

THE INFLUENCE OF POLITICAL CAREER DEMANDS ON FAMILY WELL BEING
IN KIRINYAGA COUNTY

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A THESIS SUBMITTED TO OFFICE OF THE GRADUATE SCHOOL IN PARTIAL
FULFILMENT OF THE REQUIREMENTS FOR THE AWARD OF THE DEGREE OF
MASTER OF ARTS IN MARRIAGE AND FAMILY THERAPY OF PAN AFRICA
CHRISTIAN UNIVERSITY

November, 2017

DECLARATION

This thesis is my original work and has not been presented for a degree or any other award in any other University.

Peter Ndambiri

MFT/0518/15

Signature..... Date

Declaration by supervisor

This thesis has been submitted for examination with our/my approval as Supervisor.

Dr. Kithinji Cavens

Signature..... Date

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DEDICATION

I dedicate this work to my dear wife Catherine who pushed me hard to study this course for the purposes of balancing between family and political leadership

ACKNOWLEDGEMENT

I acknowledge the input from my wife who has continually encouraged me during the study. Special thanks go to my son Victor and my nephew Fred who worked to ensure that my work was completed in time as my research assistants. To all my classmates at PAC University, Thank you for the cooperation throughout the study period and your contribution in shaping the journey of this process. I wish to thank my lecturers who were very patient and encouraging even when I felt like giving up due to a very busy schedule that affected my school work. Special thanks to my supervisor Dr. Kithinji for guiding me through this thesis process and all my examiners for your critical input into this work. God bless you all.

ABSTRACT

This study investigated the influence of political career demand on family wellbeing. The variables considered for the study included; Job demand, role strain, and workplace relations in a political leader life (as a career) as independent variables and family wellbeing as dependent. The study used exploratory research design to explore the interplay of these variables in the region. The study adapted various measures of the variables from studies done on these variables and formulated others to contextualize the study. The target population of the study was 144 which constituted of retired councilors, Members of County Assembly, retired and current members of parliament together with their spouses in Kirinyaga County. A sample of 80 was selected. The study applied stratified sampling technique since the population was heterogeneous according to gender, and type of politician and simple random sampling to pick individual respondents. The study used primary data which was collected using likert scale questionnaire and an interview schedule. The data was analyzed using SPSS version 21 and presented in charts, tables, frequencies. Correlation analysis was also conducted to measure the strength and direction of the relationship. The study also found out that public demands from the community, neighbors and friends caused pressure and strain in their task performance but their influence on family wellbeing was not significant. The study established that there existed conflict of interest on work tasks in the political leaders' working schedule thus making working demanding. As a result, a conflict between their work schedules and family time occur. The study also determined that workplace relations had both positive perspectives and negative impacts. On the positive impact, political leader's mutual support in workplace relations helped reduce stress but only to a small extent. The workplace relations increased their productivity and were a source of career advancement helping them achieve their goal career. However, the political leaders acknowledged that sometimes workplace relations took up time that was meant for family members and sometimes causes conflict more so when these relations are misunderstood. Overall, it was established that job demand, role strain and workplace relations in political career significantly influenced family wellbeing. The study recommends that political leaders should be keen on work life balance. The political career should promote work-life which would help the political leaders to have time to spend with their families; hence improving the family wellbeing.

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ABBREVIATIONS AND ACRONYMS

MAMFT – Masters of Arts in Marriage and Family Therapy

DEFINITION OF KEY TERMS

Wellbeing; for this study wellbeing was taken to mean ‘happiness’ and covers both physical and psychological wellbeing as well as the quality of relationships between parents and the quality of parent-child relationships (adapted from McKeown, (2006),

Job demand; the study adapt Schaufeli and Bakker, (2004) definition of those physical, psychological, social, or organizational aspects of the job that require sustained physical and/or psychological effort associated with certain physiological and/or psychological costs.

Public demand; this study took public demands to mean the feeling of entitlement on persons in leadership by the community perceived as necessary based on associations of the person with the concern community.

Role strain; the study used the definition from the sociology education dictionary which defines it as a situation caused by higher than expected demands placed on an individual performing a specific role that leads to difficulty or stress.

Workplace relations; are associations involving mutual commitment, trust, and shared values or interests between people at work, in ways that go beyond mere acquaintanceship but that exclude romance (Berman, West, & Richter Jr, 2002).

CHAPTER ONE

INTRODUCTION AND BACKGROUND OF THE STUDY

Introduction

The chapter contains the background of the study, statement of the problem, objectives of the study, research questions, and significance of the study and limitations of the study.

Background of the study (Historical perspective)

The Book of Proverbs warns that ‘Where there is no vision, the people perish’ proverbs 29: 18 (New King James, 2000). Vision has to come from leaders. We often hear people complain that ‘scum rises to the top’, or ‘a fish rots from the head down’, when they are disgruntled about the organization they work for or pessimistic about its future. However, leadership has had a mixed press.

From history, authors like Carlyle, (1869), Redding, (2002) and others have argued that world historical figures or ‘Great Men’ emerge to change the course of history when they are needed. Such world historical individuals are the ‘chosen vessels of the Spirit’ but they may also ‘act from selfish or wicked motives’ (Plamenatz, 1963, vol. II: 205). Such thoughts have also been used to justify the actions of leaders who have perpetrated horrors required by their visions, such as Adolf Hitler and Joseph Stalin, whose projects transcended all the barriers, not just of decency but of simple humanity (Bullock, 1990). Although Hitler’s ‘Final Solution to the Jewish Question’ must stand alone in its sheer evilness, there have been many others. Stalin’s forced collectivization and industrialization of the Soviet Union in the late 1920s and early 1930s served both to bring about economic change and to reinforce his personal hold on power.

Classic writers on political leadership offer analyses of the related concepts of power, authority and influence. Modern examples demonstrate how the precepts of Niccolo Machiavelli,

Lao-Tzu, Max Weber and Robert Michels are applicable to recent political events and phenomena. They also offer pointers towards both deepening our understanding of the problems of leadership and proposing means to improve leaders' chances of success. Machiavelli's *The Prince* as cited in Coyle (1995), gives a guide to leadership qualities and their relevance in present day is quite extraordinary. He offers a view of the qualities required for political leadership which still rings true today because Machiavelli was concerned above all, with the fundamental issue of how a ruler first acquires a coalition of support sufficient to gain office, and then maintains it in order to sustain him in it. The nature of competition for political office has changed enormously since Machiavelli's time. Then, the prince needed to gain the support of rival controllers of armies and wealth, whereas now political leaders need above all to gain and retain the support of electorates and legislators. Nonetheless, for both Machiavelli's *Prince* and for a modern political leader the central condition for success is being able to build and thereafter maintain a coalition of support sufficient to maintain him or her in office. For Machiavelli this was an especially serious issue where the Prince had captured the state using a mercenary army and therefore lacks legitimacy: 'it is necessary for him to be sufficiently prudent that he may (Coyle, 1995).

The writings of Machiavelli, Weber and Michaels contain important pointers to the roles political leaders must play and the sources of their power, based on attempts to develop general lessons from studies of specific states or organizations and their leaders. The study was concerned with studies that have attempted to produce propositions of general salience about political leadership, rather than being confined to explaining the behavior of a particular individual, such as Hitler, Stalin or Churchill (Satterfield, 1998). The overarching theme of this discussion was the extent to which leaders' attributes and background influence their

performance in office and the extent to which their performance is the result of the institutional context of their careers and the circumstances in which they came to power (Hullung, 2014). The question of the extent to which leaders' ability to succeed is formed by their upbringing and careers or whether their success or failure was constrained by constitutions and contemporary events will arise again and again each and Wilson (2000) suggest two sets of influences: the political and organizational culture.

This study adapt the definition of family from Monica Mcgoldrick, (2004) who defines family as "two or more people who share goals and values, have long-term commitments to one another and reside usually in the same dwelling" for its inclusivity.

Bansal, Dixit, Shivram, Pandey, and Saroshe (2014) defined family wellbeing as being more than the sum of the personal health of individuals (including father) who form the family since it also takes into consideration-interaction in terms of health (physical and Psychological) relationships between the family and its social environment-at all stages of family life in its different structural types. Family should be distinguished as a unit of health and also as a unit for care which is seen as a part and component of community health (Monica Mcgoldrick, 2004).

Political career in Kenya has so many demands and responsibilities that affect families health. There are a number of demands that relate to work which can be looked at in the right of a political career; Job demands which includes autonomy of the job, timing and anxiety; role strain which includes role overload, role ambiguity and role conflict and Workplace relations which includes relation with fellow politicians, electorates, political guides, assistants and Political power (Shipp & Fried, 2014).

Kirinyaga County has had its share of politician's families that have not been seen to do well, measured against public expectations. Although there could be other factors that may lead to this, there is compelling indication that all is not well with the families of these leaders. This is due to the fact that they are seen as role models in all they do and in this, they have been seen lacking.

Statement of the problem

A socially healthy family is an important unit in the society because it provides love, support and a framework of values to each of its members. Family members teach each other, serve one another and share life's joys and sorrows. Moreover, Families provide a setting for personal growth (Monica Mcgoldrick, 2004). A strong family yields better lives for all the members.

Family wellbeing of political leaders in Kenya is an area of concern to many. There are a growing number of people seeking and/or have sought to be leaders because of its prestige and power and this engagement have had a cost on their family wellbeing. From experience as a politician, there are cases of family breakages in form of separations, divorce, bitterness, rivalry, and conflicts among political leaders. A number have ended in divorce and many more stay married for public image but these marriages are not functional. If political leaders are accorded such high privileges why should their families be in such great problems? Do the demands of their role as leaders' compromise building up of healthy families despite political leadership being a very lucrative job?

Well this could be the case, there is no empirical evidence of the influence of a political career demands on family wellbeing. This study sought to investigate these dynamics of a political career and their contribution to politicians' family wellbeing in Kirinyaga county.

Purpose of the study

The purpose of the study was to investigate the influence of political career's job demands, role strain and workplace relations on political leaders' family wellbeing in Kirinyaga County.

Specific objectives

This study was guided by four specific objectives that are listed below;

1. To establish the family wellbeing of political leaders in Kirinyaga County.
2. To investigate the influence of job demand in political career on family wellbeing among political leaders in Kirinyaga County
3. To find out the extent to which role strain in political career influences family wellbeing among political leaders in Kirinyaga County.
4. To determine the influence of workplace relations in political career on family wellbeing among political leaders in Kirinyaga County.

Research Questions

1. What is the state of family wellbeing of political leaders in Kirinyaga County?
2. What is the influence of Job demand in political career on family wellbeing among political leaders in Kirinyaga County?
3. To what extent does role strain in political career influences family wellbeing among political leaders in Kirinyaga County?
4. To what extent do workplace relations of political leaders influence family wellbeing among political leaders in Kirinyaga County?

Assumptions of the study

The study made a number of assumptions that were necessary in answering the questions of the study. First, the study assumes that political leaders hold the wellbeing of their family in high regard. Two, that the respondents were willing to open up to issues that the study considers important to achieve its objectives. Three, that there was be general willingness by the respondents to take part in the study and finally, that they answered questions truthfully.

Justification of the study

This study was informed by the need to put to light aspects of political leaders that are perceived to influence their family wellbeing. Besides the presence of a lot of speculations on

why a big percentage of families of political leaders do not do well, there is no empirical data to show the reason why. This study sought to confirm or eliminate those considered here.

There is a general desire to have families that are well grounded socially and spiritually and the families of leaders are looked at as part of what makes the community. Thus the perceived dysfunctional states of these families need to be investigated.

Significance of the Study

The study would be important to the governments, political parties, individual politicians, families, society and academicians. The government would be in a position to suggest appropriate policies to govern the time management, appointment of guides and assistants to the politicians. It would also come up with appropriate policies on how politician use their finances.

The politicians would be guided by this research on how to relate with all stakeholder and how to manage their time for the betterment of their families. The nation would also gain greatly because when families are healthy, the nation would also be health and every member of the society would benefit.

The academicians would also gain because the research would provide a bank of data for future researchers and information for professional practice in family therapy.

The Scope of the Study

The study was conducted in Kirinyaga County. This area was selected because of my awareness of unique cases of unhealthy relationships among political leaders' families here. There were many variables that could be investigated but the study confined itself to those directed by the objectives of the study. This was guided by the need to give the study a good in-

depth investigation of the variables, thus the study delimited itself to job demand, Role strain and workplace relations and how these influence family wellbeing.

Limitation of the Study

The study was limited by the availability of the required number of politicians since the country was headed for the general elections. Because of the family issues some of the targeted spouses did not respond to questions asked. Personal follow ups were done to have them fill these spaces. The researcher also followed them up to the areas they are doing campaigns, their homes and recreation areas such social clubs to have as many as possible take part in the study. To be sure that the intended respondents answer the questions, the researcher used self-administered questionnaire where they were required to answer the questions in the presence of the researcher.

Summary of the chapter

The chapter has analyzed the problem of the study, set out objective to be achieved through the study and set limits of the study. It has also discussed the importance of this study to various stakeholders besides showing the possible benefits of the study.

CHAPTER TWO

LITERATURE REVIEW

Introduction

This chapter gives the theoretical and empirical literature on leadership and family. An overview of the literature is given at the end of the chapter. It also gives arguments on the theoretical framework of the study and the conceptual framework is put at the end of the chapter to show the relationship between independent and dependent variables.

Family wellbeing

The important of work to family is very clear as it is a means by which an individual support his/her family members. It is also clear that family is a vital unit in social organization and social control as well as an important institution in the process of socialization (Omolayo, Falegan, & Ajila, 2013). According to Wollny, Apps and Henricson (2010) family wellbeing is a concept that is multidimensional, dynamic and highly complex. It is seen to involve child wellbeing, parent wellbeing, and intra-familial processes and relationships (McKeown, Pratschke, & Haase, 2003).

The concept of wellbeing is even broader. McKeown (2006), argues that ‘Wellbeing’ has been used as a synonym for ‘happiness’ and covers both physical and psychological wellbeing as well as the quality of relationships between parents and the quality of parent-child relationships. To him, research has identified four broad sets of influences on the wellbeing of parents and children: first, family type as indicated by whether one lives in a one- or two-parent household and whether the parents are married, cohabiting, single or separated; second, family processes, notably the way in which conflicts are addressed, the inter-generational history of family

relationships, attitudes to parenting and family roles, etc. third, individual characteristics notably personality traits such as positive and negative emotionality as well as psychological independence and interdependence; and fourth, family circumstances such as life events, education, social class, hours worked, etc. This argument shows the fundamental influence of the family into shaping those that belong to it. The results of these dynamics are carried on in life and are reflected in the character of the family members.

This study sought to inform the second, third and the fourth influences in as far as they are seen to be influenced by political career of the politicians to their children wellbeing, parent wellbeing, and intra-familial processes and relationships. A child wellbeing is seen as the “...health and safety, their material security, their education and socialisation, and their sense of being loved, valued, and included in the families and societies into which they are born” (UNICEF, 2007, p.4). Looking at this definition, what would we say about a politician career and their role in creating that environment for their children? Arguments have been presented suggesting that children’s wellbeing is tied to wellbeing of their parents. The ability of both parents to effectively parent is central to a child development (Bacon, Brophy & Roberts, 2009). This means that psychological, physical and social wellbeing of a parent would naturally influence the wellbeing of a child.

Family’s physical wellbeing of parents has been measured using the Symptom Check List (SCL) (Derogatis & Unger, 2010) which has been adopted from a shortened list used by McKeown, (2006) to include selected items for somatization, anxiety, hostility and ‘general’ subscales comprising ‘poor appetite’, ‘overeating’, ‘trouble falling asleep and others. Any manifestations of these symptoms are seen as a reflection of a person whose physical wellbeing is in doubt. Psychological wellbeing has been measured using the Ryff’s Scales of Psychological

Wellbeing as conceptualized by Tricia, (2005). This scale comprises of six sub-scales of psychological wellbeing measuring dimensions of autonomy, environmental mastery, personal growth, positive relations with others, purpose in life and self-acceptance respectively.

On the other hand, family processes and relationships shapes the wellbeing of both children and parents. For example the way families communicate with one another and to the outsiders is essential to family wellbeing (Galvin, Bylund, and Brommel (2012). Other aspects that yield happiness, stability, equity, self-confidence and closeness are building blocks to family wellbeing while poor role modelling, conflict between the parents and conflict between parents and their children acts to destroy family health (Mooney, Oliver, & Smith, (2009).

Job demand and family well being

According to Schaufeli and Bakker (2004) job demands as those physical, psychological, social, or organizational aspects of the job that require sustained physical and/or psychological effort associated with certain physiological and/or psychological costs. The requirements that come with a job are issues of concern in any kind of work.

Political careers come with enough demands in the offices elected to and also to those represented by these leaders. According to EFIRWC (European Foundation for the Improvement of Living and Working Conditions (2007), Job demands can be categorized into *quantitative demands* – the time spent doing the work and the number of tasks in a given time; *cognitive demands* – those that require brain processes primarily and involves information processing, mostly measured by the difficulty of the work; *emotional demands* - empathy required or even to the inability to show one's emotions at work; or *physical demands* - that are associated with the musculoskeletal system, physical energy required to do the work.

In this report, it was argued that when workers perceive an imbalance between demands placed on them and environmental or personal resources, a number of reactions are possible including; *physiological responses* such as increase in heart rate, blood pressure and hyperventilation; *emotional responses* such as feeling nervous or irritated; *cognitive responses* such as reduced attention and perception, forgetfulness; *behavioural reactions* such as aggressive, impulsive behaviour or making mistakes. These then are seen as the effects of job demands in any setting. If these are manifested in a political leaders job, then we would judge the level of demand that job is requiring of them.

The above reactions touch on an individual's wellbeing which on the other hand would influence his/her behaviour. Work–family relations, or the extent to which individuals' participation in one life domain (e.g., work, family, relationship with others) is made easier by the skills, experiences, and opportunities gained by their participating in work is being increasingly discussed in relation to work–family fit. The questions on how the nature of work can promote work– family fit” or “is balancing work and family equally important to women and men in political career are forming major areas of study in the fields of counseling and psychology.

In clear relationship between job demand and job resource, resource has been described in literature as those elements of physical, psychological, social in nature that reduce job demands, are functional in achieving work goals and stimulate personal growth, learning and development (Hobfoll, 2002). Of important to this study is the social support that is offered by a family. The health of a family would be seen to be important to the continued support in personal growth of a political leader.

A study by Omolayo *et al.* (2013) shown that job demand and employment status had little influence on marital conflict until one domain affects the other or there is a spill-over; where on brings work home or the effects of work affects the functioning of family. However, a study by Boyer, Maertz, Carl, Pearson and Keough (2003) indicated that work demand have significant effect on family.

Public demand and family wellbeing

In a political career the interface, it is not only on job demand and family but also community demands are brought into the picture and are even more pressing. Understanding how work demands and community demands combine to influence work-to-family conflict would reduce work-to-family conflict and increase work-to-family facilitation (Voydanoff, 2004).

Voydanoff (2004) argued that community demands differ from work demands in that they originate outside of the work and family domains and that the extent to which they influence work-to-family conflict and facilitation depends on the permeability and flexibility of the boundaries among the three domains. Although in his study he didn't expect that the community demands would be strongly related to work-to-family conflict, political career is different in that these community demands are as much part of the job demand. The community demands and resources included in that study drew from three aspects of community: the community as a whole, the neighbourhood as a local geographic community, and friends who serve as a major source of primary group interaction outside the family as negative perceptions (Voydanoff, 2004).

As much as these are true in any job, they are perceived in a different way in this study. Here they are seen as serving ones electorates but one could need to put a raider that these

demand may not be discernable, sensible, and predictable. Thus such perceptions and lack of grounding may operate as a stressor that influences work-to-family conflict. The high levels of personal and emotional demands from friends also may reduce the ability of political leaders to deal with the demands presented by their work, thereby increasing the likelihood of work-to-family conflict.

Role strain and Family Wellbeing

According to sociology education dictionary, role strain is a situation caused by higher than expected demands placed on an individual performing a specific role that leads to difficulty or stress. This leads to a situation in which an individual may cause pain to those in relation with him. A politician has a role as career person and as a family man. A role represents a set of expected behaviors and obligations placed on a person based on their work and/or other responsibilities depending on where they are in the world. This therefore means that one would have multiple roles.

Most studies available have associated role strain to employee burnout, stress, lack of creativity, job satisfaction and resignations from work. This study seeks to attribute the effects of role strain to family wellbeing, since the individuals experiencing burnout, stress and other effects of role strain comes from social set ups where family is a critical institution. When roles become stressor they affect the social units in which the individuals concern is; family is key here. Role stressors are defined as the pressure that are experienced by an workers due to job-specific factors that place demands and constraints on the individuals (Iis, 2011). When individuals are not able to perform these roles, they experience stress, become dissatisfied, and perform less effectively at work and any other social institution, more so family (Lee & Schular, 1980). Besides, goals and roles from both career and family may have ambiguous performance

criteria which can be perceived threatening by employees resulting to strain (Posig & Kickul, 2003).

Citing a number of researchers, Iis, (2011) argues that role stressors are made up of three separate but related constructs: *role overload* -- when role expectations are greater than the individual's abilities and motivation to perform them; *role ambiguity* -- when individuals do not have clear authority or knowledge about how to perform the assigned/expected roles; and *role conflict* -- referring to incompatibility of expectations and demands associated with the role.

Role overload results into Employees feeling overwhelming to fulfil their obligations at work because of a number of factors such as time available, their abilities, and resources given for the work and so on. If time is the main factor, individual take initiatives such as taking work home, staying at work after hours, working on their days off, attending work-related functions on their personal time, thus they struggle to find the time to be with family (Bolino & Turnley, 2005). Studies have associated psychological stress and strain to role overload which results into dissatisfaction at work, intention to leave, burnout, physical health problems and in effect to family wellbeing (Hallberg & Schaufeli, 2006).

According to Palomino & Frezatti (2016), role ambiguity results from lack of information with regards to work evaluation, about opportunities to progress, breadth of responsibility, and superiors' expectations regarding the role of an individual in a hierarchical position. High role ambiguity affects an individual's ability to understand what he/she is supposed to do thus reducing his/her confidence in their ability to perform effectively. Clearly, role ambiguity negatively affects an employee's performance (Tang & Chang, 2010).

According to Fisher (as cited by Palomino & Frezatti, 2016), role ambiguity is born when a worker does not have useful information that allows him/her to effectively perform his/her duties. He argues that this information should provide evidence of: (i) relevant expectations of the scope of a role; (ii) crucial activities for effectively fulfilling a position's duties, as well as the steps or the best way to achieve this; (iii) the consequences of carrying out and of not carrying out the duties; (iv) behaviour that is compensated or punished, the nature of compensation and punishments, behaviour that is satisfactory or unsatisfactory in performing the role; and finally, (v) opportunities for advancement. In reference to a political leader's career, the all this information is dependent on varying opinions of the electorates who are still the judges of what and how to reward and/or punishment. The opportunity for advancement is never clear and one takes a cycle at a time. This could be perceived as a source of intense pressure to endear the electorates which could compromise the family wellbeing. This study sought to find out if these variables have any influence on the family of the political leader.

Work and non-work role conflict is also referred to as "work-life conflict" and an employees who experience high levels of conflict between work and non-work roles and/or responsibilities tend to have stress (Huang, 2010). Role conflict is expressed in choices of a leader's job and their outcomes and requirements which means choosing one makes the other difficult to be done. It's a competition of roles for resources in terms of time and materials of the other more difficult (Iis, 2011).

Role conflict can also be perceived due to how a political leaders views would be evaluated. Montgomery (as cited in Palomino & Frezatti, 2016) argues that situations that create role conflict occur when an executive (political leaders) faces varying views from those that are evaluating his/her performance.

Rizzo, House, & Lirtzman, (1970) measures of these variables have been used overtime to evaluate the presence of the variables in a job. This study seeks to apply them in the context of a political leader's career to establish the relationship of this role strain to family wellbeing.

The relationship between role strain and family health was alluded to in a study by Ertel, Koenen, and Berkman, (2008) who found that job strain is related to depressive symptoms and this relationship is modified by social support at work (and at home). They argued that Job strain is a particularly important predictor of increased depressive symptoms for those with children (home responsibilities), especially if they also have low social support at work. This study points to the fact that, family responsibilities are particularly important elements in understanding how occupational strains predict mental health status among employees. One of the recommendations of Ertel et al., (2008) was that research should incorporate demands from home and family into models of work stress. This study suggest to look at the inverse of this and assess how work situation influence family health particularly of career politicians.

Workplace relations and family wellbeing

Harter, Schmidt, and Keyes, (2003) opined that the wellbeing of employees is in the best interest of communities and organizations. They argued that workplace is a significant part of an individual's life that affects his or her life and the wellbeing of the community. This in effect suggests that the workplace relations influence families. Ackers, (2002) argued that family and community have moved to the heart of public debate and symptoms of wider social breakdown, notably crime, have been widely associated with failing families and communities. Frone, (as cited in Mesmer-Magnus, Murase, DeChurch, & Jiménez, 2010) argued that work –family conflict has negative implications for families in that they contribute to family and marital dissatisfaction and withdrawal.

There are notable studies on how work relations influence work-family conflict, mostly on how they influence workplace circumstance. A few however, look at how the dynamics of workplace relations influence families. Mesmer-Magnus and Viswesvaran (2009) concluded that co-workers have a unique opportunity to provide instrumental support to one another which may help to alleviate the stress associated with conflicting work and family demands. Thus among other things, co-workers can increase family wellbeing.

The views of Berman, West, and Richter Jr, (2002) helps us understand workplace friendships better and the potential of them being misunderstood. They described workplace friendship as involve mutual commitment, trust, and shared values or interests between people at work, in ways that go beyond mere acquaintanceship but that exclude romance. In general an employee relationship includes all associations that one has with other employees and the authority at workplace which could be good or bad. Berman et al., (2002) argue that workplace friendship involves more than people merely acting in friendly ways or being mutual acquaintances; there must be trust, liking, and shared interests or values too. They argue that these friendships are not limited only to certain spheres of work or work-related leisure but the persons involved are able to articulate what they like about another person or what they enjoy doing together. This suggests a deeper relationship that could be perceived to undermine family wellbeing.

These relations are perceived to have an effect on family wellbeing based on either their positivity or negativity. Berman et al., (2002) argue that positive workplace friendship reduce workplace stress, increase communication, help employees and managers accomplish their tasks, and assist in the process of accepting organizational change. Warren and Johnson, (1995) argued that workplaces can play an important role in assisting employees with the coordination of

employment and family role. Workplace friendship increases support and information that helps individuals do their jobs, in turn, reducing individual stress that is otherwise transferred to the family.

This study formulates a measurement designed following Berman et al. measures of rewards and risk where the risk factors involved perceptions on family wellbeing which was excluded in the measures to some extent. This helped in understanding the risk factors as those influencing the family wellbeing.

Theoretical Framework

The theoretical underpinning this study is seen from two complimentary theories in work-family conflict. All of these theories are seen to come from Role theory and have been formulated to fill the gaps seen in this theory.

Work/Family Border Theory

The Work-family border theory was advocated by Clark, (2000) who argued that the primary connection between work and family is not emotional but human. People have made these borders and they determine how to cross them since they are naturally border crossers. Clark argues that work/family balance is very challenging and complex and this theory is important in making a prediction when a conflict occurs. According to (Rantanen, Kinnunen, Mauno, & Tillemann, 2011), the outcome of interest in this theory is work-family balance, referring to the 'satisfaction and good functioning both at work and at home, with a minimum of role conflict.

According to Clark (2000), the central idea of the theory is that 'work' and 'family' constitute different domains but they constantly influence each other. The borderlines are

permeable and flexible. At work the permeations include, family pictures, phone calls from home, visitors from home, insight from home and so on while permeations from work at home includes work brought home, client photos and insight from work. These permeations could be expanded to workplace relations, community demands and others.

With flexible borderlines, players in these sphere need to be careful not to upset the balance which then would mean conflict. These would in return influence the wellbeing of family and work domains. This study seeks to investigate this balance and/or imbalance in as far as political career is concern.

Role Stress theory

The work/family border theory is complimented by role stress theory. According to Huang, 2010), role stress theory states that the experience of ambiguity of roles will result to an undesirable state among the people who are experiencing the ambiguity. He argues that the theory assumes that high demand (resulting from multiple roles) leads to stress.

This theory is based on classical role theory (Kahn, Wolfe, Quinn, Snoek, & Rosenthal, 1964). They defines a role as a cluster of social cues that guide and direct an individual's behaviour in a given setting (Solomon, Surprenant, Czepiel, & Gutman, 1985). The proponents of the theory posit that each role is learnt and the success of performance leads to role validation and the quality of the role enactment is based on the opinion of others who are also performing their roles. Huang (2010) citing a number of studies argue that the effects of multiple roles can be broadly categorized by those emphasizing positive and negative outcomes of role expansion. On this he says that those occupying multiple roles enhances engagement in both work and family

life and could lead to a positive effect of multiple roles on self-esteem and life satisfaction among multiple role occupants.

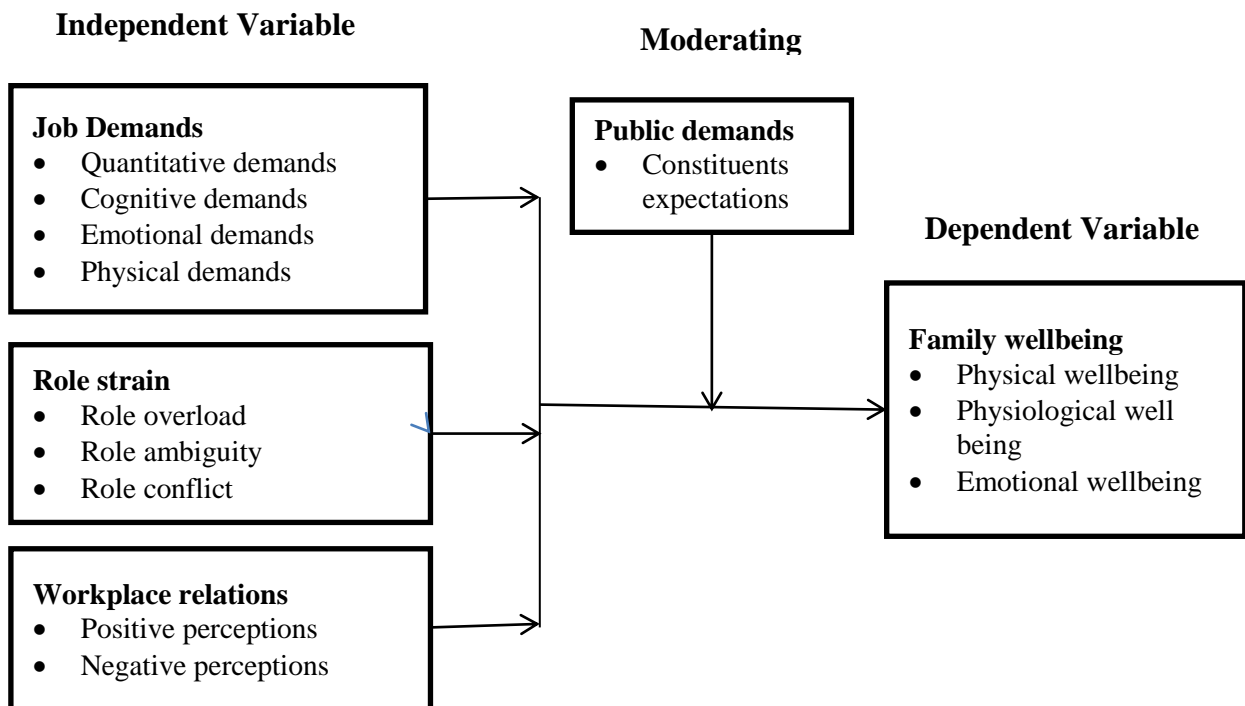
But the opposite could also be true, thus this study concentrates on the influence of political leaders' career demand, role strain and workplace relations on the family wellbeing. A key factor would be used to measure the success or failure of these leaders from a community point of view who considers successful family as a measure of general success.

Conceptual Framework

The study conceptualizes the variables under study as seen in figure 1 below. The independent variables of the study are Job demand, role strain and workplace relations. These are conceptualized to have an influence on the family wellbeing as the actor of these encounters various forms of the independent variable.

The family wellbeing as a dependent variable is seen as an aspect of well fitted children, parents that also functioning in the right frame of mind and socially acceptable behavior. Their interactions with other people are key in measuring this wellbeing also.

This relationship could be moderated by public demand that is seen as going beyond the promises given during the campaign period. These could be seen in form of personal favors that these leaders are confronted with.



Summary of Gaps Established.

There are several studies that have been conducted to show various relationships between work, community and family. Voydanoff (2004) brought the interplay between work demands and community demands and how they combine to influence work-to-family conflict to either reduce work-to-family conflict or increase work-to-family it. This was done but not in a political career perspective. In a political career the interface is not only on job demand and family, community demands are even more pressing. Would community demand aspect in a political career perspective modify this relationship in any way?

A study by Omolayo et al., (2013) indicated that job demand and employment status had little influence on marital conflict until one domain affects the other or there is a spill-over; where one brings work home or the effects of work affects the functioning of family influencing

marital. This study sought to find out if the entire sphere in the family are influenced by this interplay and not only marital satisfaction.

In organizational jobs, association of role overload and family conflict has been associated with psychological stress and dissatisfaction at work, intention to leave, burnout, physical health problems and in effect to family wellbeing as studied by Hallberg and Schaufeli, (2006). Would this be the case in a political leadership career?

High role ambiguity has been associated with the individual's ability to understand what he/she is supposed to do thus reducing his/her confidence in their ability to perform effectively thus negatively affecting an employee's performance at work (Tang & Chang, 2010). The question this study hoped to answer was if this was true for also at home and more so in political career dimension.

Role conflict is expressed in choices of a leader's job and their outcomes and requirements which means choosing one makes the other difficult to be done. It's a competition of roles for resources in terms of time and materials of one role over the other as argued by Iis, (2011). This study hopes to find out how this choice is expressed when the roles are between family and work especially political career.

Role conflict can also be perceived due to how a political leader views how he/she will be evaluated by the public. Montgomery (2011 as cited in Palomino & Frezatti, 2016) argues that situations that create role conflict occur when an executive (political leaders) faces varying views from those that are evaluating his/her performance. Could this perception tilt the balance of importance in viewing public demand over family wellbeing?

Mesmer-Magnus & Viswesvaran (2009) concluded that coworkers have a unique opportunity to provide instrumental support to one another which may help to alleviate the stress associated with conflicting work and family demands. To what extent would these coworkers positively or negatively influence family wellbeing.

Berman et al., (2002) suggested that workplace friendship involves more than people merely acting in friendly ways or being mutual acquaintances; there must be trust, liking, and shared interests or values too. They argue that these friendships not limited only to certain spheres of work or work-related leisure but the persons involved are able to articulate what they like about another person or what they enjoy doing together. Could this be perceived in a manner that it undermines family wellbeing?

Summary of the chapter

This chapter has reviewed literature on all the variables of the study. It has discussed the theoretical framework in which the study has been anchored and the why the variables have been conceptualized in the study. A summary of the gaps established in the literature have also been discussed here.

CHAPTER THREE

RESEARCH METHODOLOGY

Introduction

The chapter presents the research design, the population size, the sampling procedure the theoretical model, the type of data to be used and the data analysis.

Research Design

The study used both exploratory research designs. This is the researcher explored the influences of job characteristics, work schedule, roles, work relations and power relations of political leaders on family wellbeing because this phenomenon is not very well understood (Kothari, 2004). The study also described the influences of these relations using descriptive statistics and description of the phenomenon by those that are living it (Mackenzie & Knipe, 2006).

Target population

The population of the study constituted of retired councilors, Members of County Assembly (MCAs), retired and current members of parliament together with their spouses in Kirinyaga County. It also sought to include members of county assembly. The sampling frame is shown in Table 3.1 below.

Table 3.1 sample frame

Category	Retired	siting	Total No.
Councillors/Members of County Assembly	60	20	80
Members of parliament	12	4	16
Spouses for councillors /members of county Assembly	60	20	80
Spouses for members of parliament	12	4	16

Sampling and Sample Size

The study used stratified sampling to get a proportional number of respondents from each strata (as shown in Table 3.1 above) and then use sample random sampling to get the numbers per strata. According to Mugenda and Mugenda (2009), a sample size of 10-30 percent would be an adequate representation of a study population. The total number of the retired political leaders is 144; the study sampled 32 respondents which is 22.2%. The number of the sitting leaders is 48 and of these the study sampled 14 respondents which is 29.17 % of this population.

Stratified random sampling was used to ensures that all parts of the population were represented in the sample in order to increase the efficiency of the study (Kothari, 2009) The strata were the family of the sitting political leaders and the retired ones. Once this is determined, simple random sampling was used to pick the respondents. The sample size and percentages per strata are given in Table 3.2 below.

Table 3.2 The sample size

Category	Retired		Siting	
Councilors/members of county Assembly	60	12	20	4
Members of parliament	12	4	4	3
Spouses for councilors /members of county Assembly	60	12	20	4
Spouses for members of parliament	12	4	4	3
Totals	144	32	48	14
Sample size Percentage		22.2		29.17

Method of data collection and Data Collection Instruments

The primary research data for this study was collected using questionnaires. The questionnaires which were designed to address the research questions and objectives were administered to the members of parliament, members of county assembly, their spouses and children. Questionnaires had been observed by researchers to be the ideal instrument for data collection in survey studies (Kothari 2004). The questionnaire included a combination of both open and closed questions.

Interviews were also conducted through the use of an interview guide. The interview guide helped to probe the respondent deeper to get deeper information from 10 of the samples respondents. All the sitting members of parliament were interviewed then the rest were randomly picked from the remaining categories. Interviews gave a researcher the opportunity to elicit information and to observe the subject and the situation to which the subject is responding to (Mugenda & Mugenda, 2009).

Validity of Data Collection Instruments

Validity refers to the issue of whether or not an indicator (or set of indicators) that is devised to gauge a concept really measures that concept (Bryman & Bell, 2011). To ensure content validity, the questionnaires were reviewed by the supervisor to assess whether each measurement question in the questionnaire is essential, useful or necessary (Cooper & Schindler, 2011).

Reliability of Data Collection Instruments (Cronbach's Alpha Test)

Reliability refers to the consistency of the measure of the concept (Bryman, 2012). A measuring instrument is reliable if it provides consistent results (Kothari, 2009). Cronbach's alpha (α) generated from internal consistency technique was used to ensure that items have reasonably good internal consistency. Cronbach's alpha (α) is a coefficient (a number between 0 and 1) that is used to rate the internal consistency (homogeneity) or the correlation of items in a test (Sushil & Verma, 2010). The study considered reliability of 0.7 which is typically employed as the rule of the thumb to denote an acceptable level of internal reliability (Bryman, 2012).

Data analysis

Data was analyzed using both inferential and descriptive statistics and presented using charts, tables, frequency distribution, mean, median and standard deviation. Qualitative data was coded and themes classified to enable easy comparison and differing opinion of the respondents. One-way Analysis of Variance was used to show the relatedness of the variables in the objectives of the study. The inferential analysis was done using Statistical Package for the Social Sciences (SPSS) version 20.

Ethical Considerations

Consent was sought from relevant authorities to carry out the study. The study guaranteed confidentiality and anonymity of research participants. Participants were informed that their participation was entirely voluntary and that they reserve the right to withdraw their participation at any time. No names were required in the questionnaire. The researcher also obtained a research permit from the National Commission for Science, Technology and Innovation (NACOSTI). The questionnaire was physically administered by the researcher to the respondents.

Summary of the Chapter

This chapter detailed the way in which the study was carried and the tools that were used to collect and analyze data once the field exercise was finished. It was guide that was followed to ensure that the study kept the aspect of quality, valid and reliable data would be used to make inferences.

CHAPTER FOUR

RESULTS AND DISCUSSIONS

Introduction

This chapter entails the findings of the study based on the study objectives. The study sought to investigate the influence of political career's job demands, role strain and workplace relations on political leaders' family wellbeing in Kirinyaga County. The results are presented in this chapter.

Demographic Information

The section presents the background information of the respondents who took part in the study. This information was important in understanding and classifying the different responses according to the respondents' background or profile. The respondents' information captured includes: age of the respondents, gender, marital status, family size and number of terms served as a political leader. The study had 28 respondent responding to questionnaires and 14 respondents were interviewed. This make the questionnaire return rate to be 91.3%.

Age of the Political Leaders

The respondents (the political leaders) were asked to indicate their age. Their age was captured in structured age brackets. The findings are presented in Figure 4.1.

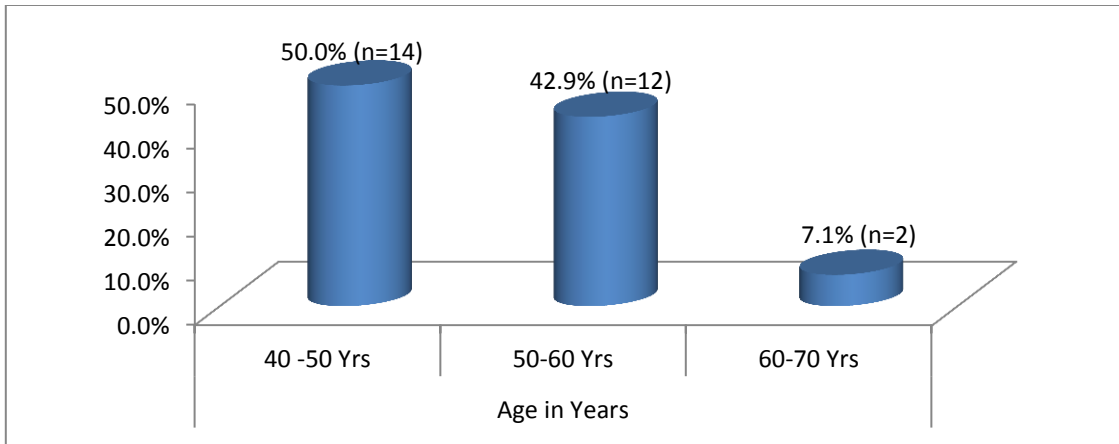


Figure 4.1: Age of the Political Leaders

These findings shows that most (50%) of the political leaders who took part in the study were between 40-50 years of age while 42.9% indicated that they were aged between 50-60 years of age. Majority of the respondents fell in these two age brackets which implies that majority of the political leaders (both retired and current) were aged between 40-60 years of age. Only 7.1% of the respondents were aged over 60 years. This is an indicator that the area doesn't have a big percentage of youthful leaders.

Gender of the Respondents

This section of the study sought to establish the gender of the political leaders who took part in the study. The results are presented in Figure 4.2.

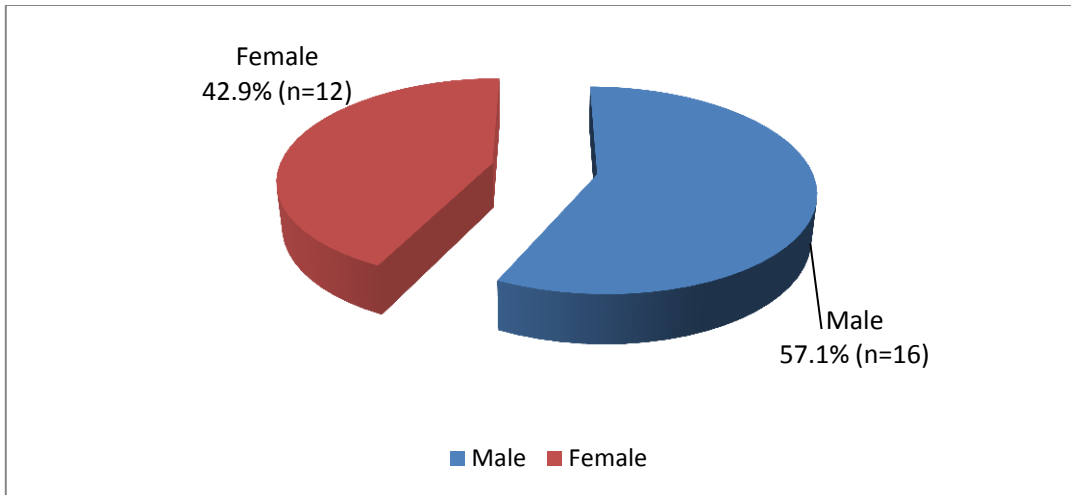


Figure 4.2: Gender of the Respondents

The study findings in Figure 4.2 shows that majority of the respondents (57.1%) were male while 42.9% were female. Being that the study was looking at the political leaders' family wellbeing; the study sought to get the views of both the male and female political leaders and therefore it was well balanced as it took the views of gender.

Marital Status of the Respondents

In this section, the respondents were asked to indicate their marital status. The findings are presented in Table 4.1.

Table 4.1: Marital Status

Marital Status	Frequency	Percent
Married	20	71.4
Single	4	14.3
Divorced	2	7.1
Widowed	2	7.1
Total	28	100.0

The study findings in Table 4.1 shows that majority of the political leaders who took part in the study were married as indicated by 71.4% of the respondents. On the other hand, 14.3% of the respondents indicated that they were single while 7.1% indicated that they were divorced and another 7.1% were widowed. Marital status was an important aspect in this study in informing the family wellbeing of the political leaders in Kirinyaga County.

Family Size

This section sought to determine the family size of the political leaders. Family size was informed by the number of children in the household. The results on the family size are presented in Table 4.2.

Table 4.2: Family Size

No. of children	Frequency	Percent
One	2	7.1
Two	4	14.3
Three	16	57.1
Four	6	21.4
Total	28	100.0

Majority of the political leaders (57.1%) indicated that they had three children while 21.4% indicated that they had four children. 14.3% of the respondents revealed that they had two children while 7.1% had only one child. From the findings it can be deduced that majority of the political leaders who took part in the study had small family size; with three children and below.

Number of Terms Served

The political leaders (retired and sitting members of parliament) were asked to indicate the number of term they had served in their respective political seats. The findings are presented in Table 4.3.

Table 4.3: Number of Terms Served

Term Served	Frequency	Percent
One Term	16	57.1
Two Terms	12	42.9
Total	28	100.0

The study findings in Table 4.3 show that 57.1% of the retired and sitting members of parliament who took part in the study had served in their respective seats for one term while 42.9% had served for two terms. The number of terms would explain the timeframe of the respondents' political career and how it influences their family wellbeing.

Family Well Being of Political Leaders in Kirinyaga County

In this section, the study sought to address the first objective of the study which sought to establish the wellbeing of the political leaders. The respondents were asked to rate the various aspects of family wellbeing under Physical wellbeing, Physiological wellbeing and Emotional wellbeing. A scale of 1 to 5 where 1 represent not at all, 2 little bit, 3 moderately, 4 quite a bit while 5 represent extremely.

Table 4.4: Family Well Being: Physical Wellbeing

PHWB	Mean	Std. Deviation
Poor appetite	1.21	0.426
Headaches	1.71	0.611
Overeating	1.21	0.579
Trouble falling asleep	1.29	0.469
Sleep that is restless or disturbed'	1.36	0.633
Heart pounding or racing	1.50	0.760
Soreness of your muscles	1.29	0.611
Pains in lower back	1.36	0.497
Pains in heart or chest	1.00	0.000
Loss of sexual interest or pleasure	1.50	0.650
<i>Composite Mean</i>	<i>1.34</i>	<i>0.5236</i>

On the physical wellbeing, the results in Table 4.4 show that the political leaders indicated that they did not all have poor appetite (mean score = 1.21), headaches (mean score = 1.71), overeating (mean score = 1.21), trouble falling asleep (mean score = 1.29), sleep that is restless or disturbed (mean score = 1.36). The respondents further indicated that they did not have soreness of your muscles at all with a mean score = 1.29, pains in lower back (mean score = 1.36) and pains in heart or chest (mean score = 1.00). The respondent further indicated that the loss of sexual interest or pleasure has a mean of 1.5. The composite mean for physical wellbeing was found to be 1.34. This means that all characteristics to measure the physical wellbeing of family

were found to present among the respondent life in small way. This means that physically the family members under study were healthy.

The result on *Physiological wellbeing*, are presented in Table 4.5 in the next page. The respondents indicated that they had confidence in their opinions quite a bit, even if they were contrary to the general consensus (mean score = 4.14). Even though some people wandered aimlessly through life, they felt quite a bit that they were not some of them (mean score = 4.14). The respondents also indicated that they think it is quite important to have new experiences that challenge how they think about themselves and the world (mean = 4.07); and that people would describe them as giving and willing to share their time with others quite a bit (mean score = 4.21). On the other hand, the respondents indicated that they had positive relations with others quite a bit as shown by a mean score of 4.29 and they extremely liked most aspects of their personality (mean score = 4.57). The composite mean for psychological wellbeing was found to be 4.22. Since the measures were in the positive, this shows that the families of political leaders were not adversely affected psychologically but there are some effects.

Table 4.5: Family Well Being: Physiological Well being

PSWB	Mean	Std. Deviation
I have confidence in my opinions, even if they are contrary to the general consensus.	4.14	0.864
In general, I feel I am in charge of the situation in which I live.	4.14	0.770
I think it is important to have new experiences that challenge how you think about yourself and the world.	4.07	0.917
People would describe me as a giving person, willing to share my time with others.	4.21	0.802
Positive relations with others	4.29	0.825
Some people wander aimlessly through life, but I am not one of them.	4.14	0.949
I like most aspects of my personality.	4.57	0.646
<i>Composite Mean</i>	<i>4.22</i>	<i>0.825</i>

Table 4.6 shows the results of *emotional wellbeing* of the political leaders. The respondents revealed that they did not at all feel being easily hurt (mean = 1.21), nor did they feel inferior to others (mean score = 1.29). The respondents indicated that they did not at all feel so restless that they couldn't sit still (men score = 1.14) nor did they feel worthless (mean score = 1.14). On the other hand, the respondents indicated that they felt a little bit that familiar things were strange or unreal (mean score = 1.71); they felt a little bit worrying about things (mean score = 1.93); and felt a little bit uneasy when people are watching or talking about them (men score = 2.00). Moreover, the respondents indicated that they felt a little bit that others did not understand them or were unsympathetic (mean = 2.00) and felt a little bit afraid to travel on buses, subways, or trains (mean score = 2.14). The composite mean for emotional wellbeing was

found to be 1.61. Because these measures were taken to the negative, this shows that political leaders do feel threatened emotionally.

Table 4.6: Family Well Being: Emotional Wellbeing

EWB	Mean	Std. Deviation
Feeling lonely	1.57	0.852
Worrying too much about things	1.93	0.829
Feeling fearful	1.57	0.756
Your feelings being easily hurt	1.21	0.426
Feeling others do not understand you or are unsympathetic	2.00	0.877
Feeling inferior to others	1.29	0.469
Feeling afraid to travel on buses, subways, or Trains	2.14	0.864
Feeling uneasy when people are watching or talking about you	2.00	0.784
Getting into frequent arguments	1.57	0.756
Feeling that familiar things are strange or unreal	1.71	0.914
Feeling so restless you couldn't sit still	1.14	0.363
Feelings of worthlessness	1.14	0.363
<i>Composite Mean</i>	<i>1.61</i>	<i>0.688</i>

The study also sought to find out in a general why who these parents (politicians and/or their spouses felt about their children behaviour. These measures were in the positive and the results are presented in Table 4.7 below.

Table 4.7: Children Behaviour

Children Behaviour	Mean	Std. Deviation
They communicate well with me and others	4.57	0.514
They are happy in most cases	4.71	0.469
They are consistent in what they do	4.43	0.756
They treat people with respect and as equals	4.62	0.506
They exhibit self confidence	4.31	0.480
If one of them is in trouble they all set out to help	4.31	0.855
They obey me every time I say something	4.54	0.660
They work hard to achieve their goals	4.23	0.599
They participate fully in social gathering	3.77	1.092
They have many peer friends who come to visit	4.00	0.913
<i>Composite Mean</i>	<i>4.35</i>	<i>0.684</i>

On the behavior of the children, the political leaders agreed quite a bit that their children had many peer friends who come to visit (mean = 4.00) and agreed quite a bit that their children worked hard to achieve their goals (mean score = 4.23) and exhibited self-confidence (mean score = 4.31). The political leaders further indicated that the children were consistent in what they did (mean score = 4.43) and the children obeyed them quite a bit every time they said something (mean = 4.54). On the other hand, the political leaders indicated that their children extremely treated people with respect and as equals (mean score =4.62), were extremely happy in most cases (mean score =4.71) and extremely communicated well with me and others (mean score = 4.57). The composite mean was found to be 4.5 which imply that to a great extent, these children do fit well in the society.

Role strain in Political Career and Family Wellbeing among Political Leaders

In this section, the study sought to investigate the third objective on the influence of role strain in political career on family wellbeing among political leaders in Kirinyaga County. The study examined aspects such as role overload, role ambiguity and role conflict. A scale of 1 to 5 where 1 represent not at all, 2 little bit, 3 moderately, 4 quite a bit while 5 represent extremely. The findings are presented below. The study sought to examine presence of role overload in political career. Table 4.8 below presents the findings.

Table 4.8: Role Strain: Role Overload

Role Overload	Mean	Std. Deviation
I have to do things that I do not really have the time and energy for.	1.79	0.699
There are too many demands on my time	3.43	1.453
I need more hours in the day to do all the things that are expected of me	3.36	1.550
I cannot ever seem to catch up	2.57	1.158
I do not ever seem to have any time for myself	2.57	1.089
There are times when I cannot meet everyone's expectations	3.29	1.326
Many times I have to cancel commitments.	3.00	1.038
I seem to have more commitments to overcome than other parents I know	2.93	0.997
I have to prepare priority lists to get all the things done. Otherwise I forget because I have so much to do	3.64	1.499
I feel I have to do things hastily and may be less careful to get everything done	2.64	1.216
<i>Composite Mean</i>	<i>2.92</i>	<i>1.203</i>

The study findings in Table 4.8 show that the political leaders agreed to a little extent that they had to do things that they did not really have the time and energy for (mean score = 1.79). The respondents also agreed a little bit that they cannot ever seem to catch up and they did not

ever seem to have any time for themselves as shown by a mean score of 2.57 respectively. On the other hand, the respondents agreed moderately that they seemed to have more commitments to overcome than other parents they knew (mean score =2.93); many times they had to cancel commitments (mean score = 3.00) and there were times when they could not meet everyone's expectations (mean score = 3.29). The respondents also moderately agreed that they need more hours in the day to do all the things that were expected of them (mean score = 3.36) and there were too many demands on their time (mean score =3.43). The respondents agreed quite a bit that they had to prepare priority lists to get all the things done, otherwise they forgot because they had so much to do (mean score = 3.64). The composite response mean for role overload was found to 2.92. This shows that there is role overload in the work environs of political leaders to a moderate extent.

Table 4.9: Role Strain: Role Ambiguity

Role Ambiguity	Mean	Std. Deviation
I feel certain about how much authority I have	2.86	1.460
I have clear, planned objectives for my job	4.46	0.967
I know that I have divided my time properly	4.23	0.927
I know what my responsibilities are	4.54	0.660
I know exactly what is expected of me	4.46	0.877
I receive clear explanations of what has to be done	4.38	0.961
<i>Composite Mean</i>	<i>4.16</i>	<i>0.975</i>

Under role ambiguity, the political leaders agreed moderately that they felt certain about how much authority they had (mean score = 2.86). However, the respondents agreed quite a bit

that they knew that they had divided their time properly (mean score = 4.23) and received clear explanations of what had to be done (mean score = 4.38). The respondents further agreed quite a bit that they had clear, planned objectives for their job (mean score = 4.46) and they knew exactly what was expected of them (mean score = 4.46). Moreover, the respondents extremely agreed that they knew what their responsibilities were as shown by a mean score of 4.54. The composite mean for role ambiguity was computed and found to be 4.16. This indicates that roles are clear and ambiguity is removed to a great extent.

Put together with the variable of role overload, the political leaders feel that though their roles are clear, there is certainly an overload of things that demand their attention.

Table 4.10: Role Strain: Role Conflict

Role Conflict	Mean	Std. Deviation
I have to do things that should be done differently	3.00	1.177
I receive an assignment without the manpower to complete it	3.00	0.877
I have to buck a rule or policy in order to carry out an assignment	2.64	0.745
I have to work with two or more groups who operate quite differently	2.71	0.994
I receive incompatible requests from two or more people	3.14	1.292
I do things that are apt to be accepted by one person and not accepted by others.	2.64	0.929
I receive an assignment without adequate resources and material to execute it	2.57	1.089
I work on unnecessary things	2.07	0.997
<i>Composite Mean</i>	<i>2.72</i>	<i>1.013</i>

On the role conflict, the political leaders agreed a little bit that they work on unnecessary things as shown by a mean score of 2.07. The respondents moderately agreed they had to buck a

rule or policy in order to carry out an assignment (mean score = 2.64); and moderately agreed that they had to work with two or more groups who operated quite differently (mean score = 2.71). Moreover, the respondents moderately agreed that they had to do things that had to be done differently (mean score = 3.00); and that they received incompatible requests from two or more people (mean score = 3.14). The composite response mean for role conflict was found to be 2.72 which a moderate measure showing that there is some level of role conflict at work.

Job demand in political career and its influence on family wellbeing

This variable was measured using the attributes of hours spent at work per day, the average number of activities per day, the requirements of the task, energy demands of the task, ability to spare time for family and clarity of roles in both family and at work. The analysis is shown below.

The majority of leaders agreed that they spend a lot of hours per day at work related issues at a mean of 4.1, that they have many activities lined up per day at a mean of 4.39. This shows that their job is very demanding in quantitative terms. Leaders also agreed that they undertake task that need a lot of thinking and most of their work involves complex balances and interactive processes at means of 3.60 and 4.03 respectively. Their work also demanded physically as a number of them expressed that their works calls for a lot of energy and that most of their tasks have many processes at means of 3.92 and 3.96 respectively. Emotionally, they acknowledged that most of their works are draining by the fact that most of their work involves dealing with people who need to show empathy at a mean of 3.75 and that at the end of the day, they able to spare little Energy for Family Engagements at mean of 2.96. The composite response mean for this variable was 3.86, which shows that for these respondents, they consider their job very demanding.

Table 4.10: Job demand

Demand category	Item	N	Mean	Std.D.
Quantitative demands	I spend long hours at Work per Day	27	4.1111	.75107
	I have many activities lined up per day	28	4.3929	.56695
Cognitive demands	I undertake task that need a lot of thinking.	28	3.6071	.68526
	Most of work involves complex balances and interactive processes.	28	4.0357	.57620
Physical demands	My work calls for a lot of energy	28	3.9286	.71640
	Most of my tasks have many processes.	28	2.9643	.74447
Emotional demands	Most of my work involves dealing with people thus the need to show empathy	28	3.7500	.70053
	At the end of the day, i am able to Spare Some Energy for Family Engagements	28	2.9643	.74447
Composite mean			3.86925	.76345
Valid N (listwise)		27		

Qualitative Data Analysis

The study sought to triangulate the data from the questionnaire by conducting face to face interviews on selected number of the respondents. This was coded and put into theme and these themes were categorized. The results are analyzed below.

Hours Spent at Work Activities per Day

The study further enquired from the political leaders and their spouses through interviews on the number of hours they spent at work per day and the number of activities per day. The findings are presented in below.

Table 4.11: Hours Spent on Job per Day

No. of Hours	Political Leaders		Political Leaders Spouse	
	Frequency	Percent	Frequency	Percent
5-7	4	28.6	5	35.7
8-10	10	71.4	9	64.3
Total	14	100	14	100

Majority of the leaders (71.4%) indicated that they spend 8-10 hours a day on their jobs. This was supported by 64.3% of their spouses who also indicated that they spent 8-10 hours a day on the job. This implies that most political leaders spend considerable time per day on their jobs; leaving very little time for the family. At times, the work calls for extra hours as one respondent said. *“...when there are political pressure to do some tasks, you are normally required to go beyond the time specified and you may find yourself away from the family for a while.”*

The influence of this was well put by one of the spouse who said that *“...we have to put with is absence and calls that come when we are having family time, ... some of these call sometimes puts an end to whatever we were doing.”*

Table 4.12: Number of activities per day

No. of Activities	Political Leaders		Political Leaders Spouse	
	Frequency	Percent	Frequency	Percent
5-7	6	42.9	5	35.8
8-10	8	57.1	8	57.1
10-12	-	-	1	7.1
Total	14	100	14	100

Majority of the leaders (57.1%) indicated to undertake 8 to 10 activities per day while the other 42.9% indicated to undertake 5 to 7 tasks a day. Majority of the spouses (64.2%) indicated that the leaders undertook 8 to 12 activities a day while 35.8% of the spouses indicated that the leaders undertook 5 to 7 activities. This implies that political leaders engage in vast activities per day with regard to their work schedules. These activities vary in urgency and the time they demand. As one respondent said, “.... *If you want to give attention to your constituents and have time for your family, you have to be categorical when you can be seen by the constituent, put time for friends and when its family time, decide not to be interrupted.*”

Table 4.13: Requirement of the Tasks

	Political Leaders		Political Leaders Spouse	
	Frequency	Percent	Frequency	Percent
Yes	14	100	11	78.6
No	-	-	3	21.4
Total	14	100	14	100

All the leaders (100%) indicated that they required a lot of thinking while undertaking tasks and were supported majority of the spouses (78.6%). However, 21.4% of the spouses indicated that the tasks undertaken by the leaders did not require a lot of thinking. This implies that politicians require a lot of thinking when undertaking various tasks on their work schedules due to the nature of their work i.e. public service delivery.

As one leader said, *“thinking helps me generate ideas, facilitates good decision making, and also motivates me as I carry out my duty.”*. The spouses also indicated this thinking usually made the leaders very tired after work and always seemed distracted at home.

Availability of emotional Events in Work Schedules

The respondents also acknowledged the availability of emotional events in their work schedules that presented to them additional challenges (emotionally). As was reported *“... one carries many people when you are a leader and humanly speaking, some problems and occurrences are very emotional and cause one to get angry and sometimes moved to teas.”* Additionally, the spouses reported that these events made them feel distant and disturbed.

Table 4.14: Extent of energy demand on tasks

	Political Leaders		Political Leaders Spouse	
	Frequency	Percent	Frequency	Percent
A great extent	14	100	14	100
Total	14	100	14	100

The study findings show that all the respondents (both the political leaders and their spouses) indicated that the tasks they did demanded energy for their execution to a great extent. If

this is not watched, one may be drained and not able to pay attention to their family. As seen in the earlier comments, this has influence on time spent with the family and now even the energy to be spent is an issue. One spouse said that “...even when we take a holiday he spends most time asleep and chances of meeting he knows are very high and these cannot be ignored.”

Table 4.15: Ability to Spare Some Energy for Family Engagements

	Political Leaders		Political Leaders Spouse	
	Frequency	Percent	Frequency	Percent
Yes	8	57.1%	9	64.3%
No	6	42.9%	5	35.7%
Total	14	100.0	14	100

A good number of the leaders (57.1%) indicated that they had the ability to spare some energy at the end of work schedule in most days while 42.9% of the leaders indicated that they did not have the ability to spare some energy for family engagements. On the other hand, majority of the spouses (64.3%) reported that the leaders had the ability to spare some energy at the end of the work schedule for family engagements while 35.7% of the spouses felt that the leaders did not have the ability to spare some energy for family engagements. The respondents further reported that the leaders’ were mostly busy with tight work schedules. Like one respondent said, “...sometimes even getting time to attend school functions for the children is difficult.”

Table 4.16: Clarity of roles of the Political Leaders

	Political Leaders		Political Leaders Spouse	
	Frequency	Percent	Frequency	Percent
Yes	14	100	10	71.4

No	-	-	4	28.6
Total	14	100.0	14	100

All the leaders (100%) reported that their roles in the work schedules were clear. This was supported by 71.4% of the spouses who indicated that the roles were clear. However, 28.6% of the spouses indicated felt that the leaders’ roles as per the work schedules were unclear. The role were clear though as was reported by one respondent, “.... *Expectations will always vary, more so from the constituents, what they expect we may not get to fulfill.*”

Table 4.17: Conflict on Work schedules and family time Schedule

	Political Leaders		Political Leaders Spouse	
	Frequency	Percent	Frequency	Percent
Yes	14	100	10	71.4
No	-	-	4	28.6
Total	14	100.0	14	100

All the leaders indicated that there existed no conflict of work tasks in their schedules. They were supported by majority of the spouses (71.4%) who reported that there was no conflict on work tasks in the leader’s wok schedule. However, 28.6% of the spouses indicated that there were conflicts on work tasks in the leaders’ working schedule. This implies that the spouse do not agree that there is no conflict. To them, there is a conflict more so with what these politicians have to do for the family.

The political leaders further stated that there was usual conflict between their work and family time where they spent most of the time on work. They indicated that this presented negative impacts on their families who mostly felt sad and neglected. The spouses further reported that the leaders seemed to five more attention to work as opposed to family time.

Public Demand in Political Career and Family Wellbeing

This section addresses the third objective which sought to determine the extent to which public demand in political career influences family wellbeing among political leaders in Kirinyaga County. The political leaders were asked to indicate their relationships with the public. That is, with the community, neighbors and friends. A scale of 1 to 5 where 1 represent not at all, 2 little bit, 3 moderately, 4 quite a bit while 5 represent extremely. The findings are presented in Table 4.21.

Table 4.18: Relationship with the Public

Community	Mean	Std. Deviation
I spend a lot of time being careful not to be conflict with them	3.36	1.692
What they expect is way over what I can give	3.21	0.699
Some are just critical of what I do just for the sake of it	3.36	0.929
There is so much need that I feel helpless	2.79	1.051
They could do a lot if I spend time with them to show them how	3.64	1.336
<i>Composite Mean</i>	<i>3.27</i>	<i>1.141</i>
Neighbours	Mean	Std. Deviation
They expect me to be in every neighbourhood function	4.79	0.579
They think they have special entitlement	4.00	1.240
They need to treat my family as before	3.64	1.277
They take advantage of my position and my name to do inappropriate things	3.07	1.269
<i>Composite Mean</i>	<i>3.86</i>	<i>1.091</i>
Friends	Mean	Std. Deviation
They expect special favours	3.64	1.393
They are a source of solace and comfort	3.43	0.938
They take advantages of my absence to take advantage of my family members	2.57	1.453
They take a lot of my time as we interact	2.64	1.082
<i>Composite Mean</i>	<i>3.07</i>	<i>1.217</i>

On the relationship between political leaders and the community, the respondents agreed moderately that there was so much need from the community that they felt helpless (mean score =2.79); and that what the community expected was way over what they could give (mean score = 3.21). The respondents also agreed moderately that they spent a lot of time being careful not to be conflict with the community (mean score = 3.36). The respondents agreed quite a bit that they could do a lot if they spent time with the community to show them how (mean score = 3.64). In general the political leaders felt that their work is influenced by general public demands to a moderate extent with the composite mean of 3.27.

On the relationship between political leaders and the neighbors; the respondents moderately agreed that the neighbours took advantage of their position and their name to do inappropriate things (mean score = 3.07). However, the respondents agreed quite a bit that the neighbours expect them to be in every neighborhood function (mean score = 4.79) and that they think they have special entitlement (mean score = 4.00). With a composite mean of 3.86, neighbours expect their demands to be meet by the political leaders to great extent which piles a lot of pressure on them.

On the relationship between political leaders and the friends, the respondents agreed moderately that the friends took advantage of their absence to take advantage of their family members (mean score = 2.57). The respondents moderately agreed the friends took a lot of my time as they interact (mean score = 2.64); and moderately agreed that they were their source of solace and comfort (mean score = 3.43). The composite mean was found to be 3.07. This is an average that lies with the limit of other means indicating that friends also expect their demands to be met to a moderate extent

Workplace Relations in Political Careers on Family Wellbeing

In this section, the fourth objective is addressed which sought to determine the influence of workplace relations in political careers on family wellbeing among political leaders in Kirinyaga County. The study looked at both positive perspectives and negative perspective (risks). A scale of 1 to 5 where 1 represent not at all, 2 little bit, 3 moderately, 4 quite a bit while 5 represent extremely. The findings are presented below.

Table 4.19: Workplace Relations: Positive Perspectives

Positive Perspectives	Mean	Std. Deviation
I obtain mutual support in workplace relations	4.00	1.038
My workplace relations improve the workplace atmosphere	4.36	0.633
The workplace relations improve my communication at work and home	4.29	0.825
My workplace relations make difficult jobs better	4.07	0.730
My workplace relations Increase my productivity	4.21	0.893
My workplace relations are a source of career advancement	4.29	0.611
My workplace are built helps reduces stress.	4.07	0.917
<i>Composite Mean</i>	<i>4.18</i>	<i>0.807</i>

On the positive perspectives, the political leaders agreed quite a bit that they obtained mutual support in workplace relations (mean score = 4.00). The respondents also agreed quite a bit that their workplace relations made difficult jobs better and helped reduces stress as shown by a mean score of 4.07 respectively. They also agreed quite a bit that their workplace relations increased their productivity (mean score =4.21). Moreover, the respondents agreed quite a bit that their workplace relations were a source of career advancement and that it improve their communication at work and home, as shown by a mean score of 4.29 respectively. The workplace relations also improved the workplace atmosphere quite a bit as shown by a mean

score of 4.36. With a composite mean of 4.18, work relations could be said to have positive influence on the political career of these leaders to a great extent.

Table 4.20: Workplace Relations: Negative Perspective

Negative Perspective (risks)	Mean	Std. Deviation
These relations are based on trust, liking, shared interests and/or values	2.14	1.512
Sometimes they distract me from home activities	2.64	1.216
They are close and sometimes misunderstood at home	2.43	1.222
They cause office gossip that hurt my family wellbeing	2.21	0.893
They are a cause of office flirting and/or romances	1.57	1.089
Sometimes they are used to excuse or condone inappropriate conduct	1.86	0.864
They are a threat to my relations with my family members	1.79	1.122
They reduces the effort I give to activities at home	2.21	0.893
Sometimes they take up time that could be with family members	2.71	0.994
<i>Composite Mean</i>	<i>2.17</i>	<i>1.089</i>

On the negative perspectives of workplace relations, the political leaders agreed a little bit that their workplace relations were a threat to their relations with their family members (mean score = 1.79); and that sometimes they were used to excuse or condone inappropriate conduct (mean score = 1.86). The respondents further agreed a little bit that workplace relations caused office gossip that hurt their family wellbeing (mean score = 2.21); reduced the effort they give to activities at home (mean score = 2.21); and that they were sometimes misunderstood at home (mean score = 2.43). On the other hand, the political leaders moderately agreed that sometimes workplace relations took up time that was meant for family members as shown by a mean core,

2.71. The composite mean was found to be 2.17 meaning that work relations have little negative influence on work of a political leader.

Table 4.21: Whether work Relationship Helped Achieve Career Goal

	Political Leaders		Political Leaders Spouse	
	Frequency	Percent	Frequency	Percent
Yes	14	100	10	71.4
No	-	-	4	28.6
Total	14	100.0	14	100

All the leaders (100%) reported that their work relationship helped them achieve their goal career. They were supported by 71.4% of their spouses who indicated that the working relationship help achieve career goal. However, 28.6% of the spouses indicated that the leaders' working relationship did not help them in achieving their career goals.

Correlations Analysis

To addresses the research questions, correlation analysis was conducted to establish the relationship between independent variables (Job demand, role strain and workplace relations) and dependent variable which is family wellbeing of political leaders in Kirinyaga County.

The direction of the relationships between independent variable and dependent variable was determined by checking the positive or negative value before the (r) value. The strength of these relationships was considered by looking at the correlation value (r). A correlation of 0 indicates no relationship at all, a correlation of 1.0 indicates a perfect positive correlation, and a value of -1.0 indicates a perfect negative correlation. The judgment rule was taken as; any value of r =.10 to .29 signify a small (weak) correlation; where the value of r =.30 to .49 implies a

medium (moderate) correlation and the value of $r = .50$ to 1.0 , it means that there is a large (strong) correlation. These applies whether or not there is a negative sign in front of r value since the negative sign refers only to the direction and not the strength of the relationship (Shirley, Stanley, and Daniel, 2005) .

Having measured these variables on a likert scale, Pearson product moment correlation was used and these relationships were determined at a confidence level of 95% meaning that the sample proportion (p) was less than or equal to 0.05 . Table 4.22 shows this analysis.

Table 4.22: Correlations Analysis

		Family Well Being	Job Demand	Workplace Relations	Role Strain	Public Demand
Family Well Being	Pearson Correlation	1				
	Sig. (2-tailed)	.				
Job Demand	Pearson Correlation	0.678(**)	1			
	Sig. (2-tailed)	.000	.			
Workplace Relations	Pearson Correlation	0.766(**)	0.777(**)	1		
	Sig. (2-tailed)	0.000	0.000	.		
Role Strain	Pearson Correlation	0.713(**)	0.826(**)	0.707(**)	1	
	Sig. (2-tailed)	0.000	0.000	0.000	.	
Public Demand	Pearson Correlation	0.286	0.304	0.432(*)	0.307	1
	Sig. (2-tailed)	0.141	0.116	0.022	0.112	.
	N	28	28	28	28	28

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

* Correlation is significant at the 0.05 level (2-tailed).

The results shows that there was a strong, positive correlation between job demand and family wellbeing with $[r=.678, n=28, p=.0005<.05]$. Thus it can be concluded that job demand significantly influences family wellbeing of political leaders in Kirinyaga County.

There was also a strong positive correlation between work places relations and family wellbeing with $[r=0.766, n=28, p=.0005<.05]$ meaning that workplace relations significantly influence family wellbeing among political leaders in Kirinyaga County.

The results also shows that there was an equally strong positive and significant relationship between role strain and family wellbeing of political leaders in Kirinyaga County with $[r=0,713, n=28, p=.0005<.05]$ implying that role strain have significant influence on family wellbeing of political leaders career in Kirinyaga County.

The study sought to establish the influence of job demand, as the moderating variable. The study results show that there is weak and statistically insignificant relationship between public demand and family wellbeing of political leaders in Kirinyaga County with $[r=0.286, n=28, p= 0.141>0.05]$ implying that public demand do not have a significant influence on family wellbeing of political leaders career in Kirinyaga County.

Discussions

Family wellbeing

The study found that family wellbeing is vital even for one to perform well at work. Measured from a negative perspective, the study established that indicators that cause families to unhealthy were present at a mean of 1.34. This means that all characteristics to measure the

physical wellbeing of family were found to be present among the respondent life in small way. This means that physically the family members under study were healthy.

On the other hand, the composite mean for psychological wellbeing was found to be 4.22. Since the measures were in the positive, this shows that the families of political leaders were not adversely affected psychologically but there are some effects and the composite mean for emotional wellbeing was found to be 1.61 with measures taken to the negative, this shows that political leaders do feel threatened emotionally. Their children were found to fit well with a composite mean of 4.5 which imply that to a great extent, these children do fit well in the society.

This basically means that the respondent would be productive at work. These findings are in agreement with those of McKeown (2006) who revealed that individual characteristics notably personality traits such as positive and negative emotionality as well as psychological independence and interdependence influences the wellbeing of the family. They were also seen to be able to have a good relationship with others, an aspect that agrees with the findings of Galvin *et al.* (2012) who revealed that the way families communicate with one another and to the outsiders is essential to family wellbeing.

Role strain and family wellbeing

The study established that role strain factors were present at jobs taken by the political leaders in Kirinyaga County. The composite mean was found to 2.92. This shows that there is role overload in the work environs of political leaders to a moderate extent. Role ambiguity indicators had a composite mean of 4.16. This indicates that roles are clear and ambiguity is removed to a great extent. The composite mean was found to be 2.72 which a moderate measure showing that there is some level of role conflict at work.

The results also shows that there was an equally strong positive and significant relationship between role strain and family wellbeing of political leaders in Kirinyaga County with [$r=0,713$, $n=28$, $p=.0005<.05$] implying that role strain have significant influence on family wellbeing of political leaders career in Kirinyaga County.

These findings corroborates with those of Boyer *et al.* (2003) who indicated that role related have significant effect on family. If this was to be interpreted, they would agree with the findings of Iis (2011) who indicated that when roles become stressor they affect the social units in which the individuals concern is family wellbeing.

The study also agrees with the finding of Hallberg and Schaufeli, (2006) who did their study in organizational jobs and associated of role overload and family conflict has been associated with psychological stress and dissatisfaction at work, intention to leave, burnout, physical health problems and said that they have influence on to family wellbeing.

High role ambiguity has also been associated with the individual's ability to understand what he/she is supposed to do thus reducing his/her confidence in their ability to perform effectively thus negatively affecting an employee's performance at work (Tang & Chang, 2010).

Role conflict can also be perceived due to how a political leader views how he/she will be evaluated by the public. Montgomery (2011 as cited in Palomino & Frezatti, 2016) argues that situations that create role conflict occur when an executive (political leaders) faces varying views from those that are evaluating his/her performance. Could this perception tilt the balance of importance in viewing public demand over family wellbeing?

In general, the findings of the study agrees with those of Ertel, Koenen, and Berkman, (2008) who found that role strain is related to depressive symptoms and this relationship is modified by social support at work (and at home). They argued that Job strain is a particularly important predictor of increased depressive symptoms for those with children (home responsibilities), especially if they also have low social support at work.

Job demands and family wellbeing

The majority of leaders agreed that they spend a lot of hours per day at work related issues at a mean of 4.1, that they have many activities lined up per day at a mean of 4.39. This shows that their job is very demanding in quantitative terms. Leaders also agreed that they undertake task that need a lot of thinking and most of their work involves complex balances and interactive processes at means of 3.60 and 4.03 respectively. Their work also demanded physically as a number of them expressed that their works calls for a lot of energy and that most of their tasks have many processes at means of 3.92 and 3.96 respectively. Emotionally, they acknowledged that most of their works are draining by the fact that most of their work involves dealing with people who need to show empathy at a mean of 3.75 and that at the end of the day, they able to spare little Energy for Family Engagements at mean of 2.96. The composite response mean for this variable was 3.86, which shows that for these respondents, they consider their job very demanding.

The results shows that there was a strong, positive correlation between job demand and family wellbeing with [$r=.678$, $n=28$, $p=.0005<.05$]. Thus it can be concluded that job demand significantly influences family wellbeing of political leaders in Kirinyaga County.

These findings are in line with those of Lee and Schular (1980) who revealed that when individuals are not able to perform their roles, they experience stress, become dissatisfied, and perform less effectively at work and any other social institution, more so family. These findings are also supported by

These findings are supported by Mesmer-Magnus and Viswesvaran (2009) who revealed that co-workers have a unique opportunity to provide instrumental support to one another which may help to alleviate the stress associated with conflicting work and family demands. Thus among other things, co-workers can increase family wellbeing. These findings are also in agreement with those of Mesmer-Magnus et al. (2010) who reported that work–family conflict has negative implications for families in that they contribute to family and marital dissatisfaction and withdrawal.

Work relations and family wellbeing

The study determined that work relations had both positive and negative influence on family wellbeing. On one hand, with a composite mean of 4.18, work relations could be said to have positive influence on the political career of these leaders to a great extent. On the other hand, the composite mean 2.17 work relations were seen to some negative influence on work of a political leader. There was also a strong positive correlation between work places relations and family wellbeing with $[r=0.766, n=28, p=.0005<.05]$ meaning that workplace relations significantly influence family wellbeing among political leaders in Kirinyaga County.

These findings agrees with those of Mesmer-Magnus & Viswesvaran (2009) who concluded that co-workers have a unique opportunity to provide instrumental support to one another which may help to alleviate the stress associated with conflicting work and family

demands. As found by Berman et al., (2002), workplace friendship involves more than people merely acting in friendly ways or being mutual acquaintances; there must be trust, liking, and shared interests or values too. They argue that these friendships not limited only to certain spheres of work or work-related leisure but the persons involved are able to articulate what they like about another person or what they enjoy doing together. This could be perceived in a manner that it undermines family wellbeing? This conflict is expressed in choices of a leader's job and their outcomes and requirements which means choosing one makes the other difficult to be done. It's a competition of roles for resources in terms of time and materials of one role over the other as argued by Iis, (2011).

Public demand and family wellbeing

The study established that political leaders felt that their work is influenced by general public demands to a moderate extent with the composite mean of 3.27. they also felt that neighbours' demands complicated their role at a composite mean of 3.86, thus piling a lot of pressure on them. The composite mean was found to be 3.07. This is an average that lies with the limit of other means indicating that friends also expect their demands to be met to a moderate extent.

These findings have a bearing on what was established by Voydanoff (2004) who argued that the interplay between work demands and community demands combine to influence work-to-family conflict to either reduce work-to-family conflict or increase it. These findings corroborates with those of Boyer *et al.* (2003) who indicated that public demand at workplace have significant effect on family. However, the findings are in contradiction with those of Omolayo *et al.* (2013) who showed that these demands and employment status had little

influence on marital conflict until one domain affects the other or there is a spill-over; where on brings work home or the effects of work affects the functioning of family.

Summary of the chapter

This chapter has presented the data analysis and the interpretation of the same in the light of the research objectives. It has also made discussions linking the results of the study to the gaps established in chapter two when reviewing the literature.

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

Introduction

This chapter provides a summary of findings, conclusions and recommendations of the study based on the objective of the study. This entails a synthesis of key issues of the objectives of the study as deduced from the entire research.

Summary of Findings

This study has established that Leadership in Kirinyaga County is not youthful. With all the respondents being above 40 years and the median age being around 50, these cannot be said to be youthful. At the same time these most of them are men at 57.1 Percent.

Family wellbeing. The study established that generally, families of the respondents were healthy in light of the factors under study. It was found that indicators that cause families to unhealthy were present at a mean of 1.34. This means that all characteristics to measure the physical wellbeing of family were found to be present among the respondent life in small way. This means that physically the family members under study were healthy.

The composite mean for psychological wellbeing was found to be 4.22. Since the measures were in the positive, this shows that the families of political leaders were not adversely affected psychologically but there are some effects and the composite mean for emotional wellbeing was found to be 1.61 with measures taken to the negative, this shows that political leaders do feel threatened emotionally. Their children were found to fit well with a composite mean of 4.5 which imply that to a great extent, these children do fit well in the society.

Job demands. The indicators of high job demand were present with the majority of leaders agreeing to the fact that they spend a lot of hours per day at work related issues at a mean of 4.1, and that they have many activities lined up per day at a mean of 4.39. Leaders also agreed that they undertake task that need a lot of thinking and most of their work involves complex balances and interactive processes at means of 3.60 and 4.03 respectively. Their work also demanded physically as a number of them expressed that their works calls for a lot of energy and that most of their tasks have many processes at means of 3.92 and 3.96 respectively. Emotionally, they acknowledged that most of their works are draining by the fact that most of their work involves dealing with people who need to show empathy at a mean of 3.75 and that at the end of the day, they are able to spare little Energy for Family Engagements at mean of 2.96. The composite response mean for this variable was 3.86, which shows that for these respondents, they consider their job very demanding. There was a strong, positive correlation between job demand and family wellbeing with [$r=.678$, $n=28$, $p=.0005<.05$]. Thus it can be concluded that job demand significantly influences family wellbeing of political leaders in Kirinyaga County.

Work relations. The study determined that work relations had both positive and negative influence on family wellbeing. Work relations were seen to have positive influence on work performance at a mean of 4.18 but could also have some negative influence on work of a political leader with a composite mean of 2.17. There was a strong positive correlation between work places relations and family wellbeing with [$r=0.766$, $n=28$, $p=.0005<.05$] meaning that workplace relations significantly influence family wellbeing among political leaders in Kirinyaga County.

Public demand. The study established that political leaders felt that their work is influenced by general public demands to a moderate extent with the composite mean of 3.27. they

also felt that neighbours' demands complicated their role at a composite mean of 3.86, thus piling a lot of pressure on them. The composite mean was found to be 3.07. This is an average that lies with the limit of other means indicating that friends also expect their demands to be met to a moderate extent.

Conclusion

The study concludes that there existed conflict of conflicts on work tasks in the political leaders' working schedule. There is usually conflict between their work and family time where they spent most of the time on work. This presented negative impacts on their families who mostly felt sad and neglected. The political leaders seemed to pay more attention to work as opposed to family time/affairs.

The study concludes that workplace relations had both some positive perspectives and negative impacts. On the positive impact, political leader's mutual support in workplace relations which helped reduces stress but only to a small extent. The workplace relations increased their productivity and were a source of career advancement; helped them achieve their goal career. However, the political leaders acknowledged that sometimes workplace relations took up time that was meant for family members.

The study also concluded that political leaders' public demands affected their family wellbeing. For instance, the there was so much need from the community that they felt helpless; and the community also expected was way over what they could give. In this regard, they spent a lot of time being careful not to be conflict with the community. The neighbours also expect them to be in every neighborhood function and that they think they had special entitlement while the

friends took a lot of their time. All these public demands from the community, neighbours and friends greatly affected the political leaders family wellbeing.

Recommendations

The study recommends that the government should put up appropriate policies to govern time management of the politicians. The government should be keen on work-life balance of political leader's. The work life balance of an individual is one of the factors which affect their satisfaction or happiness with life as a whole which can be measured through the construct of subjective wellbeing.

The political career should promote work-life by facilitating remote working and reduce travelling, working compressed hours and introducing flexible working hours. This would help the political leaders to have time to spend with their families; hence improving the family wellbeing. With adequate work-life balance, the political leaders can manage the potential conflict between different requirements concerning his/her time and energy in the way of satisfying needs of the family and the work requirements.

The government interventions and policies should also focus on “happiness-at-work” and positive-emotions-boosting programs. Enhancing political leaders' wellbeing also requires the modification of working conditions - social or/as well physical (e.g. improving the workplace environment).

The study recommends that the government should come up with appropriate policies on how politician can use their finances. This would help them to manage their finances between the community demands and family demands; hence encourage them to save and spare some finances for their families.

Suggestions for further studies

This study recommends more studies to be conducted in other locations of this country. These studies would focus to look at other elements of political leaders work and check if there could be a relationship with this study.

There should be another study to get the children perspectives in this phenomenon and see if there are some agreements with what the parents see. Also could the people being lead inform this study's perspectives in a different way?

It would be interesting to see how different social dynamics would influence this phenomenon, more so if it is correlated with the hours spent by the political leaders with their families.

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APPENDIX I: Questionnaire

Retired members of parliament/sitting MP

- 1 What is your age years
- 40 -50 ())
- 50-60 ())
- 60-70 ())
- 71 and above
- 2 What is your gender/sex? -----
- 3 What is your marital status?
- Married ())
- Not married ())

- Single ()
- Divorced ()
- Separated ()
- Widowed ()

4. Family size - No. of children-----

5. Highest educational level attained

- (i) Oneself
- (ii) Children

6. Number of terms served/or spouse served.....

Family wellbeing

7. Rate the following in a scale of 1 to 5; (1=not at all, 2= a little bit, 3= moderately, 4= quite a bit, 5 extremely) about your general feeling.

Item	Response Rating				
	1	2	3	4	5
PHWB					
Poor appetite					
Headaches					
Overeating					
Trouble falling asleep					
Sleep that is restless or disturbed'					
Heart pounding or racing					
Soreness of your muscles					
Pains in lower back					
Pains in heart or chest					
Loss of sexual interest or pleasure					
PSWB					
I have confidence in my opinions, even if they are contrary to the general consensus.					
In general, I feel I am in charge of the situation in which I live.					
I think it is important to have new experiences that challenge how you think about yourself and the world.					
People would describe me as a giving person, willing to					

share my time with others.					
Positive Relations with Others					
Some people wander aimlessly through life, but I am not one of them.					
I like most aspects of my personality.					
EWB					
Feeling lonely					
Worrying too much about things					
Feeling fearful					
Your feelings being easily hurt					
Feeling others do not understand you or are unsympathetic					
Feeling inferior to others					
Feeling afraid to travel on buses, subways, or Trains					
Feeling uneasy when people are watching or talking about you					
Getting into frequent arguments					
Feeling that familiar things are strange or unreal					
Feeling so restless you couldn't sit still					
Feelings of worthlessness					

7 Below are some statements about your children. Please rate their behaviour in a scale of 1 to 5; (1=not at all, 2= a little bit, 3= moderately, 4= quite a bit, 5 extremely).

Items	Response Rating				
	1	2	3	4	5
They communicate well with me and others					
They are happy in most cases					
They are consistent in what they do					
They treat people with respect and as equals					
They exhibit self confidence					
If one of them is in trouble they all set out to help					
They obey me every time I say something					
They work hard to achieve their goals					
They participate fully in social gathering					
They have many peer friends who come to visit					

Role Strain

8 The following are statements about your work in general. Please rate them as seen right in a scale of 1 to 5; (1=not at all, 2= a little bit, 3= moderately, 4= quite a bit, 5 extremely).

Items	Response Rating				
	1	2	3	4	5
ROL					
I have to do things that I do not really have the time and					

energy for.					
There are too many demands on my time					
I need more hours in the day to do all the things that are expected of me					
I cannot ever seem to catch up					
I do not ever seem to have any time for myself					
There are times when I cannot meet everyone's expectations					
Many times I have to cancel commitments.					
I seem to have more commitments to overcome than other parents I know					
I have to prepare priority lists to get all the things done. Otherwise I forget because I have so much to do					
I feel I have to do things hastily and may be less careful to get everything done					
RA					
I feel certain about how much authority I have					
I have clear, planned objectives for my job					
I know that I have divided my time properly					
I know what my responsibilities are					
I know exactly what is expected of me					
I receive clear explanations of what has to be done					
RC					
I have to do things that should be done differently					
I receive an assignment without the manpower to complete it					
I have to buck a rule or policy in order to carry out an assignment					
I have to work with two or more groups who operate quite differently					
I receive incompatible requests from two or more people					
I do things that are apt to be accepted by one person and not accepted by others.					
I receive an assignment without adequate resources and material to execute it					
I work on unnecessary things					

Workplace relations

9. As you interact with other employees and people at workplace, rate the following statements indicating the level of applicability in a scale of 1 to 5; (1=not at all, 2= a little bit, 3= moderately, 4= quite a bit,

5 extremely).

Item	Response Rating				
	1	2	3	4	5
Positive perspectives (rewards)					
I obtain mutual support in workplace relations					
My workplace relations improve the workplace atmosphere					
The workplace relations improve my communication at work and home					

My workplace relations make difficult jobs better					
My workplace relations Increase my productivity					
My workplace relations are a source of career advancement					
My workplace are built helps reduces stress.					
Negative perspectives (risks)					
These relations are based on trust, liking, shared interests and/or values					
Sometimes they distract me from home activities					
They are close and sometimes misunderstood at home					
They cause office gossip that hurt my family wellbeing					
They are a cause of office flirting and/or romances					
Sometimes they are used to excuse or condone inappropriate conduct					
They are a threat to the my relations with my family members					
They reduces the effort I give to activities at home					
Sometimes they take up time that could be with family members					

Public demands

10 As a leader, your relationship with the public is important. Please rate the following statements on your feeling on what they demand of you in a scale of 1 to 5; (1=not at all, 2= a little bit, 3= moderately, 4= quite a bit, 5 extremely).

Item	Response Rating				
	1	2	3	4	5
The community as a whole					
I spend a lot of time being careful not to be conflict with them					
What they expect is way over what I can give					
Some are just critical of what I do just for the sake of it					
There is so much need that I feel helpless					
They could do a lot if I spend time with them to show them how					
Neighbors					
They expect me to be in every neighborhood function					
They think they have special entitlement					

They need to treat my family as before					
They take advantage of my position and my name to do inappropriate things					
Friends					
They expect special favours					
They are a source of solace and comfort					
They take advantages of my absence to take advantage of my family members					
They take a lot of my time as we interact					

The following are statements about your job. Rate them accordingly (TD= totally disagree; D= disagree; N=neutral; A= agree; and TA totally agree).

Demand Category	Description	Responses				
		TD	D	N	A	TA
Quantitative demands	I spend long hours at Work per Day					
	I have many activities lined up per day					
Cognitive demands	I undertake task that need a lot of thinking.					
	Most of work involves complex balances and interactive processes.					
Physical demands	My work calls for a lot of energy					
	Most of my tasks have many processes.					
Emotional demands	Most of my work involves dealing with people thus the need to show empathy					
	At the end of the day, i am able to Spare Some Energy for Family Engagements					

APPENDIX II: Interview Guide for Political Leaders

1. How many hours do you spend on your job in a day?
2. Estimate the number of activities you do per day.


3. Does your job require a lot of thinking in the activities you do?
4. Explain how this thinking helps you achieve you goals
5. Are there any events in you work schedules that are emotional? Explain how these event influence your life
6. To what extent does your task demand of your energies?
7. Are you able to spare some energy at the end of your work schedule in most days?
8. How does your schedule look like in most of your days?
9. How clear are your roles every do? Do you know what you are required to do on each task?
10. Are there any times when your work task conflict with each other?
11. Are their times when your work/ conflict with your family for time? How does this make your family feel
12. Do your work relations help you achieve your career goals?
13. Are their times when work relations have been a problem to you and your family?
14. Describe how your work makes you feel physically.
15. Are their times when you are physiologically unstable because of your work?
Describe the feeling.
16. Does your work give you emotional challenges by making you go to either extremes (low and high)
17. Describe your constituent's expectations of you as leader.

APPENDIX III: Interview Guide for Political Leaders' Spouses

1. How many hours do your spouse's spend on his/her job in a day?
2. Estimate the number of activities your spouse do per day.
3. Does your spouse's job require a lot of thinking in the activities he/she do?
4. Explain how this thinking affects you at home?
5. Are there any events in your spouse's work schedules that are emotional? Explain how these event influence his/her life
6. To what extent does your spouse's task demand of his/her energies?
7. Is your spouse able to spare some energy at the end of his/her work schedule in most days for family engagement?
8. How does your spouse's schedule look like in most of your days?
9. How clear are your spouse's roles every do? Do you know what your spouse's is required to do on each task?
10. Are there any times when your spouse's work task conflict with each other?
11. Are their times when your spouse's work/ conflict with your family for time? How does this make you family feel
12. Do your spouse's work relations help him/her achieve his/her career goals?
13. Are their times when work relations have been a problem to you and your family?
14. Are their times when your spouse's is physiologically unstable because of your work? Describe the feeling.
15. Does your spouse's work give him/her emotional challenges by making him/her go to either extremes (low and high)
16. Describe the constituent's expectations of your spouse as leader.

APPENDIX IV: Research Permit

THIS IS TO CERTIFY THAT: Permit No at: NACOSTI/P/17/90798/18218
MR. PETER NDAMBIRI NJAGI Date Of Issue : 12th July,2017
of PAN AFRICAN CHRISTIAN UNIVERSITY Fee Received :Ksh 1000
, 60581-200 NAIROBI, has been
permitted to conduct research in
Kirinyaga County
on the topic: THE INFLUENCE OF
POLITICAL CAREER DEMANDS ON
FAMILY WELL BEING A CASE OF
POLITICAL LEADERS IN KIRINYAGA
COUNTY
for the period ending:
12th July,2018



Kaleva
Director General
National Commission for Science,
Technology & Innovation

APPENDIX V: Proposal Certificate of Correction



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CERTIFICATION OF CORRECTION OF THESIS PROPOSAL

PART I: RELEVANT DETAILS OF THE THESIS

Department: Counselling Psychology Degree Title: M.F.T (Masters in Marriage & Family Therapy)
Candidates' Name: PETER NDAMBIRI NJAGI Registration No.: MFT/0578/15 Signature: [Signature]
Date of Oral Defence: 5th JUNE 2017
Title of Thesis: THE INFLUENCE OF POLITICAL CAREER DEMANDS ON FAMILY WELL BEING A CASE OF POLITICAL LEADERS IN KIRINYAGA COUNTY

PART II: DECLARATION BY SUPERVISOR(S) AND THE REVIEWER(S)

I / we, the undersigned do hereby confirm that I / we have closely looked at the corrections as instructed by the Post Graduate Defense Committee and I / we do hereby certify that ALL the corrections have been effected as agreed.

NAME: PETER NDAMBIRI NJAGI SIGN: [Signature] DATE: 29/June/2017

(SUPERVISOR)
NAME: Dr. KITHIMTI CAVEN SIGN: [Signature] DATE: 29/June/2017

(REVIEWER)
NAME: Dr. Phere Odus SIGN: [Signature] DATE: 29/June/2017

PART III: CONFIRMATION BY POST GRADUATE STUDIES COORDINATOR

Confirmed that the Supervisor and Reviewer appointed to oversee the corrections have done so as per the Instructions of the Post Graduate Committee

NAME: Dr. Donyseus KIANGI DATE & STAMP: 29/6/2017

APPENDIX VI: Letter of Introduction

29th June, 2017



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TO WHOM IT MAY CONCERN

Dear Sir/Madam,

RE: PETER NDAMBIRI NJAGI MFT/0518/15

Greetings! This is an introduction letter for the above named person a final year student in Pan Africa Christian University (PAC University), pursuing Master of Arts in Marriage and Family Therapy.

He is at the final stage of the programme and he is preparing to collect data to enable his finalise on his thesis. The thesis title is "The Impact of Political Career Demands on Family Health" A case of Political Leaders in Kirinyaga County, Kenya.

We therefore kindly request that you allow him conduct research at your organization

Warm Regards,

Lillian Yikuru

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Dr. Lillian Yikuru
Registrar Academics

Where Leaders are made