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Title: Factors Affecting The Performance Of Empowerment Projects For Persons With Disabilities In Rwanda: A Case Of NYARUGENGE District.

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Abstract

The performance of projects has been a challenge until today. Through empowerment projects, the government together with development partners has initiated empowerment projects for persons with disabilities. The empowerment of persons with disabilities is fundamental to empower them to take their place in the community. The attempts made have, however, been unsuccessful and persons with disabilities are still among the poorest community until today. Generally, the study aimed to assess the factors affecting the performance of the empowerment projects for persons with disabilities in NYARUGENGE District of Rwanda and the specific objectives were: To examine effect of resources availability on performance of empowerment projects of persons with disabilities in NYARUGENGE District of Rwanda; To assess effect of project plan clarity on performance of projects of persons with disabilities in NYARUGENGE District of Rwanda; and finally to analyze the effect of stakeholders' participation on performance of projects of persons with disabilities in NYARUGENGE District of Rwanda. The study used descriptive survey design. The population of this study comprised of 121 and the sample was 93 beneficiaries (trainees) of empowerment projects for persons with disabilities in NYARUGENGE District during 2017-2019. Data collection was done by requesting permission to the respondents to participate in the survey. The data were collected directly from the respondents by use of questionnaires. This study was descriptive and summarized the characteristics of the respondents; the descriptive statistics involved the use of mean, frequency, percentages and standard deviation about the variables of the study. The data of this study was also analyzed by using correlation and regression analysis. Resource availability had a correlation of (=0.726, p<0.01) and regression results (β=. 409, t=8.142, p<0.001), clear project plan had a correlation of (=0.616, p<0.01) and regression results (β=. 176, t=3.532, p<0.001), and finally stakeholders' participation had a correlation of (r=0.714, p<0.05) and regression results (β=. 129, t=2.829, p<0.005). The regression line was $Y = \beta1(.409) + \beta2(.176) + \beta3(.129) + e$. Since the findings revealed that resources availability has positive and significant correlation to the performance of empowerment projects for persons with disabilities in NYARUGENGE District thereafter researcher concluded that there is statistically significant relationship between the resources availability, clear project plan, and stakeholders' participation and the performance of empowerment projects for persons with disabilities. The researcher recommended that project funders and managers to foster and organize enough project resources to guarantee the performance of their projects. The researcher recommended to the project team leaders to clearly establish the project scope and

breakdown structure to everyone to ensure the performance of their projects. The researcher recommended the project owners to engage all stakeholders in planning, implementation, and execution processes of the projects to guarantee that the stakeholders' expectations are met.

INTRODUCTION

Worldwide, poverty among persons with disabilities is the most visible but least understood groups within the global disabled population. When one walks through the capital city of Rwanda; Kigali, one encounters several disabled beggars along its various streets which implies their poverty. Usually people used to beg were not able to earn money or not able to survive. But despite all empowerment projects for persons with disabilities, it is like their performance is not pleasant. Governments and non-governmental organizations are working hard to build a prosperous society without having people with disabilities in extreme poverty. However, the thought of having such kind of world has become a dream to the society changers and reformers. Poverty still exists directly or indirectly in the world every day. Poverty has become one of the social problems that affect the modern societies since the beginning. " Disability and poverty are complex, dynamic and intricately linked phenomena. The onset of disability may increase the risk of poverty and poverty may increase the risk of disability" (Mitra *et al*, 2011).

Disability is still the most excuse being justified by most of the poor. Other countries like Nigeria have invested millions of dollars in education as a way of empowering its disabled population so that they do not become poor (Onoyase, A., 2010). Even in developed countries poverty exists, however there are different strategies employed by the governments and NGOs in developing countries to empower persons with disabilities.

More than one billion people experience disability where the majority of whom live in low and middle-income countries (Shahrestani, 2017). According to World health Organization (2011), many people with disabilities do not have equal access to health care, education, and employment opportunities. They do not receive disability related services that they require, and experience exclusion from everyday activities. These barriers explain why people with disabilities are among the poorest in most parts of the worlds, especially in developing countries (Appiagyei, 2006; Naami & Hayashi, 2011).

Many researchers argue that disability and poverty have a close relationship. Mitra *et al.*, (2011) believe that the onset of disability may increase the risk of poverty and poverty may increase the risk of disability. This relationship was explained by Yeo (2005) by stating that poverty can lead to disability by making people more vulnerable to malnutrition, disease, and unsafe living and working conditions. On the other hand, disability leading to poverty can be understood by social-economic exclusion of people with disability (Appiagyei, 2006). In addition, depending on the impairment, people with disabilities may have other needs resulting in higher cost of living to achieve certain level of well being (Trani *et al*, 2018).

A 2003 study by the Organization for Economic and Development (OECD) covering 21 high income and upper middle-income countries shows an image of the labor market outcomes and poverty situation of working-age people with disabilities. The study presents higher poverty rates among working-age people with disabilities than among working-age people with no disabilities in all countries expect three (Sweden, Norway, and Slovak Republic). The relative poverty risk, however, varies greatly. The highest, over two times higher, in the United States, Australia, Ireland, and Korea; and the lowest, only slightly higher than in the case of people with no disabilities in the Netherlands, Iceland, and Mexico. The study goes further and presented that working-age of people with disabilities are less likely to be employed; when employed, more likely to work part-time; twice as likely to be unemployed; and have relatively low income, unless highly educated and have a job. The study on the association between disability and low-income status is also available for other developed countries, including Australia (Buddlemeyer & Verick, 2008; Saunders, 2007), Ireland (Gannon & Nolan, 2004), Italy (Parodi & Sciulli, 2008), and the United States (Meyer & Mok, 2008; Mitra *et al*., 2009; She & Livermore 2007, 2009).

In developing countries, similar to the findings for developed countries, the studies suggest lower economic status of people with disabilities. A large majority of studies show that people with disabilities are less likely to be employed in Chile and Urguay (Contreas *et al.*, 2006), Namibia (Eide *et al.*, 2003), Zambia (Eide & Loeb, 2006), Mozambique (Eide & Kamaleri, 2009), Uganda (Hoogeven, 2005), Malawi (Loeb & Eide, 2004), Rwanda (Rischewski et al., 2008). However, in Zimbabwe, Eide *et al.* (2003) find no statistically significant difference between the employment rates of people with and without disabilities.

In several countries, small-scale projects for empowering persons with disabilities have been initiated. In countries such as Gambia, for example, the government has set up a series of small income-generating projects, such as providing persons with disabilities with phone

cards to sell on the streets (The Gambia, 2009). In Morocco, the government requires local authorities to establish centers for persons with disabilities, who participate in government-led rehabilitation programs (Ali, 2009). A project was launched in Kaduna, Nigeria in April 2009 to help persons with disabilities recognize their potential through vocational training (Haruna, 2009). In all these cases, however, the long-term sustainability and success of these projects remains unclear and these projects themselves are small scale, only serving a small relatively small number of persons with disabilities.

It is impossible to overcome the existing social problems in the world completely. However, controlling measures and preventing strategies could be designed in order to mitigate the effects of the social problems. The problems of poverty among persons with disabilities along with their family members are also increasing every day. Over the past two decades, Rwanda has made good progress in improving its population's standard of living. However, persons with disability remain poor and they are found everywhere. Rwanda has a comprehensive legislative framework on disability but faces challenges in the implementation and enforcement of it. A major step forward for persons with disabilities was achieved in the 2011 National Social Protection Strategy (NSPS) which stated: "we will ensure that those who really need long-term support – such as older people and people with disabilities – will be able to receive it." The government with disability-focused non-governmental organizations is working hard to empower persons with disability through various strategies, including vocation skills empowerment.

Statement of the problem

The performance of projects has been a challenge until today. Through empowerment projects, the government together with development partners has initiated empowerment projects for persons with disabilities. The empowerment of persons with disabilities is fundamental to empower them to take their place in the community. It is therefore involves affording them a range of opportunities to discover themselves, understand their environment, be aware of their rights, take control of their lives and participate in important decisions that lead to their destiny (Mitra *et al*, 2011). It is also involves providing them with the resources, ideas, knowledge and skills to fend them for them and to be integral part of their society. In almost all districts of Rwanda, it was revealed that in some families, Persons with Disabilities were always given less attention in terms of education and employment; opportunities boosted the perception that they are unproductive.

To address this problem, the government together with development partners initiated vocational training skills to empower the persons with disabilities. Though, the project is not fully achieving its set goals. However, persons with disabilities are still available in our community and are still among the poorest group in Rwandan population (Rischewski et al., 2008). Therefore, this study was believed to assess the factors affecting the performance of empowerment projects for persons with disabilities in Rwanda by considering NYARUGENGE District as the case study.

Objectives of the study

This study had the general objective of assessing the factors affecting the performance of the people with disabilities empowerment projects in NYARUGENGE District of Rwanda.

The specific objectives were:

i. To examine effect of resources availability on performance of empowerment projects of persons with disabilities in NYARUGENGE District of Rwanda.

ii. To assess effect of project plan clarity on performance of projects of persons with disabilities in NYARUGENGE District of Rwanda.

iii. To analyze the effect of stakeholders' participation on performance of projects of persons with disabilities in NYARUGENGE District of Rwanda.

Hypotheses

H_{01}: Resources availability does not have significant influence on performance of empowerment projects for persons with disabilities in NYARUGENGE District

H_{02}: Clear Project Plan does not have significant influence on performance of empowerment projects for persons with disabilities in NYARUGENGE District

H_{03}: Stakeholders' participation does not have significant influence on performance of empowerment projects for persons with disabilities in NYARUGENGE District.

LITTERATURE REVIEW

Resources availability of and project performance

Available resources are the assets that an organization has and can access and utilize in its operations, which include human resources, financial resources, materials and equipment (Cleland & Ireland, 1994). Resource planning has been described by Burke (2013) as a detailed summary of all types of resources required to complete a specific task. Business

leaders and project managers alike agree on the value that the success of many projects is due to availability of resources (Amphonsah, 2012).

Onchoke (2013) conducted a study on factors influencing performance of community development projects in Kenya; a case study of Kisii central District. In this study, a financial resource was one of the factors considered for assessment. The study assessed Project Performance using the triple constraints methodology that considers time, budget, and scope indicators. The study adopted stratified random sampling and exploited both primary and secondary data resources. Both descriptive and inferential statistics were employed for purposes of data analysis. As a result, sources of finance were found to yield statistically significant influence on performance indicated through triple constraints methodology: Time, Scope, and budget based performance.

Another study conducted by Oluoch (2014) on determinants of effective monitoring and evaluation systems in a case study of national youth service empowerment projects (Nairobi region). The study used a descriptive research design and data collected using questionnaires and responses sough from managers and supervisors. The study used both descriptive and inferential analysis procedures and output. The study reported that financial, human, and material resources played a major role in project success. Insufficient funds for monitoring and evaluation was however identified as the biggest challenge affecting the monitoring and evaluation undertakings.

Clear project plan and project performance

Many studies have confirmed the importance of project planning for project success. The research works of Whittaker (1999); Dvir *et al*. (2003) have indicated poor project planning to be one of the reason for project failure in developing countries. Regarding the factors influencing the project outcomes, Whittaker (1999) revealed three common reasons for project failures the first reason is poor project planning. Aladwani (2002) similarly reported positive relationship between project planning and project performance. Dvir *et al*. (2003) have also studied the relationship between project planning effort and project success. Their results indicated that there is a high correlation between the planning efforts and overall project success. Although the previous studies have studied various factors that influence project outcomes, however planning was stated as an essential factor for project success.

The study done by Quynh (2006) also recognized the relationship between project planning activities in project success factors in software industries. This and other related projects

were conducted in developed countries or the countries that are different in culture of developing countries. Because of cultural difference, the results obtained developed countries may not applicable in developing countries. A project in the context of one country or culture is likely to experience different problems and have a different structure than projects in another context.

Stakeholders' participation and project performance

For a project of any organization to perform better, involvement of stakeholders is a vital process that cannot be ignored (Moodley, 2012). Mitchell *et al.* (2007) argued that the involvement of stakeholders could be valued at different phases of a project. Some stakeholders are needed to contribute in planning phase by contributing with the very first ideas of the project where others are needed to be involved during the implementation phase of the project by contributing their technical expertise. Several researchers have argued that stakeholder's involvement can be a vital tool to successfully complete a project.

During planning phase of the project, it is very important to ensure that the involvement of stakeholders has met and it is vital in project management. During this phase of the project, it is important to make sure that the important details are discussed. These details include the budget, mobilization of the resources how resources, evaluation and how to measure the project progress and performance are discussed (Mulwa, 2008). A study conducted by Rahman (2005) stated that plans cooked by external experts, maybe technically comprehensive but may not solicit participation in their implementation.

Polak (2008) examined numerous case studies and stresses that there is certain projects which ask for external expertise and funds. On the contrary, other cases reviewed by the author, were found to require full community contribution. Similarly, Paddock (2013) reviewed three projects and witnessed the following: In El Salvador, a bridge project received much financial support from the community during its construction. As a result, the project became successful because of the community's contributions. The final product of that project was of high quality and after the closure of the project, it was reassessed months later after its implementation, and it was found to be operating.

The literature reviewed indicates that community financial contributions is the utmost mentioned factor in ensuring the performance of that project being successful, though other non-financial contributions like community input on decision-making, monitoring and evaluation are likewise cited severally. In a nutshell, studies demonstrate cash and in kind

contribution as effective in ensuring project sustainability. Community contributions acknowledge use of local resources, reduce dependency syndrome, and construct a sense of ownership, which are likely the key pillars for sustainability and project performance being successful.

METHODOLOGY

Research design

The researcher employed the descriptive survey design.

Target population

The target population of this study is generally the persons with disabilities doing vocational skills development in empowerment projects operating in NYARUGENGE District of Rwanda during 2017 - 2019. The study will target 121 persons with disabilities involved in vocational skills empowerment projects from 2017 to 2019 in NYARUGENGE District of Rwanda.

Sample size

In this research, it was necessary to calculate sample size and the formula of Yamané was used to determine the sample size, which is $\boldsymbol{n} = \frac{N}{1+N*(e)^2}$ Where n= Sample size, N= Total population of the study, and e= Probability of error (0.05). By using Yamané formula, sample size will be 93 participants

Sources of data

This study used primary sources of data. The data was collected from the persons with disabilities using questionnaire.

Data collection instruments

Questionnaires were the data collection instruments, and they were the primary sources of data.

Data analysis

Quantitative data was analyzed using descriptive statistics in form of percentages, frequencies, standard deviations and means. Multiple linear regression model and Pearson correlation analyses were also used to analyze data. The Social Package for Statistical Science (SPSS) software version 20 aided in data analysis.

Regression Model

$$Y = \beta 0 + \beta 1(RA) + \beta 2(CPP) + \beta 3(SP) + e$$

Where the variables are defined as:

Y= Project performance

RA: Resources availability

CPP: Clear project plan

SP: Stakeholders' participation

DATA ANALYSIS, PRESENTATION AND INTERPRETATION

Response rate

There were a total of 93 questionnaires distributed to the targeted respondents. From this, only 85 of the targeted respondents gave their responses in all questions asked. This means that the questionnaire response rate was 91.4%.

Table: Response rate

Questioners	Frequency	Percentage	Cumulative Percentage
Administered	85	91.4	91.4
Returned unfilled	8	8.6	100
Total	93	100	

Source: Primary data (2021)

Influence of resources availability on project performance

Resources	NE (1)		LE (2)		ME (3)		GE (4)		VGE (5)		Mean	SD
	f(x)	%	*f(x)*	%	*f(x)*	%	*f(x)*	%	*f(x)*	%		
Financial	0	0.0	2	2.8	0	0.0	33	38.9	50	58.3	4.5	0.63
Human	1	1.4	7	8.3	0	0.0	40	47.2	37	43.1	4.2	0.91
Mat & Eq.	0	0.0	1	1.4	4	4.2	15	18.1	65	76.4	4.7	0.62

Source: Primary data (2021)

The results indicated that out of 85 respondents, the financial resources had the following findings: 58.3% confirmed very great extent (VGE), 38.9% confirmed great extent (GE), and finally only 2.8 % confirmed little extent (LE). According to the findings, the average (mean) was 4.5.

The results indicated that out of 85 respondents, the human resources had the following findings: 47.2% confirmed great extent (GE), 43.1% confirmed very great extent (VGE), 8.3% confirmed little extent (LE), and finally only 1.4% disagreed with the statement. According to the findings, the average (mean) was 4.2.

The results indicated that out of 85 respondents, material and equipment resources had the following findings: 76.4% confirmed very great extent (VGE), 18.1% confirmed great extent (GE), 4.2% confirmed moderate extent (ME), and finally only 1.4%confirmed little extent (LE). According to the findings, the average (mean) was 4.7.

Effect of project plan clarity on project performance

Project plan	NE (1)		LE (2)		ME (3)		GE (4)		VGE (5)		Mean	SD
	f(x)	%	*f(x)*	%	*f(x)*	%	*f(x)*	%	*f(x)*	%		
Project scope	5	5.8	0	0.0	1	1.4	60	71.1	19	21.7	4.0	1.09
WBS	0	0.0	1	1.4	0	0.0	26	30.4	58	68.1	4.7	0.55
Required quality	0	0.0	0	0.0	2	2.9	46	53.6	37	43.5	4.4	0.54

Source: Primary data (2021)

The results indicated that out of 85 respondents, the project scope had the following findings: 71.1% confirmed great extent (GE), 21.7% confirmed very great extent (VGE), 1.4% confirmed moderate extent (ME), and finally only 5.8% disagreed with the statement. According to the findings, the average (mean) was 4.0.

The results indicated that out of 85 respondents, the work breakdown structure (WBS) had the following findings: 68.1% confirmed very great extent (VGE), 30.4% confirmed great extent (GE), and finally only 1.4% confirmed little extent (LE). According to the findings, the average (mean) was 4.7.

The results indicated that out of 85 respondents, required quality had the following findings: 53.6% confirmed great extent (GE), 43.5% confirmed very great extent (VGE), and finally only 2.9% confirmed moderate extent (ME). According to the findings, the average (mean) was 4.4.

The Influence of stakeholders' participation on project performance

Stakeholders' participation	NE (1)		LE (2)		ME (3)		GE (4)		VGE (5)		Mean	SD
	f(x)	%	*f(x)*	%	*f(x)*	%	*f(x)*	%	*f(x)*	%		
Planning	0	0.0	3	3.7	0	0.0	18	21.0	64	75.3	4.7	0.65
Implementation	0	0.0	6	7.4	20	23.5	34	39.5	25	29.6	3.9	0.90
Execution	1	1.2	0	0.0	0	0.0	24	28.4	60	70.4	4.7	0.60

Source: Primary data (2021)

The results indicated that out of 85 respondents, the participation in planning had the following findings: 75.3% confirmed very great extent (VGE), 21.0% confirmed great extent (GE), and finally only 3.7% confirmed little extent (LE). According to the findings, the average (mean) was 4.7.

The information from table 4.12 indicated that out of 85 respondents, the participation in implementation had the following findings: 39.5% confirmed great extent (GE), 29.6% confirmed very great extent (VGE), 23.5% confirmed moderate extent (ME), and finally only 7.4% confirmed little extent (LE). According to the findings, the average (mean) was 3.9.

The results indicated that out of 85 respondents, participation in execution had the following findings: 70.4% confirmed very great extent (VGE), 28.4% confirmed great extent (GE), and finally only 1.2% disagreed with the statement. According to the findings, the average (mean) was 4.7.

The performance of empowerment projects for PWDs

Statements	Frequency	Percentage
Helping beneficiaries to create income generating activities	84	98.8
Helping beneficiaries to create their own jobs	74	87.1
Helping beneficiaries to access health and education services	82	96.5

Source: Primary data (2021)

The results revealed that, 98.8% of all respondents agreed that empowerment projects for persons with disabilities are helping the beneficiaries to create income generating activities, 87.1% of all respondents confirmed that empowerment projects for persons with disabilities are helping their beneficiaries to create their own jobs, and lastly 96.5% of all respondents

confirmed that empowerment projects are helping their beneficiaries to access health and education services.

Correlation analysis

		Project performance	Resources availability	Clear project plan	Stakeholders' involvement
Project performance	Pearson correlation	1			
	Sign. (2-tailed)				
	N	85			
Resources availability	Pearson correlation	.726**	1		
	Sign. (2-tailed)	.000			
	N	85	85		
Clear project plan	Pearson correlation	.616**	.431**	1	
	Sign. (2-tailed)	.001	.002		
	N	85	85	85	
Stakeholders' involvement	Pearson correlation	.714**	.238**	.327**	1
	Sign. (2-tailed)	.005	.005	.000	
	N	85	85	85	85

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

Source: Primary data (2021)

Based on results, all the independent variables had a positive correlation or relationship with the dependent variables with resources availability having the highest correlation of ($r=0.726$, $p<0.01$) followed by stakeholders' involvement with a correlation of ($r=0.714$, $p<0.01$), and finally clear project plan had the least correlation of ($r=0.616$, $p<0.05$). This implies that all the variables are statistically significant at the 99% confidence interval level 2-tailed.

Regression analysis

Table: Model summary[b]

Model	R	R square	Adjusted R square	Std. Error of the estimate
1	.844[a]	.712	.701	.50768

a. Predictors: (Constant), Resources availability, clear project plan, and stakeholders' participation

b. Dependent variables: Performance of empowerment projects for persons with disabilities

Source: Primary data (2021)

The results indicated that the R-value is 0.844, which is indicative of a positive direction of the regression results. Basically, R is the range between the observed and predicted values that characterize the dependent variable and they range from -1 to +1 (Wong and Hiew, 2005). The coefficient of determination R^2 value was .712. This clearly indicates that 71.2% of the variance in dependent variable (Performance of the empowerment projects for persons with disabilities was explained and predictable by independent variables (Resources availability, clear project plan, and stakeholders' participation)

Table: ANOVA[b]

Model		Sum of squares	Df	Mean square	F	Sig.
1	Regression	30.727	3	10.242	15.545	.000[a]
	Residual	90.925	138	.659		
	Total	121.653	141			

a. Predictors: (Constant), Resources availability, clear project plan, and stakeholders' participation

b. Dependent variables: Performance of empowerment projects for persons with disabilities

Source: Primary data (2021)

The result for the F-statistics (F=15.545) was significant at 0.000 level, which consequently confirms the fitness of the model and hence, there is statistically significant influence of resources availability, clear project plan, and stakeholders' participation on the performance of the empowerment projects for persons with disabilities.

Table: Regression coefficients

Model		Unstandardized coefficients		Standardized coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	.930	.223		4.180	.000
	Resources availability	.433	.053	.409	8.142	.000
	Clear project plan	.204	.058	.176	3.532	.001
	Stakeholders' involvement	.151	.053	.129	2.829	.005

Source: Primary data (2021)

The results show the produced t-value of constant (t=4.180) as significant at .000 per cent level, which again confirms the fitness of the model. This means that there is statistically significant influence of resources availability, clear project plan, and stakeholders' involvement on the performance of empowerment projects for persons with disabilities.

Based on the Beta or regression coefficients, and the fact that all their p-values are below 0.05, all the variables, resources availability, clear project plan, and stakeholders' involvement have a positive significant influence on the performance of empowerment projects for persons with disabilities.

$$Y = \beta 1(.409) + \beta 2(.176) + \beta 3(.129) + e$$

Thus,

Table: Summary of hypotheses testing results

Hypotheses	Regression values	Conclusion
H_{01}: Resources availability does not have significant influence on the performance of empowerment projects for persons with disabilities in NYARUGENGE District	β =0.409, p<0.01	Rejected
H_{02}: Clear project plan does not have significant influence on the performance of empowerment projects for persons with disabilities in NYARUGENGE District	β =0.176, p<0.01	Rejected
H_{03}: Stakeholders'	β =0.129, p<0.01	Rejected

involvement does not have significant influence on the performance of empowerment projects for persons with disabilities in NYARUGENGE District	

Source: Primary data (2021)

SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

Influence of resources availability on the performance of empowerment projects for PWDs in NYARUGENGE District of Rwanda.

The first hypothesis stated that resources availability does not have significant influence on the empowerment projects for persons with disabilities in NYARUGENGE District. On this resource availability had a correlation of (=0.726, p<0.01) and regression results (β=. 409, t=8.142, p<0.001). This is an indication that resources availability had statistically significant influence on the performance of empowerment projects for persons with disabilities in NYARUGENGE District.

Influence of clear project plan on the performance of the empowerment projects for PWDs in NYARUGENGE District of Rwanda.

The second hypothesis stated that clear project plan does not have significant influence on the empowerment projects for persons with disabilities in NYARUGENGE District. On this resource availability had a correlation of (=0.616, p<0.01) and regression results (β=. 176, t=3.532, p<0.001). This is an indication that clear project plan had statistically significant influence on the performance of empowerment projects for persons with disabilities in NYARUGENGE District.

Influence of stakeholders' participation on the performance of the empowerment projects for PWDs in NYARUGENGE District of Rwanda.

The third hypothesis stated that stakeholders' participation does not have significant influence on the empowerment projects for persons with disabilities in NYARUGENGE District. On this resource availability had a correlation of (=0.714, p<0.01) and regression results (β=. 129, t=2.829, p<0.001). This is an indication that stakeholders' participation had statistically significant influence on the performance of empowerment projects for persons with disabilities in NYARUGENGE District.

Conclusions

As the findings showed that resources availability has positive and strong correlation to the performance of the empowerment projects for persons with disabilities in NYARUGENGE District of Rwanda with the correlation coefficient of 0.726; Hence, the researcher concluded that there is statistically positive significant relationship between resources availability and the performance of the empowerment projects for persons with disabilities in NYARUGENGE District of Rwanda.

Additionally, the researcher concluded that there is a significant and positive relationship between clear project plan and the performance of the empowerment projects for persons with disabilities in NYARUGENGE District of Rwanda. By considering the level of significance, which is 0.01, the researcher concluded that clear project plan has a significant effect on the performance of the empowerment projects for persons with disabilities in NYARUGENGE District of Rwanda because their p-value (0.001) is statistically significant at 1% level of significance and the correlation coefficient of 0.616. Hence a high correlation between clear project plan and the performance of the empowerment projects for persons with disabilities in NYARUGENGE District of Rwanda.

And finally, the researcher concluded that there is a significant relationship between stakeholders' participation and the performance of the empowerment projects for persons with disabilities in NYARUGENGE District of Rwanda as the correlation was at the rate of 0.714 meaning that stakeholders' participation influenced the performance of the empowerment projects for persons with disabilities in NYARUGENGE District of Rwanda. The p-value (0.005) between the stakeholders' participation and the performance of the empowerment projects for persons with disabilities in NYARUGENGE District of Rwanda which statistically significant at 1% level of significance.

Recommendations

The researcher recommends the project funders, organization managers, and the project managers to increase and distribute enough project resources to guarantee the performance of their projects.

Furthermore, the researcher recommends the project managers and project team leaders to establish the breakdown structures and ensuring that the scope of the project is clear to everyone to ensure the performance of their projects.

Lastly, the researcher recommends the project owners to engage all stakeholders in planning, implementation, and execution phases of their projects to make sure that the stakeholders' expectations are met to guarantee the performance of their projects.

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