

Staff Knowledge and Compliance with Public Procurement Laws among County Governments in Kenya

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Abstract: Purpose: The purpose of this study was to examine the effect of staff knowledge on compliance with public procurement laws among county governments in Kenya. The study assessed staff knowledge using familiarity scores with the Public Procurement and Asset Disposal Act, training hours, and professional certification status, while compliance with public procurement laws was measured using tender advertisement compliance rates, evaluation committee certification rates, and audit compliance rates. The study sought to provide empirical evidence on how procurement staff's knowledge, training, and professional certification influence adherence to public procurement laws and regulations within Kenya's devolved county governments.

Methodology: The study adopted a descriptive research design using a quantitative approach. The target population comprised all forty-seven county governments in Kenya, with county governments serving as the unit of analysis. Fourteen county governments were purposively selected to represent different regional economic blocs and varying levels of procurement compliance. A total of 52 completed questionnaires were returned. Data were analyzed using descriptive and inferential statistical analyses.

Findings: The study found that staff knowledge had a positive and statistically significant effect on compliance with public procurement laws among county governments in Kenya ($\beta = 0.605$, $t = 7.009$, $p < 0.001$). These findings indicate that higher levels of staff knowledge are associated with improved compliance with public procurement laws, highlighting the importance of procurement legislation familiarity, staff training, and professional certification in promoting adherence to procurement requirements within county governments.

Unique Contribution to Theory, Practice and Policy: This study contributes to theory by integrating Virtue Ethics Theory, Competency Theory, and Institutional Theory to explain the relationship between staff knowledge and procurement compliance. Practically, it recommends continuous staff training, professional certification, and improved knowledge of procurement legislation. From a policy perspective, the study recommends strengthening professional development frameworks and staff knowledge assessment to enhance compliance, transparency, accountability, and value for money in county governments.

Keywords: Public Procurement Laws, Compliance, Staff Knowledge, Training, Certification, Tender Advertisement, Evaluation Committee, Audit

I. INTRODUCTION

Public procurement is a critical function of public sector governance through which governments acquire goods, services, and works necessary for service delivery, infrastructure development, and socioeconomic growth (AfriCOG, 2021). It facilitates the allocation of public resources and implementation of government policies, making its effectiveness essential to achieving national and local development objectives. According to Ndirangu (2021), public procurement involves acquiring goods, services, and works by government entities using public funds. Its economic significance is substantial, accounting for approximately 9–13% of gross domestic product in developing countries and considerable economic activity in developed countries (Organisation for Economic Co-operation and Development, 2021). Effective procurement systems therefore promote equitable resource allocation, operational efficiency, and public confidence. However, achieving these benefits requires compliance with established legal and regulatory frameworks that safeguard public resources against misuse, irregularities, and corruption.

Staff knowledge is a critical determinant of compliance with public procurement laws because procurement personnel interpret legislation, prepare tender documents, manage procurement processes, and maintain accountability throughout the procurement cycle. Familiarity with procurement legislation enables staff to understand applicable legal requirements and implement appropriate procedures, thereby reducing procedural errors and non-compliance (Migosi et al., 2013). Similarly, continuous professional training equips procurement personnel with updated knowledge and practical competencies needed to respond to changes in procurement regulations and emerging implementation challenges (Mwangangi, 2020). Professional certification provides evidence of relevant qualifications while reinforcing adherence to professional standards, ethical conduct, and established procurement practices. Consequently, differences in legislative familiarity, training exposure, and professional certification may influence procurement performance. Assessing these knowledge dimensions is therefore important for understanding variations in compliance among public procurement personnel.

Globally, regionally, and locally, staff capacity remains important in strengthening public procurement compliance. International frameworks emphasize transparent, competitive, and accountable procurement practices, requiring public officials to understand and implement established procedures (Nyonje & Maturu, 2017). Across Africa, procurement compliance continues to encounter challenges associated with limited institutional capacity, inadequate training, weak enforcement, and political interference, despite regional efforts to strengthen accountability and harmonize procurement practices (Kwening, 2022). In Kenya, Article 227 of the Constitution of Kenya (2010) and the Public Procurement and Asset Disposal Act of 2015 establish the legal foundation for fair, transparent, competitive, and cost-effective procurement. Nevertheless, county governments experience implementation challenges involving inadequate procurement capacity, inconsistent adoption of electronic procurement systems, and weaknesses in oversight (Getuno et al., 2015).

II. Statement of the Problem

Despite the existence of a comprehensive legal framework governing public procurement in Kenya, compliance with procurement laws among county governments remains a significant concern. Article 227 of the Constitution of Kenya (2010) and the Public Procurement and Asset Disposal Act (2015) establish requirements for transparency, accountability, fairness, competition, and value for money. However, persistent procurement irregularities, including inflated tender prices, irregular tender awards, and weak oversight, continue to undermine the effective utilization of public resources and service delivery. The Public Procurement Regulatory Authority (PPRA, 2022) reported that approximately 40% of county governments failed to comply with established procurement benchmarks, while Transparency International Kenya (2023) reported substantial financial losses associated with procurement fraud. These challenges raise concerns about the effectiveness of procurement practices and the capacity of county governments to implement applicable legal requirements consistently.

Staff knowledge may be an important factor contributing to these compliance challenges. Procurement personnel are responsible for interpreting procurement legislation, preparing tender documents, conducting procurement procedures, and ensuring that procurement decisions comply with established legal requirements. However, frequent amendments to procurement regulations, emerging electronic procurement technologies, inadequate continuous professional training, and differences in professional qualifications may create knowledge gaps that hinder effective implementation. Sowek (2025) highlights concerns regarding inadequate training among county procurement officers, while the Institute of Certified Procurement and Supply Professionals (ICPSP, 2022) reported that approximately 60% of county procurement staff had not undergone mandatory competency assessments. Such capacity limitations may increase the likelihood of procedural errors, irregular tendering, and failure to meet procurement and reporting requirements. Nevertheless, the persistence of compliance challenges even among professionally trained personnel suggests the need to establish empirically whether staff knowledge significantly influences compliance with public procurement laws. Therefore, the objective of the study was to assess the effect of staff knowledge on compliance with public procurement laws among county governments in Kenya.

The null hypothesis in this study was;

H₀₁: Staff knowledge has no statistically significant effect on compliance with public procurement laws among county governments in Kenya.

III. LITERATURE REVIEW

Theoretical Review

Competency Theory, as developed by Boyatzis (1982), explains that effective organizational performance depends on employees' knowledge, skills, abilities, and other competencies. The theory proposes that individuals perform their roles

effectively when they possess and apply the competencies required for their responsibilities. In public procurement, these competencies include legal and regulatory knowledge, analytical skills, technical expertise, and ethical judgement, which enable procurement officers to navigate complex regulations, manage supplier relationships, and mitigate procurement risks (OECD, 2021). The theory therefore suggests that staff knowledge and professional competence influence how effectively procurement officers understand and apply procurement laws, regulations, procedures, and ethical standards. Consequently, strengthening employee competencies through education, professional training, certification, and continuous professional development can enhance adherence to public procurement requirements.

Despite its applicability, Competency Theory has limitations that challenge its effectiveness in explaining procurement compliance. Critics argue that the theory overemphasizes individual skills while neglecting systemic factors, such as political interference or inadequate technological infrastructure, which significantly affect county governments (Delery & Doty, 1996). The theory's focus on measurable competencies, like legal knowledge, may overlook soft skills, such as adaptability, that are harder to quantify but critical in dynamic procurement settings. Additionally, implementing competency-based training in resource-constrained environments, like Kenyan counties, can be costly and logistically challenging (Gross, 2005). The theory assumes access to training opportunities to all members of the organization, which may not hold true in counties with limited budgets or rural settings. Furthermore, competency assessments alone may not guarantee compliance if organizational cultures tolerate non-compliance.

Competency Theory is relevant to this study because it explains how staff knowledge influences compliance with public procurement laws among county governments in Kenya. The theory posits that employees require appropriate knowledge, skills, and abilities to perform their responsibilities effectively. In public procurement, familiarity with the Public Procurement and Asset Disposal Act (PPADA), relevant regulations, and established procedures enables procurement personnel to interpret legal requirements and implement compliant practices. Training and professional development strengthen staff competencies by providing updated knowledge necessary to address regulatory changes and minimize procedural errors (Gross, 2005). Similarly, professional certification demonstrates relevant qualifications and understanding of procurement standards. From this perspective, differences in legislative familiarity, training hours, and professional certification status may influence compliance levels. Competency Theory therefore provides a foundation for examining staff knowledge and supports capacity-building recommendations to strengthen procurement compliance in Kenya's county governments.

Conceptual Framework

According to Jabareen (2008), a conceptual framework presents interconnected concepts that facilitate understanding of the relationships underlying a research problem. This study is guided by a conceptual framework examining the effect of staff knowledge (independent variable) on compliance with public procurement laws (dependent variable) among county governments in Kenya. The framework proposes that staff knowledge influences compliance by equipping procurement personnel with the knowledge and competencies necessary to interpret and implement procurement legislation effectively.

Independent Variables

Dependent Variable

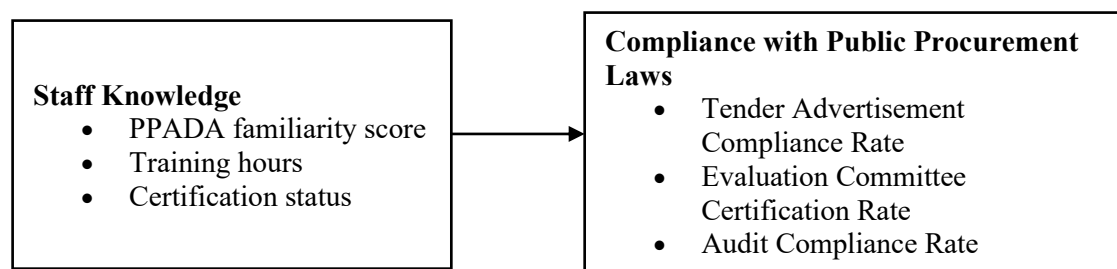


Figure 1: Conceptual Framework

IV. Empirical Literature Review

Staff Knowledge

Asaduzzaman et al. (2026) examined the institutional influences shaping adherence to public procurement principles in Bangladesh, drawing on Oliver's (1991) institutional model. The study aimed to identify the institutional factors that influence procurement officers' adherence to public procurement requirements. Using a questionnaire survey, the researchers obtained 398 usable responses from public procurement officers involved in government procurement

activities. The data were analyzed using descriptive statistics in SPSS and partial least squares structural equation modelling (PLS-SEM) to test the proposed relationships. The findings established that economic gain, dependence on rule setters, policy compatibility, professional discretion, and coercive power all had positive and statistically significant influences on adherence to public procurement principles. The study therefore demonstrated that procurement adherence is influenced not only by formal procurement requirements but also by broader institutional forces, including regulatory authority, compatibility of policies, and the discretion available to procurement professionals.

Lumamba and Mutono-Mwanza (2026) examined the determinants of compliance with public procurement laws and regulations in public secondary schools in Kabwe District, Zambia. The study specifically assessed the influence of awareness of procurement laws, professionalism of procurement officers, and ethical conduct on procurement compliance. A quantitative explanatory research design was adopted, and data were collected using structured questionnaires from 122 respondents selected through stratified random sampling. The respondents included head teachers, deputy head teachers, procurement officers, school accountants, heads of department, and Parent Teacher Association representatives. Data were analyzed using SPSS, with hypotheses tested using the one-sample chi-square test at the 5% significance level. The study found that awareness of procurement laws alone did not have a statistically significant influence on compliance, whereas professionalism and ethical conduct had statistically significant positive influences on compliance. The findings suggest that simply knowing procurement regulations may not be sufficient to ensure compliance; professional competence and ethical behavior are also important in translating procurement requirements into appropriate practices. Lumamba and Mutono-Mwanza (2026) therefore recommended strengthening professional training, certification, and ethical oversight mechanisms within public institutions.

Sang and Mugambi (2014) examined the factors affecting compliance with public procurement laws and regulations in public institutions in Kenya, with particular attention to staff awareness of procurement rules, personnel skills and competencies, and enforcement by external agencies. The study adopted a case study approach incorporating both qualitative and quantitative survey designs and focused on four selected public entities in Mombasa County. The target population comprised 60 individuals directly involved in public procurement, from whom a sample of 45 procurement officials was purposively selected because of their direct knowledge of procurement activities. Data were collected through questionnaires and secondary sources and were subsequently organized thematically, with relationships among the study variables analyzed and interpreted to draw conclusions. The findings established that staff awareness of procurement rules and regulations and personnel skills and competencies were among the two most important factors affecting compliance with public procurement requirements.

Compliance with Public Procurement Laws

Hazarika and Jena (2017) assessed the institutional mechanisms, challenges, and reform initiatives affecting public procurement in India. The study used a review and assessment approach, examining India's procurement rules, institutional arrangements, reform initiatives, and existing evidence on procurement practices. The authors evaluated the extent to which the prevailing procurement framework was consistent with principles of transparency, accountability, competition, and efficiency. The study found that India's public procurement system faced challenges arising from fragmented rules and procedures, inadequate transparency, procurement irregularities, and insufficient availability of procurement professionals. The authors also found that reform initiatives aimed at establishing a more consistent and transparent procurement system had not fully achieved their intended outcomes. However, the emergence of e-procurement was identified as a positive development because it could support greater transparency, accountability, and competition. The study further argued that detailed administrative procurement rules and manuals require adequate legislative backing to ensure effective implementation.

Kwening (2022) examined compliance with public procurement regulations in Ghana, focusing on procurement entities in the Upper West Region. The study sought to identify factors influencing compliance with Ghana's Public Procurement Act 663. It adopted a quantitative, correlational, cross-sectional research design, with data collected from 62 regional government procurement entities using structured questionnaires. Correlation and regression analyses were used to examine the relationships between the explanatory factors and procurement compliance. The study examined four explanatory factors: familiarity with procurement regulations, professionalism, monitoring, and sanctions. The findings showed that familiarity with procurement regulations and monitoring were statistically significant in explaining procurement compliance, whereas professionalism and sanctions were not statistically significant. Thus, the study produced mixed evidence regarding the factors influencing procurement compliance and recommended further investigation into the relationships between professionalism, sanctions, and compliance.

Sarawa and Maciod (2020) conducted a study to analyze global trends in procurement law compliance. Their research found that enforcement measures, like audits, and transparency measures, such as open contracting systems, significantly improved compliance worldwide. The study concluded that robust systems of enforcement and transparency are essential for improving adherence to procurement laws. This shows that having strong systems in place can ensure procurement rules are followed and can help reduce violations. Compliance challenges in East Africa's procurement systems highlight the need for reform. As detailed above, Nyonje and Maturu (2017) studied procurement systems in East African counties, with a focus on Nyamira County. Their research showed that delays in enforcement and weak mechanisms reduced compliance with procurement regulations in the region. The study concluded that reforms are necessary to address these challenges and improve compliance. This suggests that tackling issues like delays and strengthening enforcement systems will improve procurement compliance in East Africa. At the local level, strengthening oversight mechanisms is key to improving procurement compliance. An analysis by the Ethics and Anti-Corruption Commission (EACC, 2023) in 2022 revealed that 65% of procurement-related corruption cases involved county leadership, showing poor compliance levels. The study concluded that stronger oversight mechanisms are needed to improve compliance in Kenyan counties. This emphasizes that improving oversight and monitoring can help reduce corruption and improve adherence to procurement laws locally.

V. RESEARCH METHODOLOGY

The study adopted a descriptive research design targeting all 47 county governments in Kenya, which constituted the units of analysis. Purposive sampling was used to select counties from Kenya's regional economic blocs to ensure representation of counties with varying levels of compliance with public procurement laws. The units of observation comprised procurement officers, heads of procurement, finance officers, and internal auditors from the selected county governments. These respondents were purposively selected because of their knowledge, professional experience, and direct involvement in procurement processes, financial management, auditing, and regulatory compliance. This approach enabled the study to obtain relevant information for assessing institutional compliance with public procurement laws and examining the influence of staff knowledge on compliance within Kenya's devolved system of government.

Table 1: Regional Economic Blocs

Regional Economic Bloc	County	Compliance Level
Nairobi Metropolitan Region	Nairobi	Relatively Compliant
Mount Kenya Region	Nyeri	Relatively Compliant
Mount Kenya Region	Kiambu	Non-Compliant
Rift Valley Region	Uasin Gishu	Relatively Compliant
Rift Valley Region	Nakuru	Non-Compliant
Rift Valley Region	Narok	Non-Compliant
Lake Region Economic Bloc	Kisumu	Relatively Compliant
Lake Region Economic Bloc	Homa Bay	Non-Compliant
Western Kenya Economic Bloc	Kakamega	Non-Compliant
Western Kenya Economic Bloc	Bungoma	Non-Compliant
South Eastern Kenya Economic Bloc	Meru	Non-Compliant
South Eastern Kenya Economic Bloc	Embu	Moderate Compliance
Coastal Region	Mombasa	Relatively Compliant
Coastal Region	Kilifi	Non-Compliant

The study used structured questionnaires containing closed-ended and Likert-scale questions to collect primary data on staff knowledge and compliance with public procurement laws, supplemented by secondary data from EACC, Auditor-General, PPRA, and county audit reports. Research permits and relevant county approvals were obtained before administering the questionnaires physically or electronically. A pilot study was conducted in Machakos County to identify ambiguities and improve the instrument. Reliability results indicated Cronbach's alpha coefficients of 0.842 for staff knowledge and 0.874 for compliance, while the Content Validity Index was 0.917, confirming the questionnaire's reliability and validity.

Quantitative data collected through questionnaires were cleaned, edited, coded, and entered into the Statistical Package for Social Sciences (SPSS) for analysis. Descriptive statistics were used to summarize the study variables and identify patterns in staff knowledge and compliance with public procurement laws. Simple linear regression analysis was employed to determine the effect of staff knowledge on compliance with public procurement laws among county

governments in Kenya. The findings were presented in tables and interpreted in relation to the study objectives. The regression model was specified as:

$$Y = \beta_0 + \beta_1 X_1 + \epsilon$$

Where: Y: Compliance with public procurement laws, X_1 : Staff knowledge, β_0 : Constant, β_1 : Regression coefficients, ϵ : Error term

The study observed ethical principles, including informed consent, integrity, confidentiality, and adherence to research protocols, ensuring that participation was voluntary and respondents understood the purpose and use of the collected data. Confidentiality was maintained by anonymizing respondents' information and protecting their responses from unauthorized access or misuse.

VI. RESULTS

The study targeted 56 respondents from fourteen (14) county governments, comprising procurement officers, heads of procurement, finance officers, and internal auditors. Of the 56 questionnaires distributed, 52 were returned, representing a response rate of 92.9%, while four (7.1%) were not returned or were incomplete. According to Mugenda and Mugenda (2003), a response rate above 70% is considered very good for statistical analysis. Therefore, the response rate was adequate for analysis, although generalization beyond the sampled counties should be made cautiously due to the purposive sampling approach.

Table 2: Response Rate

Response Category	Frequency	Percentage (%)
Questionnaires Distributed	56	100.0
Questionnaires Returned	52	92.9
Questionnaires Not Returned	4	7.1
Total	56	100.0

Demographics

The demographic findings indicate that respondents were suitably qualified to provide information on compliance with public procurement laws in county governments. Male respondents constituted 59.6%, while females accounted for 40.4%, and 73.1% were aged between 31 and 50 years. Regarding education, 84.6% held at least a bachelor's degree, while respondents were distributed across procurement officers, heads of procurement, finance officers, and internal auditors. Furthermore, 86.5% had at least five years of experience in procurement or related public finance functions, and 75.0% held recognized professional procurement certifications. These characteristics suggest that the respondents possessed relevant academic qualifications, professional credentials, and practical experience to provide informed insights into public procurement compliance.

Descriptive Analysis of the Study Variables

Descriptive statistics were used to summarize respondents' perceptions of staff knowledge, enforcement mechanisms, e-procurement systems, and compliance with public procurement laws. Questionnaire items were measured using a five-point Likert scale, ranging from 1 (strongly disagree) to 5 (strongly agree). Mean scores were interpreted as follows: 1.00–1.80 (strongly disagree), 1.81–2.60 (disagree), 2.61–3.40 (neutral), 3.41–4.20 (agree), and 4.21–5.00 (strongly agree). Standard deviations below 1.00 indicated relatively low variation in responses, while higher values indicated greater variation in respondents' views.

Staff Knowledge

As shown in Table 3, the composite mean of 3.96 indicates that respondents generally agreed that county government employees possessed adequate knowledge of procurement laws and procedures. Familiarity with the Public Procurement and Asset Disposal Act (PPADA) recorded the highest mean (4.12), followed by ethical awareness (4.10), while regular procurement training had the lowest mean (3.67), suggesting gaps in continuous professional development. The standard deviation of 0.77 indicated relatively low variation in responses. Staff knowledge also had the largest standardized coefficient among the three determinants, suggesting that legislative familiarity, professional competence, and ethical awareness were important in promoting compliance. These findings are consistent with OECD (2019), AAPAM (2022), Sang and Mugambi (2014), and Kwening (2022), who emphasized the importance of procurement knowledge, training, and staff competencies in strengthening compliance and accountability. However, contrasting findings by Lumamba and Mutono-Mwanza (2026), Kwening (2022), and Adamu (2026) suggest that knowledge or awareness alone may not

guarantee compliance. The differences may reflect variations in study contexts and how staff knowledge, professionalism, and ethical conduct were measured. In the present study, staff knowledge incorporated familiarity with procurement legislation, training, professional certification, and ethical awareness, potentially capturing a broader range of competencies.

Table 3: Descriptive Statistics for Staff Knowledge

Statement	Mean	Standard Deviation	Interpretation
Procurement staff are familiar with the provisions of the Public Procurement and Asset Disposal Act	4.12	0.71	Agree
Procurement employees receive regular training on procurement laws and procedures	3.67	0.89	Agree
Procurement functions are undertaken by professionally qualified or certified personnel	3.94	0.82	Agree
Procurement employees demonstrate adequate understanding of procurement procedures	4.06	0.73	Agree
Procurement employees understand the ethical requirements governing public procurement	4.10	0.69	Agree
Staff can correctly interpret and apply procurement regulations in their daily duties	3.88	0.78	Agree
Composite mean and standard deviation	3.96	0.77	Agree

Compliance with Public Procurement Laws

As shown in Table 4, the composite mean of 3.83 indicates that sampled county governments generally complied with public procurement laws. Tender advertisement requirements recorded the highest mean (4.08), while the reduction of procurement irregularities recorded the lowest (3.48). These findings suggest that formal procurement procedures were generally observed, although challenges persisted in preventing irregularities and ensuring timely contract awards. The findings are consistent with Hazarika and Jena (2017) and Jones (2007), who observed that established procurement rules and reforms do not necessarily guarantee full compliance. Similarly, Nyonje and Maturu (2017) highlighted how enforcement delays and weak mechanisms undermine compliance with procurement regulations. However, the findings differ from Adamu (2026), who reported relatively low compliance despite increased awareness of Nigeria's Public Procurement Act. They also contrast with PPRA (2022), which reported that approximately 40% of Kenyan county governments failed to meet procurement compliance benchmarks.

Table 4: Descriptive Statistics for Compliance with Public Procurement Laws

Statement	Mean	Standard Deviation	Interpretation
Procurement activities are conducted in accordance with established procedures	3.92	0.77	Agree
Tender opportunities are advertised in accordance with legal requirements	4.08	0.70	Agree
Tender evaluation committees meet the required professional and legal standards	3.85	0.82	Agree
Procurement contracts are awarded within the legally prescribed timelines	3.69	0.89	Agree
Procurement irregularities have reduced within the county government	3.48	0.97	Agree
Procurement records satisfy internal and external audit requirements	3.94	0.76	Agree
Composite mean and standard deviation	3.83	0.82	Agree

Inferential Statistical Analysis

Inferential statistics were used to examine the relationship between staff knowledge and compliance with public procurement laws. Pearson correlation analysis was first conducted to determine the strength and direction of the relationship between the two variables. Subsequently, simple linear regression analysis was performed to establish the effect of staff knowledge on compliance with public procurement laws among county governments in Kenya.

Pearson Correlation Analysis

Pearson correlation analysis was conducted to determine the strength and direction of the relationship between staff knowledge and compliance with public procurement laws. Correlation coefficients range from -1 to +1, with positive values indicating direct relationships and negative values indicating inverse relationships. As presented in Table 5, staff knowledge had a strong, positive, and statistically significant correlation with procurement compliance ($r = 0.704$, $p < 0.01$).

Table 5: Pearson Correlation Matrix

Variable	Staff Knowledge	Procurement Compliance
Staff knowledge	1.000	0.704**
Procurement compliance	0.704**	1.000

Note. N = 52. ** Correlation is significant at the 0.01 level (two-tailed)

Simple Linear Regression Analysis

Simple linear regression analysis was conducted to determine the individual effects of staff knowledge, enforcement mechanisms, and e-procurement systems on compliance with public procurement laws. The analytical model specified was:

$$Y = \beta_0 + \beta_1 X_1 + \epsilon$$

Where: Y: Compliance with public procurement laws; X_1 : Staff knowledge; β_0 : Constant; β_1 : Regression coefficients; ϵ : Error term

The model summary showed a correlation coefficient of $R = 0.704$, indicating a strong positive relationship between staff knowledge and compliance with public procurement laws. The coefficient of determination was $R^2 = 0.496$, implying that staff knowledge explained 49.6% of the variation in compliance with public procurement laws. The remaining 50.4% of the variation could be attributed to other factors not included in the model, such as enforcement mechanisms, e-procurement systems, management support, organizational culture, and resource availability. The adjusted R^2 was 0.486, indicating that staff knowledge explained 48.6% of the variation after adjusting for sample size and the number of predictors.

Table 6: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.704 ^a	.496	.486	.4414

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The ANOVA results indicated that the regression model was statistically significant, $F(1, 50) = 49.131$, $p < .001$. These results demonstrate that staff knowledge significantly predicted compliance with public procurement laws. Since the significance level was below the 0.05 threshold, the null hypothesis that staff knowledge had no statistically significant predictive relationship with procurement compliance was rejected.

Table 7: Analysis of Variance

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9.572	1	9.572	49.131	.000 ^b
	Residual	9.742	50	.195		
	Total	19.314	51			

The regression coefficients showed that staff knowledge had a positive and statistically significant effect on compliance with public procurement laws ($\beta = 0.605$, $SE = 0.086$, $\beta = 0.704$, $t = 7.009$, $p < .001$). The unstandardized coefficient of 0.605 indicates that a one-unit increase in staff knowledge was associated with a 0.605-unit increase in compliance with public procurement laws. The standardized coefficient of 0.704 demonstrates a strong positive association between staff knowledge and procurement compliance. The constant was 1.435 ($SE = 0.347$, $t = 4.132$, $p < .001$), indicating the predicted compliance score when the staff knowledge score was zero.

The estimated regression equation was:

$$Y = 1.435 + 0.605X_1$$

The findings indicate that staff knowledge significantly and positively predicted compliance with public procurement laws. This suggests that procurement staff members' understanding of procurement legislation, procedures, and regulatory requirements may contribute to improved compliance. The study therefore concludes that staff knowledge is a significant predictor of compliance with public procurement laws.

Table 8: Regression Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.435	.347		4.132	.000
	Staff knowledge	.605	.086	.704	7.009	.000

CONCLUSIONS AND RECOMMENDATIONS

Summary of Findings

The study found that staff knowledge had a positive and statistically significant effect on compliance with public procurement laws among county governments in Kenya ($B = 0.605$, $\beta = 0.704$, $t = 7.009$, $p < 0.001$). Staff knowledge explained 49.6% of the variation in procurement compliance ($R^2 = 0.496$), and the regression model was statistically significant, $F(1, 50) = 49.131$, $p < 0.001$. The findings suggest that familiarity with procurement legislation, procedures, and regulatory requirements contributes to improved compliance. However, the remaining 50.4% of the variation was attributable to other factors outside the model. The study therefore rejected the null hypothesis and concluded that staff knowledge significantly predicts compliance with public procurement laws.

VII. Conclusions

The study concludes that staff knowledge is an important determinant of compliance with public procurement laws among county governments in Kenya. Procurement personnel who possess adequate knowledge of procurement legislation, procedures, ethical requirements, and professional responsibilities are better able to interpret and implement procurement requirements correctly. The study further concludes that although existing levels of staff knowledge support compliance, continued training and professional development are necessary to maintain and strengthen this capacity. Sustained investment in procurement staff competencies is therefore essential for promoting consistent application of procurement laws and reducing procedural errors and other forms of non-compliance.

Recommendations

County governments should institutionalize continuous professional development programmes to strengthen procurement staff knowledge of the Public Procurement and Asset Disposal Act (PPADA), procurement procedures, and ethical standards. This should include regular training, refresher courses, and support for professional certification through relevant bodies such as the Kenya Institute of Supplies Management (KISM) and the Institute of Certified Procurement and Supply Professionals (ICPSP). Furthermore, the Public Procurement Regulatory Authority (PPRA) and the National Treasury should develop and implement policies that promote continuous training and professional

certification of procurement personnel. These initiatives would enhance staff competence, improve the interpretation and application of procurement regulations, and ultimately strengthen compliance with public procurement laws among county governments in Kenya.

Future studies could investigate other factors influencing procurement compliance, such as political interference, organizational culture, leadership commitment, resource availability, and organizational ethics. Further research could also cover all 47 county governments or other public sector institutions to improve the generalizability of the findings. Additionally, longitudinal or mixed-methods research designs could be employed to examine changes in procurement compliance over time and provide deeper insights into how staff knowledge influences compliance within different institutional contexts.

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