

**HOW NATURE OF DUTY INFLUENCE PRIVATE SECURITY EMPLOYEE'S
ENGAGEMENT IN CRIMINAL ACTIVITIES IN NAKURU TOWN MUNICIPALITY,
NAKURU COUNTY- KENYA**

Justus Kimeli Enock Bor and Ngetich Kibet

Department of Peace and Security Studies, Egerton University

ABSTRACT: Private security industry is increasingly recognized as playing an important role in fostering conditions conducive to development, investment and growth. Despite the rapid growth of the sector, there are no regulations or requirements in terms of the training and vetting of guards, and the quality of training and services vary considerably from one company to another company. Given the unevenness of training and standards, concerns are frequently raised about the quality and integrity of security staff with unconfirmed reports that guards are in collusion with criminals. This study examined factors that influence private security firm's employees to engage in criminal activities in Nakuru Municipality. Objectives that guided the study included; to examining how the nature of duty influence private security employees to engage in criminal activities, to determine the influence of job capacity requirement on employees engagement in criminal activities, to establish the effectiveness of measures employed by private security firms to curb criminal activities among its employees and how work environment influence private security employees in engaging in criminal activities. This study used survey research design. Multi-stage sampling procedure was adopted in selecting both the study area and sample units. Whereas purposive sampling was used in selecting study area and six key informants, stratified random sampling was used to select employees from various private security firms. The study was grounded on Routine activity theory and Control theory. The study results revealed that quite a number of employees in all these services have experienced or engaged in crime. However, there is correlation of 0.5 and 0.6 respectively between guarding and cash in transits services. The results indicate that guarding and cash in transits employees mostly engage on crime. It is also evident from the results that security firms places; low emphasis on academic qualification, relevant training, relevant skills and high emphasis on certificate of good conduct, age, health/physical fitness gender; as pre-qualification requirement for employment. The study recommends that security firms should provide working environment that embraces growth and capacity development of the employees. These would include; better training to deter crime, adoption of technology, security briefing, crime warnings, screening and involvement of police in crime management

KEYWORDS: private security crime, security, nature of duty, criminal activities, private security employees, work environment

INTRODUCTION

Private security sector is a rapidly expanding industry. Recent estimates suggest that in 2010 total revenue of private security company (PSC) worldwide including military and policing service in

domestic and international markets was over United States Dollar (USD) 202 billion (Holmqvist,2005). Private Security Companies constitute major feature of securities in Africa and around the world. They operate in more than 50 states globally including Afghanistan, Angola, Columbia, Congo, Iraq, Liberia, Papua New Guinea, Russia, Saudi Arabia and Sierra Leone, providing services for governments, international institutions, embassies, business and corporations (Musambayi, 2005).

The prevalence of private security is a striking feature of urban life in contemporary Africa, with the uniformed guards of private security companies a ubiquitous presence outside banks, commercial properties, hotels, public offices, and private residences. Across the continent, there has been a tremendous growth of PSCs providing security services at various levels of quality to broad sections of the population. While the first private security companies on the continent trace their history back to the 1960s, a massive expansion of the sector has occurred since the late 1980 (Gumedze, 2008). In the context of sub-Saharan Africa and the issues explored, however, the declining ability and/or willingness of the state to provide adequate protection of life and property is of crucial significance. In fact crime and insecurity has become endemic in many countries, especially in capital cities, PSCs have taken over the role of protection for individuals, households, neighborhoods, and businesses alike (Abrahamsen &Williams,2005).

The mere presence and availability of private security in turn creates its own consumer dynamics, encapsulated in the seemingly insatiable demand for security in contemporary risk society (Kimenju, Singo &Wairagu, 2004). In Kenya, PSC have mushroomed, with an estimating that there are currently over 2000 PSCs in the country (Government of Kenya (GoK) 2010). The private security sector is a major source of employment in Kenya, and it is currently estimated that the sector employs 48,811 people (GoK, 2007). Given the high dependency ratios in the country, it is further estimated that the industry supports indirectly a total of 195,524 people (Kenya National Private Security Workers Union (KNPSWU), 2011). Private security is thus an important part of the economy, providing much needed employment. Indeed the proliferation of private security companies in Kenya has been necessitated by number of factors. The spiraling insecurity, corruption, police ineffectiveness and ineptitude, are some of the reasons why clients prefer private security companies to police (Makokha, 2007).

Despite the size of the sector, the quality of training and services vary considerably from company to company (Mkutu & Salaba, 2007). Most companies provide some training for their guards but some PSCs place guards on duty with little or no knowledge of basic security provision, while others provide fairly extensive courses (Ngugi, 2004). Given the unevenness of training and standards, concerns are frequently raised about the quality and integrity of security staff, with allegations that guards are in collusion with criminals. Makinda (1992) argues that while most companies claim that they undertake some form of recruitment vetting, and require potential employees to certify that they have no criminal record; they freely acknowledge that the reliability of this information is highly questionable.

Minimum wages in the sector have remained extremely low, with some employers failing to meet the stipulated base amounts. Avant (2001) observed that low incomes are associated with the

adoption of survival strategies that undermine work ethics, commitment, production, profits and growth, resulting in absenteeism, high labor turnover, multiple jobbing, moonlighting, pilferage, corruption and theft. By contrast, good working conditions are associated with good work ethics, relative industrial peace, and low turnover of employees, increased productivity, improved performance grounds and better profits.

According to the Kenya National Private Security Workers Union (KNPSWU, 2011) a total of 58 guards were killed while on duty in crime related incidents. The Report notes further that 112 were arraigned in court either as principal offenders or for failing to prevent the commission of such offences. KNPSWU (2011) noted further that most owners of Private Security Companies capitalize on the prevailing widespread unemployment to treat and pay the guards as they wish since there is ready and cheaply available manpower, however most of the guards are very unsatisfied. Experts say that it is hard for the guards to be committed since they are always the first suspects when a robbery or theft occurs thus their commitment is eroded (KNPSWU, 2011). A survey carried out by Kenya Crime Survey (2009) reported that about 75% of guards feel insecure in their jobs, and less than 6% stated that they are satisfied with their job. Based on the information, there was need to carry out the study in order to examine factors that influence private security employees to commit crime.

Statement of the Problem

Private security industry in Kenya is increasingly recognized as playing an important role in fostering conducive environment for development, investment and growth, however, the industry has a myriad of challenges. Private security employees have been viewed as a source of insecurity in terms of criminality to the companies and their clients. The incidence of criminality has taken place despite the necessary measures that have been put in place to manage their employees' involvement in crime. In this context, little has been documented on the factors that predispose them to criminal activities. Moreover, this phenomenon has been compounded by the limited empirical studies on what is the nature and cause of rising cases of criminality within private security firms. Lack of such information has made it difficult for security managers in private security firms to develop effective policies to mitigate the incidences of criminality among the employees

Sotlar (2009) reveals that the private security industry includes PSCs performing activities on a professional basis for third parties in preservation of security of persons and property and preservation of law and order using mainly human resources. Private security also includes private in-house security services for their own firm for the same reasons and using the same personnel with or without a private central alarm (ibid). Other activities done by PSCs entail Control Centre Television monitoring stations which perform functions for third parties on a professional basis using detectors that transmit their findings by telecommunication links to one or more central points where the findings are recorded and evaluated (Sotlar, 2009).

Sotlar (2009) also identifies another activity done by PSCs to be private security transport companies transporting limited quantities of cash and other valuables for third persons on a professional basis. He summarizes those activities performed by PSCs as the protection of movable

and immovable property, guarding of property, surveillance on the public highways and transporting cash and valuables, protection of persons and management of alarm monitoring stations (ibid). Others are in-house security, store security, in-house detectives, access control, and managing attendance at events, custody of detainees or prisoners and security of car parks (ibid). Security of shopping malls, supervision of apartment blocks, messenger and courier services, reception and hall porter services are other activities performed by PSCs (ibid). In addition, PSCs also handle alarms and alarm systems, monitor CCTV, perform emergency response and disaster relief duties and conduct routine traffic control and security consultation.

Private security companies are charged with the duty of protecting lives and property. According to Munguni (2000), PSC are increasingly employed to carry out detection and prevention of criminal activities and law enforcement. The employees in this nature of duty have unrestricted access to the knowledge of company assets and or assets they are protecting (Charles & Nemeth 2014). However, Charles and Nemeth (2014) indicated that roughly a third of the employees reported some involvement in taking the company assets because the employees had greatest access to knowledge of company. In agreement with Charles & Nemeth (2007) noted that employees with criminal bent may be able to access sensitive corporate information and jeopardize the well-being of an organization. For instance at a biotechnology firm the janitorial security staff were involved with stealing materials from the company. This study examined nature of service and its relationship with employees engaging in criminal activities

Most of the security firm`s employees duty is to provide guarding services (Sabala & Mkutu, 2004). This nature of service is a notoriously low-paid occupation, where guards often work very long hours for very little remuneration (G.O.K, 2007). In an effort to contain the level of exploitation, the government in May 2003 introduced a new minimum wage for the sector; including monthly housing and others this brought the minimum wage for a guard to Ksh 9,469 (G.O.K, 2007).

In Angola for example working conditions in the private security industry are often harsh, implying 24 hours shifts without food or medical subsidies. Salaries for private security guards vary: at times below the national minimum salary of USD 50 per month, but on average rarely exceeds USD 250. Even the latter can be considered as a salary that is still very low compared to the living costs in urban Angola,(Cherney, 2008) Additionally, salary payment delays appear to be a common practice of many employers in the private security sector, despite high profits for PSCs (ibid)

According to Wairagu, Kamenju & Singo (2004: 44) an ordinary practice in many firms is to pay their security guards different remuneration depending on which agreement they have been given, thus causing considerable dissatisfaction, as guards at the same level of experience can earn very different remuneration. This practice also means that the security guards are at high risk of losing out when there is an increase in competition that forces the security companies to reduce their wages. Declaration of a minimum wage for the sector is one of the most contentious issues in the security industry today, making majority of these companies to adhere to the Legal Notices (Makokha 2007: 26). This study sought information on how variance in salary payment influence one to engage in criminality

Gumedze point out that working conditions for guards also differ significantly for example, some of the guards have a normal working day with 12 hours and one day off per week or per fortnight while others report no overtime, and in addition no annual leave. In the same way, Gimode (2001: 64) points out that there is a problem with the lack of insurance and social benefits for guards as well as the little enforcement and control of working conditions. It is, however, clear that salaries continue to vary considerably between companies. Despite the Government increasing their wages insecurity cases in private security is still rampant, even the well paid employees still commit criminal activities in the company. The study therefore looked into the relationship between the nature of service and the crimes committed.

According to KIPPRA (2011), more than half of guards (50.1%) earn between 1,500 and 2,500 shillings per month. The highest paid guards are employed on the biggest single security contract in the Kenyan market: Kenya Kali Security's contract with the American Embassy, an extensive operation involving 750 guards earning between Ksh 18,000–50,000 a month. A common practice in many companies is to pay guards different wages depending on which contract they are assigned to, thus causing considerable discontent as guards at the same level of experience can earn very different wages, this practice also means that guards are at risk of losing out as competition forces companies to lower their prices.

Others they noted that they did not have overtime and no annual leave. Similarly, lack of insurance and social benefits for guards is a problem, and there is little enforcement and control of working conditions. However Salaba and Mkutu failed to show the connections between working condition of the guards and their involvement in crime hence the need for the study.

In Uganda, private security employees topped the list of crimes committed by security personnel (Kirundi2012). Kirundi noted further that private guards committed 339 crimes followed by police who committed 164 crimes. Statistics according to Kirundi indicated that private guards killed eight people, three of which were murdered by shooting, while the rest were killed through various methods in 2011(ibid). Besides, Kirundi noted that private guards carried out 157 thefts around the country.

In Angola Criminal activities of private security guards, including theft of clients and the use of firearms for illicit purposes in Luanda have become increasingly documented in recent years by local media and acknowledged by the police and judicial authorities (Cilliers et al 2000). In April 2005, a judge of the Provincial Court of Luanda revealed that guards of PSCs were one of the main groups involved in lawsuits related to the illicit use of firearms.

In Kenya no studies have been done on the actual statistics of crimes being committed by private security companies, and hence there was need for the study to document the statistics in relation to types of crimes committed for each mentioned nature service by private security employees

Research Design

The study employed descriptive survey research design. The choice of qualitative research design was influenced by the perceived varying degrees of views and perception of divergent respondent

to be interviewed. Creswell (2009) argues that qualitative research design is suitable in natural settings, which fits the study, as it mostly focused on respondents' perception i.e. why employees of security firms engage in criminal activities, hence can give more room for interpretation and understanding. Conversely, Strauss and Corbin (1998) have shown that those who use qualitative research obtain satisfactory results and appropriate answers to the central research questions investigated. In addition, survey research design is useful in collecting original primary data to assess, establish and analyze factors. The design was useful in describing the characteristics of a large population, as it allows for use of large samples making results statistically significant even when analyzing multiple variables. The design also allowed use of various methods of data collection like questionnaire and interview methods.

Study Population

Within the context of the study, population comprised employees of security firms within Nakuru Municipality. Kumar (2011) defines study population as the bigger group or residents of a community about whom the study is concerned while the sample as a subgroup of the population which is the focus of the enquiry and is selected carefully to represent the study population. The choice of study population, Nakuru municipality, was arrived at due to the rising cases of private security employee's involvement in criminal activities. According to KNPSWU (2015) private security crime related accounted for 45% of total crimes committed in 2014 as compared to 16% in 2012. There are 10 security firms with 1130 employees as outlined in Table 3.1.

Table 3.1: Target Population

Security firms	Population
Wells Fargo	130
G4S	123
Bob Morgan	147
KK	112
Total Security	129
Praying mantis	79
Delta force	119
Brinks	87
Lavington	107
Shear force	97
Total	1130

Source: Security Firms' Database (2013)

Sampling Procedure and Sample Size

Sampling Procedure

The study employed mixed sampling techniques approach. A combination of purposive sampling, stratified and simple random sampling approaches were used. Purposive sampling procedure was used to select both the study area and unit of analysis. The choice of study area, Nakuru

municipality, was arrived at due to the rising cases of private security employees' involvement in criminal activities according to (KNPSWU, 2011). In addition, stratified sampling method was used to classify security firms based on services offered. The use of stratified sampling is justified as it ensures an 'all inclusion sample size', which other sampling methods would otherwise omit because of their small numbers in the population (Kumar, 2011). Hence the study developed three strata. From each stratum, respondents were sampled based on weight of the sample size as shown in Table 3.2. From each stratum, respondents will be distributed equally amongst all firms with three management staffs from each firm interviewed.

Sample Size

The researcher used a sample size of 167 respondents drawn from 1130 security employees classified into three strata as shown in Table 3.2. The sample size was computed using sample size formula as prescribed in Mugenda & Mugenda (2003) as follows:

$$n = \frac{z^2 pq}{d^2}$$

Where: n = desired sample size; z = standard normal deviation at the required confident level; p = proportion of target population estimate; q = 1-p; and d = level of statistical significance set. Hence, at 7% interval confidence and 1130 population size, the sample size is 167. Barley (1987) contends that the minimum considerable size is 30 cases while Guthrie (2010) notes that a sample of 30 will usually give results similar to a normal distribution, although such would be good for small studies, and for larger projects, a sample size between 30 and 400 for populations ranging from 30 to one million is ideal. Hence sample size was justified on these grounds

Table 3.2: Sample Size

Stratus	Population (f)	Weight (%)	Stratum size proportion (f/N)*n	Sample from each firm*	
				Employees	Management
Guarding duties	689	61	101	10	2
Courier services	324	28.7	47	4	2
Cash transits	117	11.3	19	2	2
Total	1130		167	16	6

*Number of security firms in Nakuru Municipality = 10

Respondent's Demographic Characteristics

In this section, the biographic and background information of the respondents is presented and analyzed in order to show the distribution of the respondents by their gender, age, highest level of education, experience, training and terms of employment. This information is important to the

study because it helps the reader to understand some pertinent issues that may have a bearing on the analysis.

Respondents Distribution by Age

The study sought to determine the age distribution of private security employees within Nakuru County. The ages were categorized in to four groups and response for each group is depicted in Table 4.2.

Table 4.1: Respondent' Age

Age	Frequency	Percentage
18 - 35 yrs	49	39.5
36 - 45 yrs	36	28.8
46 - 55 yrs	36	28.8
Above 55	4	2.9
Total	125	100

From Table 4.2 the age characteristics of respondents indicates that majority of the guards (49 out of 125 respondents) fell within the age bracket of 18-35 years, which accounted for 39.5% of the total respondents. This could imply that most of them joined the security firm when young and it may be their first job. The age bracket with the least respondents was 55years and above with only one (2.9%) guard followed by the bracket 46-55 years with only 12 (12%) guards. From the findings, it clear that majority (68.3%) of respondents of guards who works for security firms in Nakuru county are relatively young, that is, below 46 years of age, while 31.7% of this being above 45 years.. This result is supported by the finding of Kenya National Private Security Workers Union (KNPSWU), (2011) who reported that majority of private security staffs are youths. In addition, Kimosop (2007) also observed that majority of the workers in the security industry are middle aged ranging from 21-40 years. The dominant age group for guarding in the security industry is 18-35 years. This may be an indicator that as the guards aged, they opt for other jobs or early retirement as this is a job that needs young energetic people or employers may also prefer the younger guards. Results are further corroborated by the finding of Kenya National Private Security Workers Union (KNPSWU), (2011) who reported that majority of private security staffs are youths. The results also indicate that all respondents were adults and therefore qualified to participate in the study

Distribution of Respondents by Gender

The researched also determined to establish the proportion of male to female gender of guards who work for private security firms in Nakuru municipality. Respondents were asked to specify their gender and the result is displayed in Table 4.3

Table 4. 2: Respondent's Gender

Gender	Frequency	Percentage
Male	77	61.6
Female	48	38.4
Total	125	100

From Table 5, it can be seen that majority, 61.6% of the respondents were male, while 38.4% were female. The fact that there were more men in the sample than female is not by design and this gender imbalance indicate that the nature of private security services is demanding thus requires masculine effort. This explains why there are more males than females. This finding is corroborated by Kimosop (2007) who also observed that majority of the workers in the security industry are of the male gender accounting for more than 65% of workforce. This, he attributed to the nature of duty for security guards. Furthermore, statistics at Kenya National Private Security Workers Union (KNPSWU), (2011) also indicates that private security firms are operated by males than females

Table 4.3: Respondents Level of Education

Education	Frequency	Percentage
Secondary	89	71.2
Tertiary	23	18.4
University	5	4.0
Others	8	6.4
Total	125	100

From Table 4.4, it clearly indicated that 89 (71.2%) of respondents possessed secondary education, 23 (18.4%) tertiary education, 5 (4%) university and 8 (6.4%) other qualifications. This results shows that majority (71.2%) of employees of private security services firms have secondary education, with fewer (28.8%) possessing post-secondary education. Thus, this result reveals that private security service requires low levels of education. This could also be due to low level of expertise and skills required for guarding service provision. This finding corroborates that of Sabala and Mkutu (2004) study results which observed that nature of security service is a notoriously low-paid occupation due to low level of skill and expertise required.

Table 4.4: Respondents Employer

Security firms	Frequency	Percentage
Wells Fargo	23	18.4
G4S	17	13.6
Bob Morgan	14	11.2
KK	14	11.2
Total Security	12	9.6
Praying mantis	7	5.6
Delta force	11	8.8
Brinks	8	6.4
Lavington	10	8
Shear force	9	6
Total	125	100

Respondents' Employer

Results showed that Wells Fargo (18.4%) and G4s (13.6%), recorded the highest number of the respondents followed by BM (11.2%), and KK respectively. Total security 9.6%, Praying mantis (5.6%), Delta Force (8.8%) Brinks (6.4 %,) Lavington(8%,) Shear force(6%,) Total security (9.6%). The domination of the security market in Nakuru CBD by the larger companies such as Wells Fargo, G4S, BM Security and KK points to the prestige that owners of premises attach towards these companies and the perception that this will exhibit their genuine nature hence improve profitability in business. This is portrayed as being made of foreign and expatriate companies while other companies like Praying Mantis and Shear Force presents itself as composed of indigenous companies which are unfairly disadvantaged by their lack of access to international capital

Respondent's Work Experience

Employees' skills are developed through experience. The researcher further sought to establish experience of security service guards within Nakuru municipality. Respondent were therefore asked to indicate how long they have been in the job. The results for work experience are denoted in Table 4.6.

Table 4.5: Respondent Work experience

Work Position	Frequency	Percentage
Less than 1 year	9	6.8
1 – 2 years	72	57.6
3 – 5 years	44	35.6
Above 5 years	0	0
Total	125	100

Table 4.5 indicates that 9 (6.8%) of security guards had worked for less than one year, 72 (57.6%) have worked for between one and two years, 44 (35.6%) had worked for between three and five years with none having worked for more than five years. This result shows that majority (64.4%) of private security service guards in Nakuru County have worked for less than three years in their respective companies. Only 35.6% have worked for more than three years but less than five years. This result reveals that there is probably high turnover rate of private security guards. This results collaborates with that of Sabala and Mkutu (2004) results that most of the security firm's employees are notoriously low-paid occupation, where guards often work very long hours for very low remuneration leading to high turnover as they seek for better options. In addition, KNPSWU (2011) also showed that majority (68%) of security employees in Kenya are youths with many options and opportunities for further exploitation. The shorter periods of stay with a single employer can be attributed to the high turnover of employees in PSCs due to either movement for better paying engagements or as a result of discontinuation of employment brought about crime incidents or other disciplinary offences.

It can also be deduced that those respondents who stayed for relatively longer periods did so because of service contracts probably being elevated to permanent terms hence becoming an incentive for continued stay. Another reason is the widespread unemployment situation which may necessitate employees to continue working for the same employer for longer periods of time, there or they join security service as mechanisms to enable them ascend to other jobs. This could probably explain why there is high turnover rate.

Terms of Employment

The researcher also sought to determine whether private security service providers in Nakuru municipality offer job security. Therefore, respondents were asked to state the terms of their employment. That is, employed on a permanent or temporal/contract basis. Results are depicted in Table 4.7.

Table 4.6: Nature of Employment

Nature of Employment	Frequency	Percentage
Temporary	89	71.2
Permanent	36	28.8
Total	125	100

Response on the nature of employment shows that 89 (71.2%) are employed on a contract basis with 36 (28.8%) being employed on a permanent basis. Therefore, this finding illustrates that majority of private (71.2%) security service provision firms employ guards on a contract or temporal basis. This result is supported by Bourne (2004) who observed that private security companies majorly work on fixed contract terms and hence only assign guards when there is contract or tie guard's employment to contract period. Many employers and especially PSCs misuse Section 35 (1) (c) of the Employment Act and offer contracts to employees in which wages or salary is paid periodically at intervals of or exceeding one month (*The Employment Act, 2008.*)

These contracts are terminable by either party at the end of the period of twenty-eight days after giving notice in writing. Employers may also decide to terminate such contracts for varied reasons some of which might be disciplinary or on a personal basis and cause disagreements which may prompt employees to leave. PSCs therefore hire guards monthly on a casual basis over a long period of time to avoid providing them with entitlements which are due to them if they were employed on permanent basis or on contract. Poor treatment occurs when employees work very long hours for very little remuneration, have no overtime and annual leave and also lack insurance and social benefits.

Similarly, Bourne (2004) also observed that most security service firms do not train their staff due to the short period assignment or contract. This shows that most private security firms do not follow the stipulated as required by Employment law Cap 226 of the Laws of Kenya which states that , guards are required to work for a total of fifty two (52) hours per week and any additional hours to be treated as overtime. This is rarely the case for the majority of the security guards, as most of them have remained casual guards irrespective of the duration of their service to the company (KIPPRA, 2004).

In fact Cap 226 requires that, after working for three months continuously, an employee should be confirmed as a permanent employee of the company. This requirement has not been met by most of the security companies. A Labour officer based in Nakuru stated the following when asked about reasons why employees do not stay within PSCs for longer periods “Most of the employees in PSCs are employed on casual terms which allow employers to misuse Section 35 (1) (c) of the Employment Act. The employers can terminate the contracts after a month without providing employees with entitlements”. This encourages most PSCs to keep hiring new staff to save on costs brought by permanent contracts.”

Pre-qualification requirements and crime engagement

The study findings for correlation employees' possession of pre-employment requirement and engagement in crime activities are presented in Table 4.13.

Table 4. 7: Pre-qualification requirements

Qualification requirements	Correlation coefficient
Academic qualification	0.58**
Certificate of good conduct	0.13
Relevant training and experience	0.56**
Age	0.45**
Gender	0.33**
Health/physical fitness	0.52**

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

Table 4.13 shows there exist a strong positive correlation of 0.58 between academic qualification issues as a pre-deployment requirement and employees engagement in crime activities; very weak

but positive correlation of 0.13 between possession of certificate of good conduct and employees engagement in crime, strong positive correlation of 0.56 between possession of relevant training and skills and staffs crime engagement; relatively strong positive correlation of 0.45 between employees age and engagement in crime activities; relatively weak positive correlation of 0.33 between genders and crime engagement and; a strong positive correlation of 0.52 between employees health/physical fitness and engaging in crime. These finding reveals that academic qualification, relevant training and skills, and health/physical fitness are the pre-deployment requirements that can be linked to private security employee's engagement in crime activities.

The implication of these finding points to the fact that possession of a certificate of good conduct does not guarantee that guards will not engaging in criminal activities. Equally, age and gender too cannot discriminate one from engaging in criminal activities. These finding are further supported by survey results carried out by Security Sector Reform Report in 2009, which reported that out of 22 companies visited in Kitale, and several others in Nairobi, most of the guards covering the security of shops, homes and offices either had not passed or had dropped out at primary school level

CONCLUSION

On whether respondents have engaged in criminal activities or experience crime commission by results show that all of respondents have experienced crime cases at their work place, and this indicates that criminal activities have occurred in all private security firms in Nakuru municipality Theft was the most prevalence crime amongst private security guards that accounted 100% of respondents agrees that. The study revealed that most of the crime was committed through omission this is followed by robbery, which rarely occurs in addition to murder, Fraud, vandalism, and burglary.

The most common time of occurrence of crimes was indicated by respondents to be daytime followed by late evening) and early morning. Stealing and smuggling were the types of crime which occurred most often and therefore took place during the day after premises have opened their doors for business. Few crimes therefore occur in late evening and early morning since at these times, almost all business premises are closed and electronic intruder or burglar alarms are still activated which make the premises less attracting as targets for property crime.

Research results on nature of duty influence reveals that majority of private security firms perform guarding services, followed by cash in transits and courier's services. In addition, all security firm guards have experience or engaged in crime activity mainly petty crime, theft, robbery, murder, Fraud, vandalism and burglary .In respect to the nature of private security duties due to finding that most of those who engage in crime are guards who escort cash in transits, the study recommends that further measures should be embraced to curb major crimes like petty theft, burglary, fraud and robbery. This can be achieved through good remuneration and checks on employees' attitudes

References

- Abrahamsen, R. & Williams, M.C., (2005). *The Globalization of Private Security. Country Report: Kenya*. University of Wales Aberystwyth
- Avant, D (2001), *The Market for Force, "The Consequences of Privatizing Security"*. Cambridge: Cambridge university press
- Bikuri, K, Kariuki, E, Kimenyi, M.S., Kimilu, G, Muriu, P, Nderitu, P, Ngugi, R. W, Njuguna, S, Nyang'oro, O, Octavian, *Security Risk and Private Sector Growth in Kenya*. Kenya Institute for Public Policy Research and Analysis
- Charles & Nemeth (2004) *Private security and the law* 5th Edn Butterworth – Heinman
- Cherney, A. (2008), *Harnessing the Crime Control capacities of Third Parties*. Policing: An International Journal of Police of Strategies and Management, 31 (4)
- Creswell, N. W. (2009); *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches* (3rd edition). London: Sage.
- Corbin, J., and Strauss A., (1998), *Basics of Qualitative Research Techniques and Procedures for Developing Grounded Theory* (2nd edition), Sage Publications: London
- Edwin A. Gimode (2001) *An anatomy of violent crime and insecurity in Kenya* vol.26
- GOK (2015), *Kenya Police Annual Crime Report, 2015*. Kenya Police
- Gumedze, S. (2008). *The Private Security Sector in Africa: Country series', ISS Monograph series, no. 146, Pretoria: Institute for Security Studies. Retrieved February 22 2013 from http://www.psira.co.za/psira/dmdocuments/sectorial_determination/Private%20Security%20Salary%20Rates%202013-2014.pdf*
- Gill, M., & Hart, J., (1999) 'Enforcing Corporate Security Policy Using Private Investigators' *European Journal on Criminal Policy and Research* 7: 245-261
- Holmqvist, C, C, (2005). *International Security and Governance*, Sweden. Kenya Institute for Public Policy Research and Analysis (KIPPRA) (2004). *Security Risk and Private Sector Growth in Kenya: A Survey Report*". Special report, Nairobi
- Kimosop D. (2007) "*Labour Turnover in Private Security Firms In Kenya: A Case Study Of Future Force Security Firm*" University of Nairobi, Kenya (KIPPRA), Nairobi. Retrieved July 20, 2015 from [rbh/private security/index.html](http://rbh/private%20security/index.html)
- Kimenju, S, & Singo, J. Wairagu, F, (2004) *Private Security in Kenya*, (Nairobi: Security Research and Information Centre [SRIC])
- Kimosop, D. J. (2007). *Labour Turnover in Private Security Firms in Kenya: A Case Study of Future Force Security Firm*. Nairobi, KE: University of Nairobi.
- Kirundi, S W (2012). "Private and Public Security in Uganda" ISS Monograph Series, No. 20 KIPPRA (2011). "Security risk and private sector growth in Kenya": A Survey Report. Special Report No. 6
- Kothari, C., R., (2009), *Research Methodology: Methods and Techniques*, 10thed, New Age International (P) Ltd.
- Kumar, R., (2011); *Research Methodology: A Step by Step Guide for Beginners* (3rd edition). New Delhi: Sage
- Makinda, S. (1992). *Security in the Horn: An Analysis of Post-Cold-War Developments in Regional Security and Emerging Strategic Issues in Ethiopia, Kenya, Sudan and Djibouti*. Nairobi Kenya

- Makokha, J. (2004). Kenya's insecurity problem: how can the role of privatised security providers be enhanced? Nairobi, KE: Institute of Policy Analysis & Research.
- Mugenda, M. & Mugenda, O. (1999). *Research Methods: Quantitative and Qualitative*. Nairobi: Acts Press
- Munguni, R. (2000). *Employees' Perception of Factors that Influence Labour Turnover in the Micro Finance Institutions in Kenya*. Nairobi: KIM
- Mkutu & Kizito S. (2007). Private Security Companies in Kenya and Dilemmas for Security, *Journal of Contemporary African Studies*. Retrieved May, 3 2013 from <http://www.informaworld.com/smpp/title~content=t713429127>
- Mkutu, K & Kizito S. (2004). "The Impact of Armed Criminality in Urban and Rural Kenya: Case Studies of the Cities of Nairobi and Kitale". Geneva, Small Arms Survey
- Nemeth, P.J. (2010). *The Private Security and Investigative Process*. CRC Press Auburn Publication. USA
- Sabelo Gumedze (November 2007) *The Private Security Challenge in Africa; Manifestation, Challenges and Regulation* ISS Monograph Series, No 139.
- Sabala, K. & Mkutu, K. (2004). The Impact of Armed Criminality in Urban and Rural Kenya: Case Studies of the Cities of Nairobi and Kitale, Geneva small arms survey
- Sotlar, A. (2007). The (Non) existent control over private security companies in Slovenia: the opinions of private security managers and members of parliament. Ljubljana: Domzale publishers