

must set strategies on empowering women in order to provide benefits from diversifying the supply chain.

Table 4 shows that majority (66/98) thus 67.3% of the total respondents were aged between 31-40 years, (17/98) thus 17.3% of the total respondents were aged between 21-30 years; (12/98) thus 12.2% of the total respondents were aged between 41-50 years while (3/98) thus 3.1% of the total respondents were aged 51 years and above. The researcher concludes that the respondents of the age 31-40 dominated the study and were mature enough to be part of this research. The reason is that, the people in this age are very energetic and possess the required qualification. This situation insures an energetic contribution of respondents to the research achievement.

Table 5 indicates that majority (55/98) thus 56.1% of the total respondents were bachelors holder degree followed by (33/98) thus 33.7% of the total respondents were masters holder while (10/98) thus 10.2% of the total respondents were PhD holders and secondary school. This shows that respondents are qualified enough to know the importance of the research in order to meet the research requirements.

Table 6 indicates that majority (68/98) thus 69.4% of the total respondents were married followed by (27/98) thus 27.6% of the total respondents are single while (2/98) thus 2% of the total respondents were divorced and 1 % (1/98) widow (er). This shows that married dominated in this study. The researcher concludes that married people are stable and able to meet the requirements of this research.

Table 5 demonstrates that the majority (56/98) thus 57.1% of the total respondents has a working experience of 7 years and above followed by (23/98) thus 23.5% of the total represent respondents experienced between 4-6 years while (19/98) thus 19.4% of the total respondents have a working for a period between 1-3 years. The duration of service an individual has worked determines his/her capacity. Employees who have longer working experience tend to have better skills. This shows that respondents with enough working experience in the organization contributed a lot to this research.

5.1.2 The involvement of program staff on the influence of the effective implementation of the Procurement plan in Partners in Health-Rwanda.

The findings from this study revealed that program staff had a significant Impact on Effective implementation of procurement plan in Partners in Health as the majority of the respondents were strongly and agree that there is full support from non-procurement departments in implementing procurement plan; program staff act to responsibilities that influence effective implementation of procurement plan; program staff involves in the activities that influence

effective implementation of procurement plan; Management is not ready to support staffs from program staff to make them and training of Staffs from program staff facilitate effective implementation of procurement plan as shown by a mean of between 3.8673 and 4.1122 which revealed as extremely positive and the standard deviation between 0.64355 and 0.90403 which shows a concentration of responses among the respondents. The results as tabulated, indicates that there is a positive and very high correlation relationship ($r=0.762$) between Program Staff and effective implementation of procurement plan. The research found the relationship to be statistically significant at 1% level ($p=0.000, <0.01$). In addition, the significance of value were less than 0.05, which is statistically significant and show that program staff influence the procurement plan. This finding is consistent with the findings of study carried out by Ntembanda (2013), who discovered that user department involvement in the implementation plan has a significant impact on procurement department performance in the implementation of all planned procurement activities(Ntembanda, 2013).

5.1.3 The top management support influence the effective implementation of procurement plan in Partners in Health- Rwanda

Furthermore, the results from this study showed that the majority of the respondents were strongly and agree that top Management support influence the effective implementation of the procurement plan in Partners in Health; top management ensures timely payment of the suppliers; top management involves in the preparation of Procurement Plan; Top management ensures what is in the Procurement Plan is procured; Top management consider procurement plan as important for organization success and Top management encourages employees toward implementation of procurement plan as shown by a mean of between 3.9592 and 4.1837 which revealed as extremely positive and positive and the standard deviation between 0.73911 and 1.09279 which shows a concentration of responses among the respondents. The results as tabulated, indicates that there is a positive and moderate correlation relationship ($r=0.431$) between Top Management support and procurement plan. In addition, the research found the relationship to be statistically significant at 1% level ($p=0.000, <0.01$). Additionally, significant of value was less than 0.05, which is statistically significant and show that top management Support have significant Influence on Effective implementation of procurement plan in Partners in Health. This finding could be explained by the fact that Top management support enables the availability of required financial resources by ensuring timely payment of suppliers, and the establishment of stable and good procurement policies to be applied in procurement processes; thus, top management support has been determined to have an influence on procurement function performance. This

findings are in line with the study conducted on the factors Affecting Procurement Planning by Joseph Waswa Mutoro (2018) where it shows the P –value for service delivery was 0.00, since the calculated P value was less than 0.05(Mutoro et al., 2018). The study therefore, concluded that top management support had a significant positive influence on procurement planning. The B value of service delivery was 0.678. That is, it had 67.8 percent influence on procurement planning; this showed a significant influence on procurement planning(Mutoro et al., 2018).

5.1.4 The effects of resource allocation on the effective implementation of procurement plan in Partners in Health

In the present study, majority of the respondents were strongly and agree that Effects of Contingency plan and Resource Dependencies influence the effective implementation of the procurement plan; Right deployment of the resources affect the effective implementation of procurement plan; Availability of both financial and physical resources on time affect the effective implementation of procurement plan and Effects of resource allocation on the effective implementation of procurement plan in Partners in Health as shown by a mean of between 3.6224 and 4.1837 which revealed as extremely positive and positive and the standard deviation between 0.60921 and 0.92519 which shows a concentration of responses among the respondents. The results as tabulated, indicates that there is a positive and high correlation relationship ($r=0.675$) between Resources Allocation and procurement plan. In addition, the research found the relationship to be statistically significant at 1% level ($p=0.000$, <0.01). Furthermore, the significant value were less than 0.05, which is statistically significant and show that resource allocation have significant Impact on Effective implementation of procurement plan in Partners in Health. This could be explained by the fact that when all planned activities are allocated with required resources then it will be easy to be implemented effectively and efficiently(Njeru, 2015). Furthermore, proper allocation of resources through budgeting helps organization to undertake the project or any procurement activities on time. Our results concur with the findings from a study done in Kenya where it was revealed that the Resource allocation playing a vital role in effective implementation of procurement plan with t-value of 68.431 and sig value < 0.001 (Njeru, 2015).

5.2. CONCLUSION

Findings from this study revealed that involvement of program staff in preparation and implementation of procurement plan affect positively effective implementation of procurement plan. This study also demonstrated that when program staff are well equipped with required knowledge and skills on their functions in preparation and implementation of

Procurement plan, implementation of procurement planned activities become more effective. Additionally, it revealed that competency of staff lead to effective implementation of procurement plan due to the fact that competent staff perform their function in a professional manner, leading to timely delivery of services, goods or works as well as proper use of funds. Similarly, this study showed that effective allocation of resources by management through budgeting process have significant impact on implementation of procurement plan. Furthermore, it revealed that management supports have direct positive impact on effective implementation of procurement plan in Non- Government organization.

5.3. RECOMMENDATIONS

Based on the findings of this study, the researcher recommended that program staff should understand their obligation in implementation of procurement plan. The researcher also recommends that procurement plan should be made basing on the available resources so that the planned activity is well performed. Management should be committed to give full support to ensure procurement plan is effectively implemented by providing required financial and human resources, establishing effective procurement policies and facilitating capacity building to all stakeholders involved in procurement processes.

5.3.1. Suggestion for Further Studies

This study focused at only three independent variables which are involvement of program staff, allocation of resources, and top management support as factors influencing effective implementation of procurement plan using Partners in Health. Therefore, further study is needed including, research to investigate the other factors that influence effective implementation of procurement plan and qualitative study that could interview the respondent to better understand the factors affecting effective implementation of procurement plan. In addition, the researcher recommends that the further researches should be done on other procuring entities to see if the factors are universal or not.

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