

**EFFECTS OF DOMESTIC VIOLENCE ON EMPLOYEE PRODUCTIVITY IN WATER SERVICE  
PROVISION COMPANIES IN NAKURU COUNTY, KENYA**

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## ABSTRACT

Domestic violence is a global epidemic that causes physical, psychological, economic and social torture to its victim and comes in different forms. The victims find it difficult to cope with their routines at home and in their places of work. The results of the violence affect the people surrounding the victims more than it affects the victims themselves. The research study sort to: establish the prevalence of domestic violence, investigate the various forms of domestic violence, examine the effects of domestic violence on employees' productivity and identify strategies of managing these effects. Social-ecological theory which takes into consideration the interaction of domestic violence between individual, relationship, community and societal factors was employed. The study adopted a descriptive research design and had a target population of 319 employees from Nakuru County Water Service Provision Companies (NAWASSCO, NARUWASCO and NAIVAWASS) where a sample of 133 respondents was selected through snowball sampling technique. The sample comprised of Zonal Human Resource Managers and employees who had either been victims or perpetrators of domestic violence. Participants were studied in a natural setting with the use of personal interviews and open-ended questionnaires as main tools of data collection. Qualitative data was first coded, analysed then presented in narratives. Quantitative data was analysed in percentages and presented in tables & figures. The findings of the study reveal that Domestic Violence has a negative effect on employees' productivity characterised by ; increased absenteeism, tardiness, decreased concentration, workplace interruptions, emotional stress, physical injuries, compromised safety of employees, poor interpersonal relationship, reduced employee morale, and trauma from witnessing violence. The study recommends implementation of workplace polices addressing domestic violence, employees' domestic violence education, avail counselling services to employees and apply non-judgemental and emphatic ways in handling domestic violence cases.

**Key words:** *Domestic Violence (DV), Domestic Violence Prevalence, Forms of Domestic Violence and Productivity of Employees.*

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