processes. They are also given a fair time period to repay the loans. This has encouraged many women group to save with the financial institution and also given them the confidence to borrow from the institution (Mwangi, 2016).

In addition, providing o microfinance loans with flexible repayment schedules helps women borrowers improve their income generating activities and hence improve their livelihood. However, despite the potential of flexible repayment schedules to increase loan repayment and the ability of women to repay, most of the microfinance institutions are still reluctant to make repayment schedules more flexible (Abbas & Honghui, 2016).

In their study on how flexible repayment schedules affect agricultural microfinance in Mdagascar, Weber, Mubhoff and Petrick (2014) found that the provision of microfinance loans with flexible repayment schedules has positive effect on loan repayment and the performance of agricultural activities. In addition, flexible repayment terms allow the redistribution of the principal payments during periods of low agricultural returns and

high agricultural returns. The study also found that seasonal farmers with flexible repayment schedules had significantly lower delinquencies.

2.3.3 Group Guarantee

Group guarantee is an aspect borrowed from the group lending model that was started in the 19th century by German operatives. The concept was later introduced into microfinance movements like the Grameen Bank in Bangladesh in 1980s. Group guarantee is based in joint liability, which refers to the terms of actual credit contract, where the group members are both borrowers and guarantors of other member's loans. Group guarantee is a component is a collective action. Collective action is a direction action that involves working together towards a common goal. In this case, the group members must have shared interest and common action (Kariuki & Ngahu, 2016). In the Grameen Bank microfinance model, group guarantee or joint liability reduced the risk of loan default through group guarantees. As a result of peer pressure, members are able to mentor each other and pay for each other's loans if a member is unable to pay off their debts. Since groups comprise of people who come from the same place or community, they are able to guarantee each other.

In the rural areas in Kenya, most households lack tangible assets as collateral that can enable them to take loans from formal financial institutions like commercial banks. This explains the high adoption of group lending technique in the rural areas where members use personal shares and savings as well as group guarantees to obtain micro loans from their groups (Sajesh, 2013).

Kiragu and Sakwa (2013) conducted a study on the effect of group guarantee mechanism on enterprise development of rural women in Kenya. The study established that group guarantee was effective in enhancing timely access of funds, administration traits, instilling supervision as well as women enterprise stability. In addition, Sajesh (2013) conducted a study on the factors discriminating the effectiveness of women's joint liability groups in agriculture include economic motivation, functional linkage, social participation and support from the promoting institution. As indicated by Kiragu and Sakwa (2013), group members can also use household items like television sets and

chairs as collateral for them to qualify as loans. This helps women entrepreneurs to get capital to start and ensure the growth of their businesses. Also, group members are required to buy shares every month in the groups.

2.4 Effect of Saving Culture on Women's livelihood

Saving plays an important role in creating development and growth. It facilitates capital accumulation resulting in investment thus economic growth and development. Assets are fast accumulated when there is saving. Most financial institution gauge the amount of loan to be extended through saving thus a group that has more savings qualifies for a larger loan than that with little savings (Dyaram & Kamalanabhan, 2005). With savings women are able to accumulate a reasonable amount of money to engage in a meaningful economic activity. The proceeds of the activity help to improve the livelihoods of the women their families and the community. Saving also gives women a sense of dignity and is able to participate in decision making both in the family and community. It also acts as insurance in case of misfortune like ill health a loss in business or loss of employment. In Philippines, Ashraf, Karlan and Yin (2015) conducted a study on impact of a commitment savings product. The study found that saving products among women help them to increase their decision making power in their households. Specifically, savings help women to acquire physical assets and improve their income generating activities, which in turn improves their income levels, health and nutrition.

Besides accessing credit, an opportunity to save can go a long way in reducing poverty. According to Dyaram and Kamalanabhan (2005), saving also acts as a protection against unemployment and illnesses. In addition, savings help women to accumulate finances to buying assets like household items and pieces of land, which play a major role in improving their livelihoods. With the advent of mobile banking and agency banking, women can deposit money to the groups' accounts at any time. Even though women are naturally good in running small businesses, women in the rural areas lack saving skills.

2.4.1 Monthly Savings

Monthly savings can go a long way in assisting women groups achieve their goals and targets. Through MFIs women can save their income monthly towards purchase of their assets. In Uganda, Feed the Future, a programme by USAID enables women to save in order to acquire assets like agricultural technologies or livestock. It is known as saving with a Purpose where members commit themselves stating the reason for saving and the monthly saving. Upon attaining the target, the member is given the money and assistance to acquire the required asset. This kind of saving acts as an economic development driver and a tool to improve women's livelihood (Samanta & Srivastava, 2015).

In Philippines, Ashraf, Karlan and Yin (2010) conducted a study on the effect of commitment savings product on female empowerment. The study revealed that women who were involved in table banking had better chances of saving, which subsequently led to an increase in household items, increase in their businesses stock and helped them to obtain tangible assets like land. The study also found that women who had no access to credit in financial institutions and those who had small businesses were the first to join saving groups. Also, the study found that savings played a major role in balancing power relations in households, decision making and in ensuring an improvement in the health of women and their children.

2.4.2 Mobilization of Savings

Women groups around the world save in different ways and for different purposes. MFIs only give credit without putting emphasis on savings mobilization. People mostly save to cover their income streams which are mainly uneven. Other reasons for saving are to act as insurance in case of ill health and other emergencies. Saving can be either in-kind, cash or through savings and credit associations (Ferka, 2011). Savings provide a suitable leverage for economic growth and self-sustainability. In rural areas savings is through purchase of livestock or credit rotation goods. Ability for a group to save is dependent on surrounding factors, the groups' ambitions, the groups' norms, groups' earnings and socio-cultural obligations. Groups save either to start a business or expand the existing one, to have a relationship with financial institution in order to access credit in future to

be able to purchase assets and in preparation for retirement (Mwangi, 2016). Saving ability in low income communities is low and is mostly in cash as cash is considered cheap and convenient. Saving is done at undisclosed place i.e. walls under a bed pots etc. A mobilizer's role is to encourage the groups to do their savings in a credit rotation group. Group members should be persuaded to save no matter how dire their financial position is. The group should agree on the amount each member is required to save, an agreement should be reached on the specific day of payment, every member should have a savings book where saved amounts will be recorded by group officials, a savings account should be opened and all member savings deposited there and finally all savings must be collected on the meeting day to enhance transparency and accountability.

In her study, Wanaswa (2015) found that women groups in Busia County, Bungoma County, Kakamega County and Kisumu County had opened bank accounts in commercial banks and microfinance institutions to encourage women to save. In addition, the study found that most women prefer saving to obtaining credit. This is because when the borrowers pay they are able to earn some interest for their money and hence increase their shares in the groups. Therefore, savings offers considerable benefits to the group members and hence have a positive impact on their livelihood. Another study by Wachira (2015) found that since most women in Uasin Gishu County were self-employed and hence joined saving groups to enable them to access credit and establish other income generating activities.

In a study on banking the poor via savings accounts in Nepal, Prina (2013) found that there was an existing untapped demand for savings programs for the poor. The results also indicated that an increase in the utilization of the savings accounts led to an increase in total assets and monetary assets among the participants. In addition, utilization of savings accounts was found to increase households' investments in education and health.

2.4.3 Saving Habits

Saving is a very essential part of life that helps cushion us from unexpected events and also assist us to accumulate reasonable amount to engage in economic activities that enhance our livelihoods. In addition, saving leads to the creation of a buffer against

financial shocks and relaxes credit constraints, thus creating an important way out of poverty. According to Prina (2013), the poor in the society are often willing and able to save, although they use informal mechanisms like saving clubs, storing money at home, buying durable goods, buying livestock which are liquid and riskier than using accounts in the formal financial institutions. Prina (2013) also found that utilization of saving accounts increased monetary assets in the households by more than 50%. In addition, it leads to the growth of non-monetary assets like livestock and consumer durables by 16%. Also, access to saving accounts led to an increase in household investment in health and education in terms of buying text books and school uniform.

However in Africa the saving culture is almost zero as majority of people live from hand to mouth (Kiragu & Sakwa, 2013). Saving enables us to prepare for emergencies when they occur, fund luxuries i.e. holidays which otherwise we would not have afforded and to secure a comfortable future. Different people view savings differently and this is influenced by different income levels, opinion on money and future aspirations. Some believe whatever they earn today should be utilized to meet the immediate needs not caring about the future, others are of the view that however little one's income is it is important to save a bit of the same. Low savings in African states is due to limited financial intermediaries and low income. People's saving habits are influenced by a number of factors. Growth and savings are correlated. Saving is increased by growth as income of the youth increases compared to that of the elderly. When the working population compared to the retired increases there is an increase in savings. High birth rates have been known to trigger saving in rural areas. Saving habits in the US increased after the Great Depression when people underwent job cuts hence they realized the importance of savings (Sajesh, 2013). Women groups should be encouraged to constantly save, as saving has been seen to possess advantages that will not only improve their social status but their economic too and thus enhance gender equality.

In a study on gender differences in individual saving behavior, Fisher (2015) found that regular and short-term saving behavior differs by gender. Women were found to save for short-term if their health was poor. However, poor health did not affect men's saving behavior in the short-term. The study also found that having low risk tolerance affecting

women saving behavior, both in short-term and regularly, but this was not the case in men saving behavior.

2.5 Chapter Summary

This chapter presented a review of literature as per the objectives of the study. Specifically the chapter presented a review of literature on the effect of group cohesiveness in terms of group norms, group thinking, group size and group member's commitment on women's livelihood. In addition, the chapter presented literature on the effect of provision of micro loans characterized by low interest rates, favorable loan repayment terms and group guarantee on women's livelihood. The chapter also presented review of literature on the effect of saving culture in terms of monthly savings, mobilization of savings and saving habits on women's livelihood. Chapter three presented the research methodology of the study. It specifically focused on the study research design, target population, data collection methods and procedure, pilot testing of the instruments and methods of data analysis.

CHAPTER THREE

3.0 RESEARCH METHODOLOGY

3.1 Introduction

This chapter presents the methods and procedures that were used in the identification of the target population, selection of the sample size, data collection and analysis of data with an aim of meeting the objectives of the study. The chapter specifically comprises of a research design, population of the study, sampling frame, sampling technique, sample size, data collection methods, research procedures and data analysis methods.

3.2 Research Design

A research design is a strategy chosen that combines various elements of a study in a logical and coherent manner, thus, making sure that a researcher addresses a research problem effectively. It comprises of a plan of how a study will collect, measure and analyze data. As indicated by Bryman and Cramer (2012), a research design describes a plan that facilitates the smooth running of a research process, thus making the process more efficient, which subsequently leads to minimum expenditure of time, effort and money. This study made use of a descriptive explanatory research design. According to Bhattacharjee (2012), a descriptive research encompasses collection of data and various steps involved in organizing, tabulation and description of data. Mainly, descriptive research seeks to answer the questions of what, who and how. Explanatory research seeks to explain rather than just describe a phenomenon. They are design to test whether an event influences another event. This research study sought to investigate whether the adoption of table banking strategy affects women's livelihood in Trans-Nzoia County and hence explanatory descriptive research design was the best research design.

3.3 Population and Sampling Design

3.3.1 Population

A population refers to the total number of individuals, objects, units or elements with common characteristics and attributes and that meet the criteria for a group that a

researcher wishes to study. According to Greener (2008), a population refers to a collection of items that exists in the field of enquiry. The population of this study was all the registered women groups in Trans-Nzoia County. The target population of this study was 10,200 women in 495 women groups located in the 20 wards of Trans Nzoia County.

Table 3. 1: Population Distribution

Ward	Number of women groups	Population
Makutano	23	474
Sinyereri	17	350
Suwerwa	26	536
Sirende	25	515
Endebess	25	515
Chepchoina	23	474
Kapomboi	29	598
Bidii	23	474
Kwanza	17	350
Saboti	25	515
Matisi	27	556
Tuwan	27	556
Kinyoro	23	474
Waitaluk	28	577
Nabiswa	27	556
Kiminini	35	721
Hospital	26	536
Chepsiro	26	536
Sitatunga	24	495
Kaplamai	19	392
Total	495	10200

Source: Joyful Women (2017)

3.3.2 Sampling Design

3.3.2.1 Sampling Frame

A sampling frame refers to a list of a set of items, objects, institutions or individuals from which a sample size is selected (Creswell, 2006). The sampling frame comprised of all the 495 women groups located in the 20 wards of Trans Nzoia County.

3.3.2.2 Sampling Technique

This study used a multistage sampling method. A multistage sampling method involves dividing the population into categories known as clusters and then sampling from each of the selected clusters. The first stage of sampling involved the selection of women groups from the wards, which was done by use of stratified random sampling. The strata used were the 20 wards.

The second stage involved the selection of 384 women from the target population. This stage involved the use of random sampling technique. Simple random sampling method was used as it gives equal opportunities to each of members of being selected in the sample size.

Table 3. 2: Sample Size

Ward	Number of groups	Selected women groups	Population	Sample Size
Makutano	23	2	474	18
Sinyereri	17	2	350	13
Suwerwa	26	3	536	20
Sirende	25	3	515	19
Endebess	25	3	515	19
Chepchoina	23	2	474	18
Kapomboi	29	3	598	22
Bidii	23	2	474	18
Kwanza	17	2	350	13
Saboti	25	3	515	19
Matisi	27	3	556	21
Tuwan	27	3	556	21
Kinyoro	23	2	474	18
Waitaluk	28	3	577	22
Nabiswa	27	3	556	21
Kiminini	35	4	721	27
Hospital	26	3	536	20
Chepsiro	26	3	536	20
Sitatunga	24	2	495	19
Kaplamai	19	2	392	15
Total	495	50	10200	384

Source: Joyful Women (2017)

3.3.2.3 Sample Size

The study selected 10% of the women groups in each 20 wards. According to Kothari (2004), a sample size of 10% is a good representation of the target population. The sample size for the selected women groups was determined using Slovin's Formula. This

formula is used to calculate the sample size (n) given the population size (N) and a margin of error (e). The formula was selected as it is a random sampling technique formula used to estimate sample size. The formula was also selected as it puts into consideration the population size.

$$n = \frac{N}{1 + NE^2}$$

Whereby:

n = no. of samples

N = total population

e = error margin / margin of error (0.05)

$$n = \frac{10200}{1 + (10200 * 0.05^2)}$$

n = 384

3.4 Data Collection Methods

Data in research studies can be divided in two categories: secondary data and primary data. This study only used primary data, which can be qualitative or quantitative. Qualitative data is normally collected by use of interview guides, focused group discussions and observations checklists. On the other hand, quantitative data is normally collected by use of questionnaires. Primary data in this study was collected by use of questionnaires. Generally, questionnaires are designed as per the objectives of the study. One of the advantages of questionnaires is that they are economical in terms of time and cost. This means that they are less costly and time consuming as compared to interview guides and focused group discussions (Cooper & Schindler, 2006). The questionnaires were semi-structured, which means that it comprised of both structured (closed ended) and unstructured (open ended) questions. While structured questions conserve time and money, unstructured questions encourage the participants to give their opinions and views in relation to the objectives of the study.

The semi-structured questionnaire was divided into five parts. The first part contained questions on the demographic information of the respondents. The second, third and

fourth sections contained questions on the three independent variables (group cohesiveness, provision of micro loans and saving culture). This fifth section contained questions on the dependent variable of the study (women's livelihood).

3.5 Research Procedures

Before data collection, the researcher obtained a letter of authorization and permit from the National Commission for Science, Technology and Innovation (NACOSTI). In addition, the researcher wrote a transmittal letter to the members of the four groups requesting them to participate in the study and indicating the purpose of the study. After informing the officials of the groups on the purpose of the study and the interest to involve their groups in the study, the researcher visited each of the groups on the specific date of the month that they normally meet. After their meeting, the researcher gave them the questionnaires to fill and give back before they disperse. Also, before the data collection, a pilot test was conducted to ensure the validity and reliability of the research instrument.

Validity refers to the extent to which the results obtained from the field represent the phenomenon being studied. According to Kothari (2004), validity refers to extent to which an instrument or constructs measure what they are expected or claim to measure. The validity of the research instrument in this study was enhanced by incorporating the views and opinions of the experts in the field of study like the supervisor. In addition, a pilot test was conducted with 10% of the sample size. This helped to get rid of awkward, ambiguous and unclear questions.

Reliability refers to the consistency of the responses or results. It is the extent to which a research instrument provides the same results under the same conduction (Bryman & Cramer, 2012). In this study internal consistency of the responses was used to measure the reliability of the research instrument. In statistics, internal consistency is normally measured by use of Cronbach's Alpha. The values of Cronbach's Alpha range from 0 to 1. The value of one shows the highest reliability while 0 shows the lowest reliability. According to Kothari (2004), a Cronbach's Alpha value of 0.7 is considered acceptable

and shows good reliability. In this study, a Cronbach's Alpha of 0.7 was considered reliable.

Table 3. 3: Cronbach's Alpha

Construct	Cronbach's Alpha	No. of items
Group cohesiveness	0.804	15
Provisions of loans	0.738	14
Saving culture	0.778	10
Women's livelihood	0.722	8
Average	0.7605	11

From the findings of the pilot test, Group cohesiveness had a Cronbach's Alpha of 0.804, provisions of loans had a Cronbach's Alpha of 0.738, saving culture had a Cronbach's Alpha of 0.778, and women's livelihood had a Cronbach's Alpha of 0.722. The average Cronbach's Alpha was 0.7605. This implies that the research instrument was reliable and hence no further amendments were required.

3.6 Data Analysis Methods

The questionnaire generated both qualitative and quantitative data. The two types of data were analyzed by use of different methods. Thematic content analysis was used to analyze qualitative data and the results were presented prose form. Quantitative data was analyzed by use of inferential and descriptive statistics with the help of statistical software known as Statistical Package for Social Sciences (SPSS version 22). Descriptive statistics includes percentages, frequencies, mean and standard deviation. The results were presented using tables and figures which included bar charts and pie charts. Inferential statistics such as correlation analysis and multiple regression analysis were used to establish the relationship between the independent and the dependent variable. Correlation analysis was used to establish whether there is a relationship between the dependent and independent variables. On the other hand, multiple regression analysis was used to show the weight of the relationship between the dependent and independent variables.

The multiple regression analysis took the following model:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \varepsilon$$

Whereby:

Y = Women's livelihood

β_0 = Constant

$\beta_1 - \beta_3$ = Beta coefficients

X_1 = Group cohesiveness

X_2 = Provision of loans

X_3 = Saving culture

ε = Error term

3.7 Chapter Summary

This chapter presents the methods and procedures that were used in the identification of the target population, selection of the sample size, data collection and analysis of data with an aim of meeting the objectives of the study. The chapter comprises of the research design, target population and the sampling design that comprises of the sampling frame, sampling technique and sample size. The chapter also outlines the data collection methods that present data collection instruments that were used in the study. The research procedures comprised of procedure for data collection, validity of the research instrument and reliability of the research instrument. Lastly, the chapter presents the data analysis methods that were used in the study.

CHAPTER FOUR

4.0 RESULTS AND FINDINGS

4.1 Introduction

This chapter presents the data analysis and interpretation of the findings. The purpose of this study was to determine the effect of adoption of table banking strategy on women's livelihood in Trans Nzoia County. The study also sought to establish the effect of group cohesiveness, provision of micro loans and saving culture on women's livelihood.

The sample size of this study was 384 women from 20 women groups. Out of 384 individuals, 359 women comprehensively filled and returned their questionnaires. This represents a 93.75% response rate. This correlates with Mugenda and Mugenda (2003) argument that a response rate of 50% is sufficient for analysis and reporting; a response rate of 60% is good while a response rate of 70% and over is excellent. This evidently shows that the response rate in this study was excellent and hence the responses can be used to make inferences in relation to table banking in Kenya.

4.2 General Information

In this section, the respondents were requested to indicate their age, highest level of education, how long the group has been in existence.

4.2.1 Age Bracket

The respondents were requested to indicate their age and the results were as presented in table 4.1. According to the findings, 35.7% of the respondents indicated that they were aged between 31 years to 35 years, 29% indicated between 41 years and 45 years, 13.4% indicated between 36 years and 40 years, 10% indicated above 46 years, 6.1% indicated between 26 years to 30 years and 5% indicated between 20 and 25 years. These findings clearly show that most the members of the women groups involved in table banking in Trans-Nzoia County were aged between 31 to 35 years.

Table 4. 1: Age bracket

	Frequency	Percent
20 to 25 years	18	5.0
26 to 30 years	22	6.1
31 to 35 years	128	35.7
36 to 40 years	48	13.4
41 to 45 years	104	29.0
above 46 years	39	10.9
Total	359	100.0

4.2.2 Highest Level of Education

The respondents were requested to indicate their highest level of education. According to the findings, 37.3% of the respondents indicated that they had no education at all, 21.2% had secondary education, 19.8% had primary education, 12.3% had college education, 5.3% had university education while 3.9% of the respondents had postgraduate education. This findings clearly indicate that most of the women involved in table banking in Trans-Nzoia County had basic education.

Table 4. 2: Education level.

	Frequency	Percent
No education at all	134	37.3
primary education	71	19.8
secondary education	76	21.2
college	44	12.3
university	20	5.6
postgraduate	14	3.9
Total	359	100.0

4.2.3 Duration of Time the Group has Been in Existence

The respondents were further requested to indicate the duration of time the group had been in existence. According to the findings, 34.8% of the respondents indicated that their group had been in existence for between 5 and 7 years, 34.8% indicated for between

5 and 7 years, 34.0% indicated for between 8 and 10 years, 11.1% indicated for between 8 and 12 years, 7.8% indicated for between 2 and 7 years, 7.2 % for more than 12 years and 5.0% indicated for less than 2 years. These findings show that most of the women groups in Trans-Nzoia County had been in existence for between 5 and 7 years.

Table 4. 3: Duration of time the group has been in existence

	Frequency	Valid Percent
below 2 years	18	5.0
2 to 4 years	28	7.8
5 to 7 years	125	34.8
8 to 10 years	122	34.0
11 to 12 years	40	11.1
above 12 years	26	7.2
Total	359	100.0

4.3 Effects of Group Cohesiveness on Women’s Livelihood

The first objective of the study was to determine the effects of group cohesiveness on women’s livelihood in Trans-Nzoia County. Group cohesiveness was measured in terms of group norms, group thinking, group size and group member’s commitment. A likert scale of 1 to 5 was used, where 1 represented strongly disagree, 2 represented disagree, 3 represented neutral, 4 represented agree and 5 represented strongly agree.

4.3.1 Group Norms

The respondents were required to state their level of agreement with various statements on how conflicts are resolved, rules and guidelines in the group, existence of conflicts, social interactions and communication amongst group members.

Table 4. 4: Group norms

	Strongly disagree	disagree	neutral	agree	Strongly agree	Mean	Std. Deviation
Our groups has guidelines and regulations that guide behavior	0	0	12.8	55.7	31.	4.186	.639
Our group has no conflict among members	26.2	67.1	6.7	0	0	1.805	.539
Our group has set mechanisms to deal with conflicts in case they arise	0	0	13.9	72.1	13.9	4.000	.528
Our group has ground rules on operations, opinions and social interactions	0	0	17.3	59.9	22.8	4.055	.631
Our group interaction norms define how group members should communicate	0	23.1	63.0	13.9	0	2.908	.602

From the findings, the respondents agreed with a mean of 4.186 that their groups have guidelines and regulations that guide behavior. The respondents also agreed with a mean of 4.055 that their groups have ground rules on operations, opinions and social interactions. In addition, the respondents agreed with a mean of 4.000 that the groups had set mechanisms to deal with conflicts in case they arise. However, with a mean of 2.908, the respondents were neutral on the statements indicating that their groups' interaction

norms define how group members should communicate. Further, they disagreed with the statement indicating that there were no conflicts among members as shown by a mean of 1.805.

4.3.2 Group Thinking

The respondents were also asked to indicate their level of agreement with various statements on group thinking. The results were as presented in table 4.5.

Table 4. 5: Group thinking

	Strongly disagree	disagree	neutral	agree	Strongly agree	Mean	Std. Deviation
There is usually mutual decision making in the group due to group thinking	0	0	28.4	49.6	22.0	3.935	.708
Our group thinking minimizes irrational decision making	0	0	12.5	75.8	11.7	3.991	.492
Our group thinking enhances teamwork among members	0	0	0	62.1	37.9	4.378	.485

From the findings, the respondents agreed with a mean of 4.378 that group thinking enhances teamwork among members. In addition, the respondents indicated with a mean of 3.991 that group thinking minimizes irrational decision making. Further, the respondents agreed that there is usually mutual decision making in their groups due to group thinking as shown by a mean of 3.935.

4.3.3 Group Size

The respondents were further asked to indicate their level of agreement with various statements on group size. The results were as presented in table 4.6.

Table 4. 6: Group size

	Strongly disagree	disagree	neutral	agree	Strongly agree	Mean	Std. Deviation
Group size affects the effectiveness of the group	27.0	50.7	15.6	5.0	1.7	2.036	.882
The size of a group has been increasing over the years	30.9	49.6	12.8	5.6	1.1	3.963	.872
The smaller the size of a group the better	29.2	50.1	13.9	6.1	.6	1.986	.853

From the findings, the respondents agreed with a mean of 3.963 that the size of a group has been increasing over the years. However, the respondents disagreed with the statement indicating that group size affects the effectiveness of the group as shown by the mean of 2.036. The respondents also disagreed with the statement that the smaller the size of a group the better it is. This was shown by a mean of 1.986.

4.3.4 Group Member's Commitment

The respondents were asked to indicate their level of agreement with various statements on group member's commitment. The results were as presented in table 4.7.

Table 4. 7: Group members’ commitment

	Strongly disagree	disagree	neutral	agree	Strongly agree	Mean	Std. Deviation
Increase in group members inhibits members commitment	29.2	50.1	13.9	6.7	0	1.980	.837
All members are committed to the activities of the group	.6	.6	1.9	7.8	89.1	4.844	.521
Members commitment leads to team work and results in success and achievement in the group	.6	1.4	2.2	15.6	80.2	4.735	.625
Our group has a shared vision	1.4	2.2	2.8	13.4	80.2	4.688	.756

From the findings, the respondents strongly agreed that all members are committed to the activities of the group as shown by the mean of 4.844. The respondents also strongly agreed that members’ commitment leads to team work and results in success and achievement in the group as indicated by the 4.735 mean. In addition, the respondents strongly agreed that their groups had a shared vision as shown by a mean of 4.688. However, the respondents disagreed with the statement indicating that increase in group members inhibits member’s commitment as indicated by 1.980 mean.

4.4 Effect of provision of Micro Loans on Women’s Livelihood

The second objective of the study was to establish the effects of provision of micro loans on women’s livelihood in Trans-Nzoia County. Provision of micro loans was measured in

terms of low interest, loan repayment terms and group guarantees.

4.4.1 Access to Loans

The respondents were requested to indicate whether they had accesses loans from their groups.

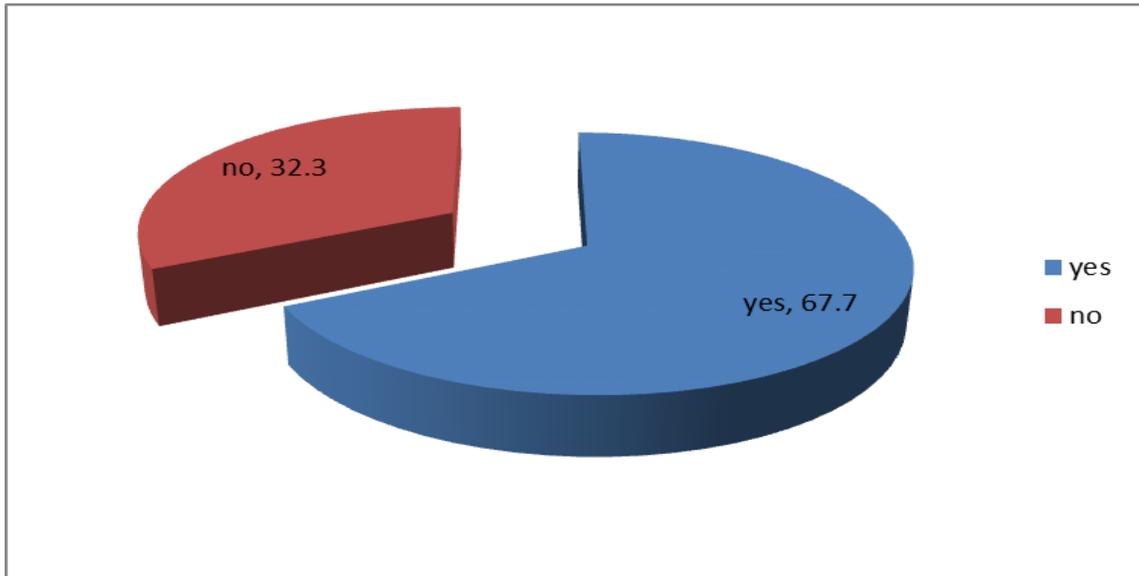


Figure 4. 1: Access to Loans

From the findings, 67.7% of the respondents indicated that had obtained loans from their groups while 32.3% indicated that they had not accessed loans from their groups. This implies that majority of the women in table banking had accessed loans.

4.4.2 Low Interest Rates

The respondents were required to state their level of agreement with statements on interest rates in table banking. The results were as presented in table 4.9.

Table 4. 8: Low interest rates

	Strongly disagree	disagree	neutral	agree	Strongly agree	Mean	Std. Deviation
Micro loans have low interest rates	1.1	1.9	10.6	10.6	75.8	4.579	.841
Interest rates influence the duration and amount of money paid per month	1.1	24.8	32.9	30.1	11.1	3.253	.988
Low interest rates in our group enhances my access to finance	1.1	7.0	6.1	54.6	32.3	4.078	.864
Low interest rates in our group enables members to repay without struggle	1.1	7.0	8.4	51.3	31.2	4.066	.885
Our group interest rates capping	1.1	7.0	6.1	57.4	28.4	4.050	.850

From the findings, the respondents strongly agreed that micro loans have low interest rates as shown by the mean of 4.579. The respondents also agreed with a mean of 4.078 that low interest rates in the group enhance access to finance. In addition, the respondents agreed with a mean of 4.066 that low interest rates in their groups enable members to repay loans without struggle. Further, the respondents agreed that there were group interest rates capping as indicated by the mean of 4.050. However the respondents were neutral that on the statement that interest rates influence the duration and amount of money paid per month as indicated by a mean of 3.253.

4.4.3 Favorable Loan Repayment Terms

The respondents were requested to indicate their level of agreement with various statements on favorable loan repayment terms in table banking. The results were as presented in table 4.9.

Table 4. 9: Favorable loan repayment terms.

	Strongly disagree	disagree	neutral	agree	Strongly agree	Mean	Std. Deviation
Micro loans in table banking have favorable loan repayment terms	1.1	7.0	6.1	57.4	28.4	4.050	.850
Our group fines for loan default are fair compared to those of banks	1.1	7.0	6.7	56.8	28.4	4.044	.854
Our group gives a fair time period to repay the loans	1.1	7.0	8.4	52.9	30.6	4.050	.876
Repayment terms are developed as per the members ability to repay	20.3	10.0	42.3	25.6	1.7	2.782	1.092

From the findings, the respondents agreed with a mean of 4.050 that micro loans in table banking have favorable loan repayment terms and the groups give a fair time period to repay the loans. The respondents also agreed with a mean of 4.044 that group fines for loan default are fair compared to those of banks. However, the respondents were neutral on the statement that repayment terms are developed as per the member's ability to repay as indicated by a mean of 2.782.

4.4.4 Group Guarantee

The respondents were also asked to indicate their level of agreement with various statements on group guarantee. The results were as shown in table 4.10.

Table 4. 10: Group guarantee

	Strongly disagree	disagree	neutral	agree	Strongly agree	Mean	Std. Deviation
Table banking does not require collateral	28.1	29.0	17.8	23.4	1.7	3.982	1.173
In our group, members guarantee each other	35.9	16.7	22.8	24.0	.6	3.764	1.211
Our group members have shared interests and collective action	33.7	12.8	28.4	24.0	1.1	3.859	1.213
Group guarantee is guided by individuals shares and savings	1.1	8.1	6.1	54.0	30.6	4.050	.889
Our table banking focuses on joint liability	1.1	4.7	9.5	56.3	28.4	4.061	.816

From the findings, the respondents agreed with a mean of 4.061 that table banking focuses on joint liability. In addition, the respondents agreed with a mean of 4.050 that group guarantee is guided by individuals' shares and savings. The respondents also agreed with statements that table banking does not require collateral, group members have shared interests and collective action and members in the groups guarantee each other as shown by the means of 3.982, 3.859 and 3.764 respectively.

4.5 Effects of Saving Culture on Women’s Livelihood

The third objective of the study was to determine the effects of saving culture on women’s livelihood in Trans-Nzoia County. Saving culture was measured in terms of monthly savings, mobilization of savings and saving habits.

4.5.1 Monthly Savings

The respondents were asked to indicate their level of agreement with statements on monthly savings. The respondents were as shown in table 4.11.

Table 4. 11: Monthly savings

	Strongly disagree	disagree	neutral	agree	Strongly agree	Mean	Std. Deviation
I save once per month in the group	1.1	5.3	8.4	56.3	29.0	4.066	.826
I manage to save severally to our group account through mobile banking	1.1	5.3	8.4	51.8	33.4	4.111	.848
Consistency in monthly savings helps group members to increase access to credit	1.7	8.1	6.1	51.3	32.9	4.055	.928

From the findings, the respondents agreed that they manage to save severally to their groups account through mobile banking as shown by a mean of 4.111. The respondents agreed with statements indicating that they save once per month in the group and that consistency in monthly savings helps group members to increase access to credit as indicated by the means of 4.066 and 4.055 respectively.

4.5.2 Mobilization of Savings

The respondents were asked to indicate their level of agreement with statements on mobilization of savings in their groups. The results were as presented in table 4.12.

Table 4. 12: Mobilization of savings

	Strongly disagree	disagree	neutral	agree	Strongly agree	Mean	Std. Deviation
Table banking has increased my savings	1.1	8.6	5.0	51.3	34.0	4.083	.91158
Our group requires each member to make a monthly contribution	1.1	8.1	4.5	55.2	31.2	4.072	.88140
Through table banking we mobilize money every month for savings and investment	1.1	4.7	7.8	54.0	32.3	4.117	.82402

From the findings, the respondents agreed with a mean of 4.117 that through table banking they mobilize money every month for savings and investment. In addition, they agreed with statements indicating that table banking has increased their savings and the group requires each member to make a monthly contribution. This is shown by means of 4.083 and 4.072, respectively.

4.5.3 Saving Habits

The respondents were requested to indicate their level of agreement with statements on saving habits. The results were as presented in table 4.13.

Table 4. 13: Saving habits

		Strongly disagree	disagree	neutral	agree	Strongly agree	Mean	Std. Deviation
With savings	women are able to accumulate a reasonable amount of money to engage in a meaningful economic activity	1.1	4.7	8.9	54.0	30.6	4.312	3.08676
Saving also gives	women a sense of dignity and is able to participate in decision making	1.1	5.3	7.2	53.5	32.9	4.117	.83747
Savings help	women to acquire physical assets and improve their income generating activities	1.1	6.4	6.7	52.9	32.9	4.100	.86262
Savings provide a suitable leverage for economic growth and self-sustainability		1.1	5.8	8.4	50.1	34.5	4.111	.86771

From the findings, the respondents agreed with a mean of 4.312 that with savings, women are able to accumulate a reasonable amount of money to engage in a meaningful economic activity. They also agreed with a mean of 4.117 that saving gives women a sense of dignity and is able to participate in decision making. Further, they agreed with a

mean of 4.111 that savings provide a suitable leverage for economic growth and self-sustainability. Also, the respondents agreed with a mean of 4.100 that savings help women to acquire physical assets and improve their income generating activities.

4.6 Women’s Livelihood

The study sought to establish the extent to which table banking had improved women’s livelihood, which was measured in terms of education, income and health.

4.6.1 Education

The respondents were to indicate their level of agreement with various statements on how table banking had improved their education. The results were as shown in table 4.14.

Table 4. 14: Table Banking and Education

	Strongly disagree	disagree	neutral	agree	Strongly agree	Mean	Std. Deviation
Since I joined table banking, I have managed to improve my knowledge and skills	1.1	5.8	6.1	53.5	33.4	4.1226	.84663
Through table banking, I have been able to pay for my children school fees	1.1	8.6	5.0	52.4	32.9	4.0724	.90640

From the findings, the respondents agreed with a mean of 4.122 with the statement indicating that since they joined table banking, they have managed to improve thier knowledge and skills. In addition, they agreed with a mean of 4.072 that through table banking, they have been able to pay school fees for their children.

4.6.2 Income

The respondents were also asked to indicate their level of agreement with various statements on table banking and income. The results were as shown in table 4.15.

Table 4. 15: Table banking and Income

	Strongly disagree	disagree	neutral	agree	Strongly agree	Mean	Std. Deviation
Since joining table banking, I have been able to buy physical assets	1.1	5.8	5.6	56.3	31.2	4.105	.83227
Since I joined table banking, I have managed to increase my monthly income	1.1	4.7	8.4	52.4	33.4	4.122	.83333
Since joining table banking, I have been able to establish and improve income generating activities	1.1	4.7	7.2	54.6	32.3	4.122	.81981

From the findings, the respondents agreed with a mean of 4.122 that since they joined table banking, they have managed to increase my monthly income. The respondents also agreed with a mean of 4.122 that since joining table banking, they have been able to establish and improve income generating activities and since joining table banking. Also, the respondents indicated that they have been able to buy physical assets since they joined table banking as shown by a mean of 4.105.

4.6 3 Health

The respondents were to indicate their level of agreement with statements health and table banking. The results were as presented in table 4.16.

Table 4. 16: Table Banking and Heath

	Strongly disagree	disagree	neutral	agree	Strongly agree	Mean	Std. Deviation
Since I joined table banking, the health of my family members (children) has improved	1.1	8.1	5.6	52.9	32.3	4.0724	.89399
Since I joined table banking, my health has improved	1.1	7.0	6.1	54.0	31.8	4.0836	.86763
Since I joined table banking, I have managed to attend required clinics and visit the hospital when required	1.1	7.0	5.0	54.0	32.9	4.1058	.86518

From the findings, the respondents agreed with a mean of 4.105 that since they joined table banking, they have managed to attend required clinics and visit the hospital when required. They also indicated with a mean of 4.083 that since they joined table banking, my health has improved. The respondents also agreed with a mean of 4.072 that since they joined table banking, the health of my family members (children) has improved.

4.7 Inferential Statistics

Inferential statistics were used to assess the effect of the independent variables on the dependent variable. The inferential statistics included correlation analysis and regression analysis.

4.7.1 Correlation Analysis

Correlation analysis was used to measure the relationship between the independent variables (group cohesiveness, provision of micro loans and saving culture) and the dependent variable which is women's livelihood. The study made use of Pearson Product Moment correlation which ranges from +1 to -1, with the positive and negative signs showing the direction of the relationship. A positive sign shows a direct relationship while a negative sign show an inverse relationship between two variables.

Table 4. 17: Correlations Coefficients

		Women's livelihood	Group cohesiveness	Provision of loans	Saving culture
Women's livelihood	Pearson	1			
	Correlation				
	Sig. (2-tailed)				
	N	359			
Group cohesiveness	Pearson	.204	1		
	Correlation				
	Sig. (2-tailed)	.061			
	N	359	359		
Provision of loans	Pearson	.877**	.903**	1	
	Correlation				
	Sig. (2-tailed)	.000	.000		
	N	359	359	359	
Saving culture	Pearson	.858**	.760**	.814**	1
	Correlation				
	Sig. (2-tailed)	.000	.000	.000	
	N	359	359	359	359

** . Correlation is significant at the 0.01 level (2-tailed).

From the findings, there is a positive correlation, but insignificant association between group cohesiveness and women’s livelihood ($r=0.204$). However, since the p-value (0.061) was greater than the significance level (0.05), the association cannot be considered significant. The results also show that there is a positive and significant association between provision of loans and women’s livelihood ($r=0.877$, p-value=0.000). In addition, there is a positive and significant association between saving culture and women’s livelihood ($r=0.858$, p-value=0.000).

4.7.2 Regression Analysis

Multiple regression analysis was used to show the weight of the relationship between the dependent and independent variables. The multiple regression analysis took the following model:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \varepsilon$$

Where: Y= Women’s livelihood; β_0 = Constant; $\beta_1 - \beta_3$ = Beta coefficients; X_1 = Group cohesiveness; X_2 = Provision of loans; X_3 = Saving culture; and ε = Error term.

Table 4. 18: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.911 ^a	.830	.828	.36087

The r-squared shows the variation in the dependent variable that can be explained by the independent variables. From the findings, the r-squared for the association between table banking and women’s livelihood was 0.830. This implies that table banking in terms of group cohesiveness, provision of loans and saving culture can explain 83% of women’s livelihood in Trans-Nzoia County.

Table 4. 19: Analysis of Variance

	Sum Squares	of df	Mean Square	F	Sig.
Regression	225.537	3	75.179	577.291	.000
Residual	46.231	355	.130		
Total	271.768	358			

The analysis of variance shows whether the model is a good fit for the data. From the findings, the F-calculated (577.291) is greater than the F-critical (2.60) and the p-value (0.000) was less than the significance level (0.05). This implies that model can be used in predicting the influence of group cohesiveness, provision of loans and saving culture on women's livelihood.

Table 4. 20: Regression Coefficients

	Unstandardized Coefficients		Standardize d Coefficients		t	Sig.
	B	Std. Error	Beta			
(Constant)	.562	.261			2.151	.032
Group cohesiveness	.017	.120	.007		.146	.884
Provision of loans	.511	.056	.523		9.136	.000
Saving culture	.397	.035	.426		11.243	.000

The regression model changes to:

$$Y = 0.562 + 0.017X_1 + 0.511X_2 + 0.387X_3$$

From the findings, group cohesiveness has a positive effect on women's livelihood in Trans-Nzoia County as shown by a beta coefficient of 0.017. However, since the p-value (0.061) was greater than the significance level (0.05), the association cannot be considered significant. Therefore, we can deduce that group cohesiveness has no significant effect on women's livelihood in Trans-Nzoia County.

The results also show that provision of loans has a positive and significant effect on women's livelihood in Trans-Nzoia County as indicated by a beta coefficient of 0.511. The association is significant as the p-value (0.000) is less than the significance level (0.05). These findings show that a unit increase in the provision of loans in table banking would lead to a 0.511 increase in women's livelihood in Trans-Nzoia County.

Lastly, the results show that saving culture has a positive effect on women's livelihood in Trans-Nzoia County as indicated by a beta coefficient of 0.397. The association is significant as the p-value (0.000) is less than the significance level (0.05). These findings imply that a unit improvement in saving culture through table banking would lead to a 0.397 improvement in women's livelihood in Trans-Nzoia County.

From these findings we can infer that provision of loans influence women's livelihood in Trans-Nzoia County most followed by saving culture. However, group cohesiveness has no significant effect on women's livelihood in Trans-Nzoia County.

4.8 Chapter Summary

This chapter presented results and findings of the study. The chapter begins with an introduction followed by general information and descriptive statistics on group cohesiveness, provision of loans and saving culture and women livelihood. The chapter also outlines the inferential statistics that include correlation analysis and regression analysis. Chapter five is on summary of the findings, discussion of key data findings, conclusion and recommendations.

CHAPTER FIVE

5.0 DISCUSSION, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

This chapter presents summary of the findings, discussion on key findings, conclusion drawn from the findings highlighted and recommendation made there-to. The conclusions and recommendations drawn were focused on addressing the purpose of the study.

5.2 Summary

The purpose of this study was to investigate the effect of the adoption of table banking strategy on women's livelihood in Trans-Nzoia County. The study also sought to determine the effect of provision of micro loans, group cohesion and savings culture on women livelihood.

This study used descriptive research design. The target populations of this study 10,200 women in 495 women groups located in the 20 wards of Trans Nzoia County. This study adopted multistage sampling method. The first stage of sampling involved the selection of women groups from the wards, which was done by use of stratified random sampling. The second stage involved the selection of 384 women using simple random sampling. The sample size of this study was therefore 384 respondents. This study used primary data that was collected using semi-structured questionnaires. Content analysis was used to analyze qualitative data and the findings were then presented in a prose form. On the other hand, inferential and descriptive statistics were used to analyze the quantitative data using Statistical Package for Social Sciences (SPSS version 20). Descriptive statistics included mean, standard deviation, frequency and percentages. In relation to inferential statistics, the study used correlation analysis to establish the relationship between the independent and the dependent variables. The results were then presented in tables.

The study found that group cohesiveness had no significant effect on women's livelihood. However, the study found that most groups have guidelines and regulations that guide behavior, have ground rules on operations, opinions and social interactions and

had set mechanisms to deal with conflicts in case they arise. In addition, group thinking enhanced cohesiveness whereby it enhanced teamwork, minimized irrational decision making and there was mutual decision making in the group due to group thinking. The study also found that members' commitment leads to team work and results in success and achievement in the group.

The study established that provision of loans has a positive and significant effect on women's livelihood in Trans-Nzoia County. In regard to interest rates, the study found that micro loans have low interest rates and low interest rates in the group enhance access to finance and enable members to repay without struggle. In relation to favorable terms in repayment, the study established that micro loans in table banking have favorable loan repayment terms and the group gives a fair time period to repay the loans and fines for loan default are fair compared to those of banks. Regarding group guarantee, the study found that banking focuses on joint liability and group guarantee is guided by individuals' shares and savings.

The study established that saving culture has a positive and significant effect on women's livelihood in Trans-Nzoia County. The study found that group members save once per month in the group and that consistency in monthly savings helps group members to increase access to credit. The study also found that though savings women are able to accumulate a reasonable amount of money to engage in a meaningful economic activity. In addition, saving give women a sense of dignity, provides a suitable leverage for economic growth and self-sustainability and helps women to acquire physical assets and improve their income generating activities.

5.3 Discussion

5.3.1 Group Cohesiveness on Women Livelihood

The study found that group cohesion does not have a significant influence on women livelihood. These findings are contrary to Kioko, Ng'ang'a and Maina (2015) findings that group cohesiveness is a dynamic process that shows that tendency of group to remain united as they pursue the satisfaction of the members' needs. The study found that most

women groups have guidelines and regulations that guide behavior and had ground rules on operations, opinions and social interactions. These findings agree with Wanaswa (2015) argument that guidelines or regulations depict expectations of how members of a group should behave amongst themselves. The study also established that the groups had set mechanisms to deal with conflicts in case they arise. These findings are in line with Wanaswa (2015) findings that group norms enable a group to operate in a smooth way and sets appropriate mechanisms to deal with conflict whenever they arise. However, the study found that there still conflicts among members of the groups. In addition, the groups' interaction norms did not define how group members should communicate. These findings are contrary to Oloibe and Owino (2016) findings that group norms should define how group members will communicate, how long one can take and expected levels of participation.

The study established that group thinking enhances teamwork among members and minimizes irrational decision making. These findings agree with Asetto (2014) argument that group thinking plays a major role in enhancing team work. Further, the study revealed that there is usually mutual decision making in their groups due to group thinking. These findings are in line with Lambisia (2016) findings that highly cohesive groups aim to minimize conflict and reach a mutual decision without evaluating certain points and isolating themselves away from external influences. The study also revealed that the size of the groups has been increasing over the years. However, the study revealed that group size does not affect the effectiveness of the group. These findings are contrary to Sajesh (2013) argument that the size of a group influences its effectiveness.

The study found that members of various groups were committed to the activities of their group, which leads to team work and results in success and achievement in the group. The findings agree with Abbas and Honghui (2016) argument that committed group members know that team work and organization results in success and achievement in the group hence they share responsibility and assist a slow or absent group members' role.

5.3.2 Provision of Micro loans on Women Livelihood

The study found that provision of loans has a positive and significant influence on women livelihood. These findings agree with Mwangi (2016) findings that the provision of micro loans plays a major role in reducing poverty, improving health, promoting education and empowering women. The study also established that micro loans have low interest rates, which enhances women access to finance. These findings agree with Mwangi (2016) proposition that women were preferring loans with low interest rates and hence they made use of microfinance institutions and table banking. In addition, the study found that low interest rates enable members to repay loans without struggle. These findings are in line with Honghui (2016) argument that if the interest rates are too high the borrowers may not be in a position to repay. However, the study established that interest rates do not influence the duration and amount of money paid per month.

The study found that micro loans in table banking have favorable loan repayment terms and the groups give a fair time period to repay the loans. In addition, the study revealed that group fines for loan default are fair compared to those of banks. These findings agree with Mwangi (2016) argument that table banking has better loan repayment terms than microfinance institutions and other financial institutions. However, the study found that repayment terms were not developed as per the member's ability to repay.

The study established that table banking focuses on joint liability and group guarantee is guided by individuals' shares and savings. These findings are in line with Sajesh (2013) argument that the use personal shares and savings as well as group guarantees to obtain micro loans from their groups. Further, table banking does not require collateral, group members have shared interests and collective action and members in the groups guarantee each other. These findings agree with Kariuki and Ngahu (2016) argument that group members must have shared interest and common action for their group to succeed.

5.3.3 Saving culture on Women Livelihood

The study found that saving culture has a positively and significant effect on women livelihood. These findings agree with Samanta and Srivastava (2015) argument that

saving acts as an economic development driver and a tool to improve women's livelihood. In addition, these findings agree with Ashraf, Karlan and Yin (2015) findings that saving products among women help women to acquire physical assets and improve their income generating activities, which in turn improves their income levels, health and nutrition.

The study established that women were in a position to save severally to their groups account through mobile banking. These findings agree with Ashraf, Karlan and Yin (2010) argument that mobile banking was enabling women to save money to their groups several times a month. The study also found that consistency in monthly savings helps group members to increase access to credit. These findings agree with Wachira (2015) findings that women joined saving groups to enable them to access credit and establish other income generating activities.

The study established that through table banking they mobilize money every month for savings and investment. The findings are in line with Prina (2013) findings that utilization of savings accounts was found to increase households' investments in education and health. In addition, table banking has increased women's savings and the groups require each member to make a monthly contribution.

The study revealed that with savings, women are able to accumulate a reasonable amount of money to engage in a meaningful economic activity. These findings agree with Prina (2013) that saving is a very essential part of life that helps cushion us from unexpected events and also assist us to accumulate reasonable amount to engage in economic activities that enhance our livelihoods. In addition, the study found that saving gives women a sense of dignity and an ability to participate in decision making. Further, the study found that savings provide a suitable leverage for economic growth and self-sustainability and helps women to acquire physical assets and improve their income generating activities.

5.4 Conclusion

5.4.1 Group cohesiveness on Women Livelihood

The study concludes that group cohesiveness has a positive but insignificant effect on women's livelihood in Trans-Nzoia County. Most women groups have guidelines and regulations that guide behavior and had ground rules on operations, opinions and social interactions. However, the groups' interaction norms did not define how group members should communicate.

5.4.2 Provision of Micro Loans on Women Livelihood

In addition, the study concludes that provision of micro loans has a positive and significant influence on the livelihood of women in Trans Nzoia County. Therefore provision of loans at favorable repayment terms, at low interest rates and having group guarantee are essential for women to have an access to micro loans and hence improve livelihood.

5.4.3 Saving culture on Women Livelihood

Further, the study concludes that saving culture has a positive and significant influence on women's livelihood in Trans Nzoia County. The study found that monthly saving, mobilization of savings and good saving habits will help increase improve women's saving culture. This will in turn help them to accumulate a reasonable amount of money to engage in a meaningful economic activity.

5.5 Recommendations

5.5.1 Recommendations for Improvement

5.5.1.1 Group cohesiveness on women livelihood

The study found that although the groups had mechanisms to deal with conflicts, there conflicts still existed among the members. This study therefore recommends that groups should reevaluate their conflict management mechanisms so as to ensure an improvement in group cohesiveness.

The study also found that the groups' guidelines and regulations were not defining how group members should communicate. This study therefore recommends that groups should clearly stipulate in their guidelines how groups' members should communicate and the language that should be used so as to avoid confusion and ensure the inclusion of all group members in different discussions.

5.5.1.2 Provision of Micro loans on women livelihood

The study established that repayment terms in the groups are developed as per the members' ability to repay. The study thus recommends that, women groups should develop repayment terms based on the members ability to repay. This will help in ensuring that members access loans and they pay within the expected time.

The study also found that table banking does not require collateral. However, women groups should consider requiring collateral for large loans so as to ensure high repayment rates of large loans.

5.5.1.3 Saving culture on women livelihood

The study found that mobile banking was helping women to make savings several times a month to their groups' accounts. This study therefore recommends that all women groups should ensure that all members know how to use their mobile phones to make deposits to the group accounts. Training in this case will be important as most of the members had no formal education.

5.5.2 Recommendation for Further Studies

This study sought to investigate the effect of the adoption of table banking strategy on women's livelihood in Trans-Nzoia County. Different counties in Kenya have different demographic characteristics including poverty levels, income generating activities and hence the findings of this study cannot be generalized to other counties in Kenya. This study therefore recommends that further studies should be conducted to cover other counties in Kenya. In addition, the study recommends further studies on the challenges facing the adoption of table banking strategy in Kenya.

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APPENDICES

Appendix I: Introduction Letter

Joyce Chematia Mulwa
United States International University
Nairobi.

TO WHOM IT MAY CONCERN

Dear Sir/Madam,

REF: REQUEST FOR PARTICIPATION IN A RESEARCH STUDY

I am a student at the United States International University carrying out a research project as part of the course requirement for the award of the Degree of Masters in Business Administration (MBA). The study seeks to investigate the effect of the adoption of table banking strategy on women's livelihood in Trans-Nzoia County.

The findings will be confidential and strictly for academic use and at no time will your name be mentioned anywhere in the report. Yours honest participation will be highly appreciated.

Yours faithfully

Joyce Chematia Mulwa

Appendix II: Questionnaire

Please answer the questions below as precisely and truthful as possible. Any information provided will be held with strict confidentiality and anonymity. In addition, your answers will only be used for academic purposes only. Kindly tick your responses against each question in the spaces provided.

A. Effects of group cohesiveness on women's livelihood

- To what extent do you agree with the following statements in relation to the group cohesiveness? Using a scale of 1 to 5 please tick the number corresponding to your opinion for each question.

STATEMENT	1	2	3	4	5
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Group Norms					
1. Our groups has guidelines and regulations that guide behavior					
2. Our group has no conflict among members					
3. Our group has set mechanisms to deal with conflicts in case they arise					
4. Our group has ground rules on operations, opinions and social interactions					
5. Our group interaction norms define how group members should communicate					
Group Thinking					
1. There is usually mutual decision making in the group due to group thinking					
2. Our group thinking minimizes irrational decision making					
3. Our group thinking enhances teamwork					

among members					
Group Size					
1. Group size affects the effectiveness of the group					
2. The size of a group has been increasing over the years					
3. The smaller the size of a group the better					
4. Increase in group members inhibits members commitment					
Group members' commitment					
1. All members are committed to the activities of the group					
2. Members commitment leads to team work and results in success and achievement in the group					
3. Our group has a shared vision					

B. Effects of provision of micro loans on women’s livelihood

2. Have you ever obtained a loan from your group?

1. Yes []

2. No []

3. To what extent do you agree with the following statements in relation to the provision of micro loans? Using a scale of 1 to 5 please tick the number corresponding to your opinion for each question.

STATEMENT	1	2	3	4	5
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Low Interest Rates					
1. Micro loans have low interest rates					
2. Interest rates influence the duration and amount of money paid per month					
3. Low interest rates in our group enhances my access to finance					
4. Low interest rates in our group enables members to repay without struggle					
5. Our group interest rates capping					
Favorable Loan Repayment Terms					
1. Micro loans in table banking have favorable loan repayment terms					
2. Our group fines for loan default are fair compared to those of banks					
3. Our group gives a fair time period to repay the loans					
4. Repayment terms are developed as per the members ability to repay					

Group Guarantee					
1. Table banking does not require collateral					
2. In our group, members guarantee each other					
3. Our group members have shared interests and collective action					
4. Group guarantee is guided by individuals shares and savings					
5. Our table banking focuses on joint liability					

C. Effects of saving culture on women’s livelihood

4. To what extent do you agree with the following statements in relation to the saving culture? Using a scale of 1 to 5 please tick the number corresponding to your opinion for each question.

STATEMENT	1	2	3	4	5
	Strongly disagree	Disagree	Neutral	Agree	Strongly
Monthly Savings					
1. I save once per month in the group					
2. I manage to save severally to our group account through mobile banking					
3. Consistency in monthly savings helps group members to increase access to credit					
Mobilization of Savings					
1. Table banking has increased my savings					
2. Our group requires each member to make a					

monthly contribution					
3. Through table banking we mobilize money every month for savings and investment					
Saving Habits					
1. With savings women are able to accumulate a reasonable amount of money to engage in a meaningful economic activity					
2. Saving also gives women a sense of dignity and is able to participate in decision making					
3. Savings help women to acquire physical assets and improve their income generating activities					
4. Savings provide a suitable leverage for economic growth and self-sustainability					

D. Women’s livelihood

5. Please indicate the extent to which table banking in your group has helped you realize improved performance over the last 5 years, from 2010 to 2015. Tick your response in the appropriate answer box.

STATEMENT	1	2	3	4	5
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Education					
1. Since I joined table banking, I have managed to improve my knowledge and skills					
2. Through table banking, I have been able to pay for my children school fees					
Income					
1. Since joining table banking, I have been able to buy physical assets					

2. Since I joined table banking, I have managed to increase my monthly income					
3. Since joining table banking, I have been able to establish and improve income generating activities					
Health					
1. Since I joined table banking, the health of my family members (children) has improved					
2. Since I joined table banking, my health has improved					
3. Since I joined table banking, I have managed to attend required clinics and visit the hospital when required					

E. General Information

6. Age Bracket:

- 1. 20 to 25 years []
- 2. 26 to 30 years []
- 3. 31 to 35 years []
- 4. 36 to 40 years []
- 5. 41 to 45 years []
- 6. Above 46 years []

7. State your highest level of education

- 1. No education at all []
- 2. Primary education []
- 3. Secondary School []
- 4. College []
- 5. University []
- 6. Postgraduate []

8. For how long has your group been in existence?

- 1. Below 2 years []

- 2. 2 to 4 years []
- 3. 5 to 7 years []
- 4. 8 to 10 years []
- 5. 11 to 12 years []
- 6. Above 12 years []

THANK YOU FOR YOU PARTICIPATION IN THE STUDY