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¹ Makokha, M. P., ² Miroga, J., & ³ Otinga, H. N.

¹ MSc. Student, Jomo Kenyatta University of Agriculture and Technology [JKUAT], Kenya

^{2,3} Doctor, Lecturer, Jomo Kenyatta University of Agriculture and Technology [JKUAT], Kenya

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ABSTRACT

This study inspected the impact of green obtainment rehearses on association execution on star evaluated inns in Nakuru City. The particular goals were to lay out the impact of green procurement training on association execution on Star appraised lodgings in Nakuru City; discover the impact of provider evaluation on association execution on Star appraised inns in Nakuru City and decide the impact of opposite calculated in green obtainment on association execution on Star appraised inns in Nakuru City. The review took on distinct study plan. The study targeted 95 respondents from 17 star appraised lodgings in Nakuru City. Registration examining was utilized to think about the entire populace. Information was gathered utilizing organized poll directed through drop and pick technique. Legitimacy was accomplished through content legitimacy while unwavering quality was accomplished through Cronbach alpha. Spellbinding measurements and inferential insights were utilized during information investigation with help of SPSS adaptation 21. The outcomes were introduced in tables and models. Invert strategic in green acquirement rehearses has huge positive effect on authoritative execution. Provider appraisal is huge indicator of association execution of inns in Nakuru City, taking everything into account and green preparation has critical positive effect on association execution. The review suggested that lodgings should enroll proficient preservationists to direct the association on green mindfulness. The concentrate likewise suggested that the public authority ought to make strategies administering providers in the neighborliness business particularly lodgings.

Key Words: *Green Procurement, Provider Evaluation, Opposite Calculated*

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INTRODUCTION

Globalization has brought about strain on association to further develop association execution. As a result of this strain, and the endeavors to address it, ecological administration issues have become pertinent to activities the board analysts (Murty and Kumar, 2013). Handfield (2016) proposed six methodologies for managing natural issues, including safe variation, embracing without advancing, and being responsive, open, productive, and proactive. Given mounting public discernment that corporate reactions to ecological difficulties have been deficient, there is a command to move past valuable procedures. Organizations need to embrace proactive systems that shape another vision of their short-and long haul natural obligations.

Green Procurement otherwise called reasonable obtainment (SP) is one of the arising issues in acquisition. It involves thinking about friendly and ecological variables close by monetary elements in settling on acquisition choices. Green acquisition includes looking past the conventional financial boundaries and settling on choices in light of the entire life cost, the related dangers, proportions of progress and suggestions on society and the climate (Esinah, 2014).

Hierarchical execution is the capacity of an association to satisfy its central goal through sound administration, solid administration and a steady rededication to accomplishing results. Sarkis (2010) recommended that organizations conveying administrations should widen their assessment of efficiency from the traditional organization arranged viewpoint to a double organization client viewpoint. This widened approach can assist with accommodating struggles or influence cooperative energies between further developing help quality and supporting assistance efficiency.

Kenya inn industry falls under the Ministry of Tourism and Wildlife. The business is controlled by Tourism Regulatory Authority (TRA). The business is partitioned into nine areas in particular Nairobi, North fracture, South break, Western, Eastern,

North Eastern, Coast, Central and Northern. TRA is accused of the obligation of inn order. In ordering the lodgings, factors, for example, area, building plan, inn limit, data administrations, refreshment cooling frameworks, squander assortment, security, human asset strategy are a portion of the component that the controller considers in deciding the arrangement (Tourism Act Authority Regulations, 2014).

Hotels are categorized in accord with the star cataloging system. The hotels vary from minor town establishments to the star rated beach and city hotels. The hotel industry has proven to be one of the fastest developing segments of the economy of our time by becoming a multi-billion dollar and emergent sector. The evolving positive drift in the tourism business shows that hotel business is more of a pool in which foreign exchange runs (Mbithi, Muiruri & Kingi, 2015).

The responsibility of classifying these hotels is mandated to The Hotels & Restaurants Authority which lies under the Tourism Ministry (Government of Kenya, 2013). The organization of tourist amenities throughout the world is becoming progressively vital as a guaranteed way of providing holidaymakers with material on the level of facilities provided by various classified hotels. The categorization of these hotels also supports advance service provision and principles (World Tourism Organization, 2013). Classification depends mainly on facilities, location, amenities and the hotel infrastructure. This arrangement gives categories like; 5star, 4star, 3star, 2star and 1star, ratified with constant mechanism on the value of facilities offered (Kingi, Mukulu & Oloko, 2013).

According to County Government of Nakuru, there are 129 hotels in Nakuru County. However, according to Tourism Regulatory Authority, there are 11 star rated hotels, these are Acacia Premier Hotel (4 star), Nakuru Hotel, Sovereign Hotel, Imperial Hotel, The Vic Hotel and Jambo Impala Eco-lodge (3-star rated). Two star rated hotels are Sunset Hotel, Le Savanna Country Lodge & Hotel, St. Johns Manor-Le Savanna Country Lodges and

Kiboko Bay Resort. There is only one star rated which is Dewchurch Drive Hotel (TRA, 2018).

Statement of the Problem

Expanded interest on energy supply, request of water, expanded weight on strong waste administration and the contamination of water bodies, soil and air are among the significant degree of negative natural impacts in the accommodation area. Kenya Tourism Board report of 2017 showed that inns have significant expense of activity because of significant expense of water, energy and over reliance of non-reuse materials (KTB, 2017). Not at all like inns in different urban areas, for example, Nairobi and Mombasa, Ecotourism Kenya neglected to distinguish inns in Nakuru city which are earth manageable basing on all eco-rating markers (Ecotourism Kenya, 2016). Province Government of Nakuru uncovered that lodgings in the city create bigger amounts of strong and fluid waste and drinking a great deal of water. Public Environment Management Authority has guided lodgings to get innovation to guarantee they treat their waste and lessen reliance on non-bio-gradable material (NEMA, 2017).

Fourth Climate Change Assessment Report by Intergovernmental Panel on Climate Change (IPCC, 2017) shows that the inn area has the greatest potential for ozone depleting substance discharges decrease; henceforth, inns must embrace green practices. The helpless association execution of star appraised lodgings in Nakuru has critical impact not exclusively to the climate yet on the authoritative presentation of the inn. As per GoK (2017), the release of natural waste from business building, for example, inn has come about to development of hyacinth in Lake Victoria which has diminished fishing exercises in the lake. Greater part of family in the area relies upon the lake assets straightforwardly or by implication for their business. On different, inns which are not natural consistence following a worldwide temperature alteration and environmental change crusade hazard to misfortune organizations amazing open doors. As per Diamantopoulos et al (2013),

shoppers stress something else for the climate and change continuously their conduct toward utilization of green items and administrations. Along these lines, lodgings which don't embrace green obtainment rehearses face fierce opposition from those which have taken on, henceforth decrease in their benefit, deals and piece of the pie.

Green obtainment rehearses have progressively acquired allies, explicitly in areas that worry climatic change and timberland security. Nonetheless, none of the review have explore green acquirement and association execution in inn industry in Nakuru city. Islam, Turki, Murad and Karim (2017) no proof of a huge direct effect of the outline proportions of green acquisition rehearses on monetary execution, while the backhanded effect of green obtainment rehearses by means of authoritative nonfinancial execution on monetary execution was viewed as measurably critical. Nderitu and Ngugi (2014) laid out the commitment of green acquisition ideas to execution of the East African Breweries Limited (EABL) albeit the review didn't uncover what it meant for execution. Different investigations have zeroed in on the reception of green obtainment rehearses (Khisa 2011, Pembere, 2014; Nasiche and Ngugi, 2014; Omusebe, Iravo and Ismail, 2017). Accordingly, this study analyzed the impact of green acquisition rehearses on association execution on star appraised lodgings in Nakuru City.

Objectives of the Study

The general objective of the study was to examine the influence of green procurement practices on organization performance on star rated hotels in Nakuru City. The specific objectives were;

- To establish the influence of green procurement training on organization performance on star rated hotels in Nakuru City.
- To find out the influence of supplier assessment on organization performance on star rated hotels in Nakuru City.
- To determine the influence of reverse logistics in green procurement on organization performance on star rated hotels in Nakuru City.

The study was guided by the following hypothesis;

- Green procurement training has no significant influence on organization performance on star rated hotels in Nakuru City.
- Supplier selection has no significant influence on organization performance on star rated hotels in Nakuru City.
- Reverse logistics has no significant influence on organization performance on star rated hotels in Nakuru City.

LITERATURE REVIEW

Theoretical Framework

Natural-resource based view (N-RBV)

Contamination anticipation zeroed in on association's strain to lessen or take out squander from association's activity (Hart, 1995). Savvy (1992) accentuated that contamination counteraction might expand efficiency, diminish association's congruity costs and furthermore upgrade benefit of associations. Item Stewardship suggested that the "voice of climate" and partner viewpoint were considered of eco-plan and advancement processes (Allenby, 1991; Fiksel, 1993), from evaluating unrefined substance, creation processes, to attitude of utilized items (Hart, 1995). Supportable advancement expected firm to have a strong feeling of social ecological obligation (Strikker, 1992; Welford, 1995) to foster low-sway innovations for market improvement (Jansen and Vergragt, 1992). Maintainable advancement included a reasonable future vision and zeroed in on current innovation improvement (Hart, 1995).

Bloom's Taxonomy of Learning Theory

The scientific categorization hypothesis of learning progressed by Bloom in 1956 attempts to distinguish different mental abilities (Chimwani, Iravo and Tirimba, 2014). The hypothesis orders thinking into six mental degrees of intricacy; data, getting, demand, enquiry, amalgamation, and appraisal, by which undertaking from to even out 6 from 1, means an ascent in the degree of multifaceted nature of mental ability (Wilson,

2013). The scientific classification learning levels are viewed as flights of stairs in which in the event that somebody has gotten a handle on a complex level, he is viewed as having perceived the lower stages. The three lesser echelons are easier contrasted with the modern stages consequently, greater levels of popularity are made of the capacities (Chimwani, Iravo & Tirimba, 2014).

The importance of this hypothesis to this study comes in that acquisition execution relies profoundly upon staff capabilities and abilities. Lodging the board is very perplexing consequently execution can be improved through staffing, preparing, and instruction. In the acquisition the board in the lodging business, the higher qualified staff take on the more refined undertakings while the less qualified interpretation of the less requesting occupations however they are urged to build their abilities to accomplish the logical abilities. Through learning and experience, the obtainment staff ought to have the option to understand each period of activity in the strategy and how the stages connect with one another embracing best works on bringing about best generally acquisition execution.

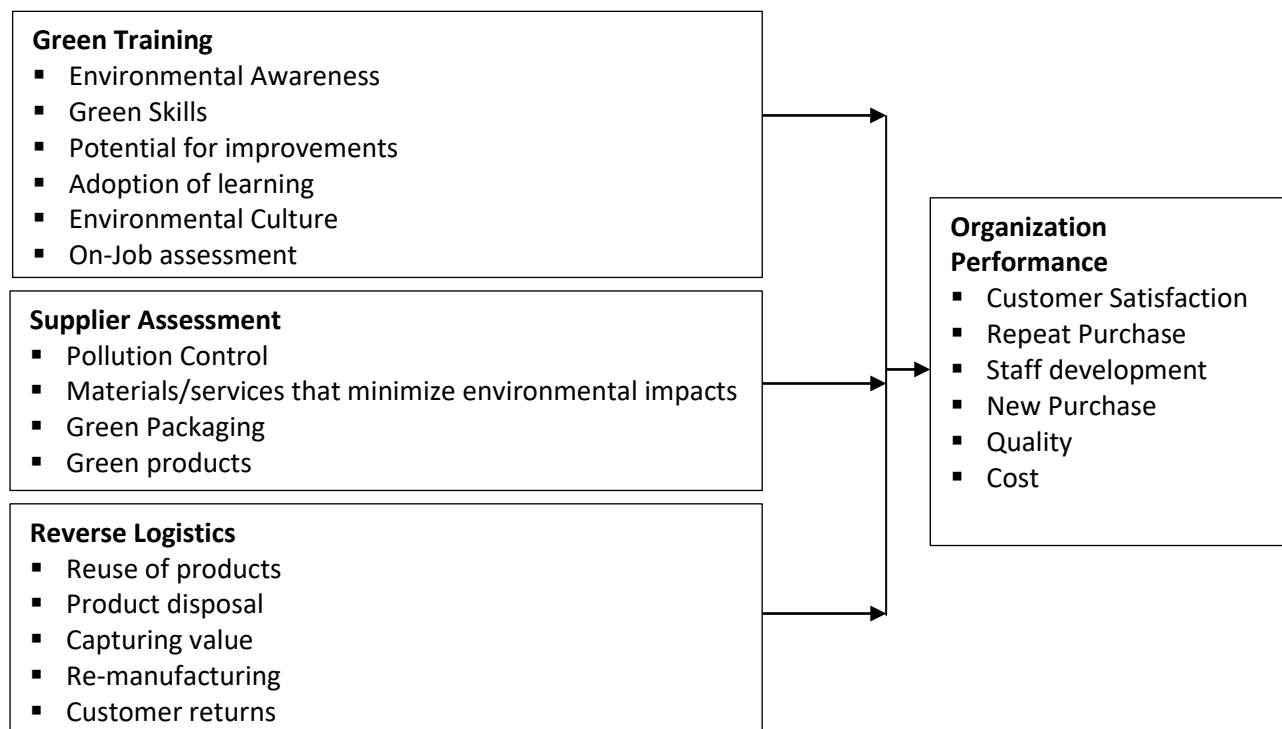
Institutional Theory

As per Scott (2004) Institutional hypothesis is a broadly common hypothetical stance that accentuates objective folklore and authenticity Institutional idea works in the more profound and further tough variables of social constructions. It thinks about the cycles that designs, along with hierarchical culture and become laid out as legitimate techniques for social conduct (Scott, 2004). Various parts of institutional hypothesis legitimize that these parts are made, diffused, took on, and customized throughout existence; and the manner in which they fall into decrease and neglect.

The regulative support point stresses the usage of rules and guidelines as friendly control instrument which guarantees practicality as reason for production network the executives. The regulating point of support is the hierarchical standards and

values inside the social foundations commitment as the premise of production network the executives. The social mental associations support point lays on mutual perspective on foundations normal convictions, images, and common perspective. Pundits of institutionalism have kept up with that the prospect of establishment is so exceptionally focal as an outcome, the significance of foundation

has brought about an endless question which researchers are institutionalists or not and an indistinguishable disarray concerning what's suspected to be the center of the hypothesis. In elective words, institutional financial aspects have become notable because of it implies everything to all people, which toward the day's end is significance of nothing.



Independent Variables

Dependent Variable

Figure 1: Conceptual Framework

Green Training: HR rehearses, especially in regards to ecological preparation, assume a vital part in the scattering of manageable store network rehearses, particularly economical acquisition. Both ecological preparation and maintainable acquirement can provoke natural development among associations. Green preparation is extremely compelling to all business work and other related capacities for productive execution of government approaches on green public acquirement strategy formed. With the assistance of workers to carry out the GP approaches will be simpler and invest in some opportunity to get different partners mindful of the

benefits of GPP. Making a green culture regularly includes support conduct that individuals need to take on, however there is as yet a requirement for the suitable apparatuses and preparing to change (Olson, 2008) In request to get the right picture on how an organization a green procedure is working, it is vital to know what information the staff have on how manageable obtainment offices choices and change drives that work on the climate and the cutthroat place of the foundation, having an earth cognizant attitude can assist representatives with executing the green acquisition rehearses in the framework.

Supplier appraisal: Green obtainment rehearses is by and large comprehended to include screening providers in light of their natural presentation and carrying on with work just with those that meet specific ecological guidelines or principles. In provider evaluation, most organizations put into thought a few variables including green item contamination control green bundling. Provider choice and assessment is a multi-measures independent direction (MCDM) approach that gives a viable structure to looking at providers by thinking about the subjective attribute of natural execution as a pointer in green provider choice (Huang and Keska, 2007).

Reverse Logistic: Invert coordinated factors represents all tasks connected with the reuse of items and materials. It is "the most common way of arranging, executing, and controlling the proficient, practical progression of natural substances, in-process stock, completed merchandise and related data from the mark of utilization to the starting place to recover esteem or legitimate removal. All the more unequivocally, switch coordinated operations is the method involved with moving products from their normal last objective to catch esteem, or appropriate removal (Kimbwereza, 2016). Remanufacturing and revamping exercises likewise might be remembered for the meaning of converse planned operations." The opposite coordinated factors process incorporates the administration and the offer of excess as well as returned gear and machines from the equipment renting business. Typically, operations manage occasions that bring the item towards the client. On account of converse operations, the asset goes something like one stage back in the inventory network. For example, products move from the client to the merchant or to the producer (Fadhil, 2015).

Empirical Review

Aragão and Jabbour (2017) examined the connection between natural preparation and the reception of feasible obtainment in three Brazilian public/state colleges. This examination is subjective

and incorporates an exploratory review in view of top to bottom meetings with specialists from the acquisition part of Brazilian state funded colleges. A systemic structure is proposed to examine the outcomes. As per the outcomes' examination, the effect of reasonable acquirement rehearses among the public associations dissected was practically void. The natural preparation created restricted achievements, in spite of the fact that respondents saw it as a wellspring of expected improvement, which shows a co-advancement of economical acquisition, ecological preparation and EM. In the cases investigated, an arrangement was distinguished among the degrees of economical obtainment and natural preparation reception.

To break down the connection between green preparation and green stock chains, a review of Brazilian firms with ISO 14001 confirmation was directed by Teixeira, Jabbour, de Sousa Jabbour, Latan and De Oliveira (2016). The fundamental qualities of green preparation in the example were likewise investigated. The examination results showed that green preparation will in general assist firms with further developing their green store network the board to help out clients and carry out green buying. The principle qualities of green preparation that can stir green inventory network the board, including the accompanying: green preparation points that are suitable and current for organization exercises, green preparation substance made through a deliberate investigation of preparing holes and needs; and workers who get green preparation and have the chance to apply green information in regular exercises.

Sarhaye and Marendi(2017) looked for lay out the job of green acquirement rehearses on authoritative execution of private area in Kenya. The particular targets were to lay out the job of converse operations on hierarchical execution of Coca-Cola Kenya and to decide the impact of provider appraisal on authoritative execution of Coca-Cola Kenya. The review utilized clear examination plan. A populace of 642 respondents comprising all degree of laborers in Coca cola was

utilized. The review utilized delineated irregular examining. The review utilized an example size of 64 staffs. The review utilized both open and close finished poll. Subjective information was dissected utilizing Statistical examination which was done involving Statistical Packages for Social Science (SPSS) rendition 23, while subjective information was broke down utilizing content investigation. The review laid out that there existed a positive connection between turn around coordinated factors and authoritative execution of Coca-Cola Company. On provider evaluation, it was reasoned that there existed a solid positive connection between provider appraisal and hierarchical execution of Coca-Cola Company. The concentrate additionally presumed that the providers are likewise surveyed in light of their capacity to control contamination and consequently a protected climate.

Wabuti and Kioko (2016) looked to decide the impacts of provider improvement on hierarchical execution at Kenya Power. The review took on a spellbinding exploration plan. The review's objective populace was 474 individuals. The scientist utilized the bunch testing technique and an example size of 142 respondents. The scientist utilized an organized poll controlled in three mailings. The specialist handled and examined the field information gathered utilizing engaging examination and inferential investigation utilizing IBM SPSS Statistics Version 22. The distinct insights uncovered that the review's respondents concurred that provider evaluation, provider motivating forces and provider association decidedly impacted hierarchical execution at Kenya Power. The relapse model not set in stone to be measurably critical in anticipating what provider evaluation means for authoritative execution at Kenya Power.

Chirchir(2013) tried to research the connection between green administration practices and inventory network execution among drug organizations in Kenya. The exploration configuration was a spellbinding report. Information was gathered utilizing a survey that was controlled

through drop and pick later technique. Rates and frequencies were utilized to break down genuine one and three while relapse investigation was utilized to examine the connection between business coordination and production network execution. The discoveries were introduced in tables. The review affirmed that Green store network the board rehearses are critical in improving the exhibition of supply chains.

Esinah (2014) tried to lay out the connection between green administration practices and store network execution in cell phone firms in Kenya. In particular, the review looked for yo observes the impact of converse strategic on inventory network execution. The exploration configuration was a clear report. Information was gathered utilizing a poll that was managed through drop and pick later technique. Rates and frequencies were utilized to investigate objective one and two while relapse examination and connection was utilized to dissect the connection between green store network practices and production network execution. The investigation discovered that Green production network the executives rehearses are critical in improving the exhibition of supply chains.

METHODOLOGY

The study adopted a descriptive method of research design. The sampling frame for this study was 95 employees of 17 star-rated hotels in Nakuru County. The list of the hotels was obtainable from the County Government of Nakuru, tourism department. The study adopted census sampling technique to select 95 respondents. The study used questionnaires which were self-administered. Multiple regression analysis was conducted to establish the relationship between green procurement practices and organization performance. Multiple regression is a flexible method of data analysis that may be appropriate whenever quantitative variables are to be examined in relation to any factors. Relationships may be non-linear, independent variables may be qualitative or quantitative and one can examine the effect of a single variable or multiple variables with or without

the effect of other variables taken into account Coherent West and Aiken, (2003) .The regression model was as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

Where Y= Organization performance

α = constant term

$\beta_1 \beta_2 \beta_3$ & β_4 = coefficient of determination of independent

X_1 = Green Training

X_2 = Supplier Assessment

X_3 = Reverse Logistic

e = error term

FINDINGS

Table 1: Green Training

Green Training	Mean	SD
My organization has been conducted regular green training to enhance environmental awareness among its human resources in procurement process	3.34	.918
My organization provide green training to its workforce so as to improve their green skills during procurement	3.30	1.005
The green training programs have potential for improvement in the procurement practices in my organization	3.56	1.010
Employees are motivated to participate in green procurement practices	3.03	.987
My organization has adopted green procurement learning framework and its regularly reviewed to reflect new policies	3.41	1.019
Environmental culture of the organization promotes environmental responsibility through regular green training in procurement	3.41	1.160
There are systems and structures that support on job assessment of green procurement practices	3.67	.828

Respondents were found out if there association has been led ordinary green preparation to upgrade natural mindfulness among its HR in acquirement process. Larger part of respondents (40.5%) were concurred trailed by 38.2% who were unsure while 6.3% unequivocally concurred. This infered a few associations have been directing ordinary green preparation to improve natural mindfulness among its HR in acquirement process. Besides, 44.3% of respondents were dubious while just 31.6% concurred that their association give green preparation to its labor force in order to work on their green abilities during acquisition while 10.1% emphatically settled on something similar.

Further, 43.0% and 15.2% of respondents concurred and firmly concurred separately that green preparation programs have potential for development in the acquirement rehearses in my association. A mean of 3.5 infers that green preparation programs have potential for

development in the acquirement rehearses in my association

Just 36.6% concurred and 5.1% of the respondents concurred and firmly concurred separately that workers are inspired to partake in green acquirement rehearses when contrasted with 41.8% who were uncertain. This affirmation was additionally upheld by a mean of 3.03. Further, 41.8% of respondents concurred while 11.4% emphatically concurred that there association has taken on green acquisition learning system and it's routinely surveyed to reflect new strategies. A mean of 3.41 infers that a few associations have embraced green acquirement learning structure and its consistently surveyed to reflect new arrangements.

Besides, larger part of respondents (48.1% concurred and 12.7% unequivocally concurred) were in arrangement that natural culture of the association advances ecological obligation through

standard green preparation in acquirement. This shows that current ecological culture of the association advances natural obligation through ordinary green preparation in acquisition. Finally, 39.2% of respondents concurred while just 16.5%

emphatically concurred that there are frameworks and constructions that help on work appraisal of green acquisition rehearses. A mean of 3.67 shows that there are frameworks and designs that help on work appraisal of green acquirement rehearses.

Supplier assessment

Table 2: Supplier Assessment

Supplier Assessment	Mean	SD
Our suppliers are assessed based on their ability to supply green products and hence safe environment	3.73	1.20
Green supplier evaluation system is necessary for firm productivity	3.29	1.25
Our suppliers are assessed based on their ability to control pollution and hence a safe environment	3.01	1.18
Our supplier selection and evaluation ensures they provides an effective green packaging	3.71	1.11
The hotel has supplier evaluation criteria in place for green procurement	3.11	1.26
Preference is given to the multidimensional methods during supplier assessment	3.15	1.09
The suppliers are always required to provide proof of their green practices in order to be considered for supply.	3.22	1.15

From table 2, greater part of respondents affirmed (39.2% concurred and 30.4% firmly concurred) that their providers are surveyed in view of their capacity to supply green items and consequently safe climate. This was supported by a mean of 3.73 in spite of the fact that with huge standard deviation of 1.20. As to the Green provider assessment framework, 43% (34) and 13.9% (11) of the respondents concurred and emphatically concurred separately that green provider assessment framework is important for firm efficiency with a mean of 3.29. This infers that green provider assessment framework is some way or another essential for firm usefulness.

Little larger part of the respondents concurred that their providers are evaluated in view of their capacity to control contamination and thus a protected climate albeit 24.1% of the respondents clashed. A mean of 3.0 shows that not all providers are evaluated in light of their capacity to control contamination and henceforth a protected climate.

Further, 43.0% of respondents concurred while 24.1% firmly concurred that provider determination and assessment guarantees they give a powerful green bundling. This is upheld by a mean of 3.71 with a huge standard deviation of 1.11.

The outcomes further uncovered that little larger part of the respondents were uncertain on whether their inn has provider assessment rules set up for green acquirement as demonstrated by 29.1% while 27.8% concurred and 13.9% unequivocally settled on something very similar. A mean of 3.11 infers that a few inns have provider assessment models set up for green obtainment. The outcomes further demonstrated that 38%(30) and 10.1%(8) of the inspected respondents concurred and firmly concurred individually that providers are expected all the time to give evidence of their green practices to be considered for supply. A mean of 3.22 suggests that a few providers are expected all the time to give evidence of their green practices to be considered for supply.

Reverse logistic

Table 3: Reverse Logistic

Reverse Logistic	Mean	SD
My organization recovers materials that are harmful to environment	4.23	0.96
My organization returns back its products to suppliers for recycling, retaining of materials, or remanufacturing	3.38	1.08
My organization collects back used packaging from customers for reuse or recycling	3.89	0.92
My organization returns back its packaging to suppliers for reuse or recycling	3.81	0.99
My organization collects back used products from customers for recycling, reclamation of materials, or reuse	3.75	0.90
My organization recovers waste materials and used up materials	3.71	1.05

To begin with, larger part of respondents firmly concurred (53.2%) that association recuperates materials that are destructive to climate, while simply 21.5% consented to the assertion. A mean of 4.23 inferred that inns in Nakuru City recuperate materials that are hurtful to climate. In any case, just 12.7% of the respondents emphatically concurred that lodgings in Nakuru City returns back its items to providers for reusing, holding of materials, or remanufacturing while 43.0% consented to the assertion. The outcomes further uncovered that 51.9% concurred, and 24.1% emphatically concurred that lodgings in Nakuru City gathers back involved bundling from clients for reuse or reusing. This statement was upheld by a mean score of 3.89 (concur) despite the fact that there was huge deviation from the mean.

All the more thus, greater part of the respondents (51.9%) concurred that lodgings in Nakuru city returns back its bundling to providers for reuse or reusing while 22.81% unequivocally concurred. This was likewise upheld by a mean of 3.81. Likewise, 62% of the respondents concurred and 13.9% emphatically concurred that lodgings gather back involved items from clients for reusing, recovery of materials, or reuse. In conclusion, 57%(45) and 17.7%(14) concurred and firmly concurred separately that inns in Nakuru city recuperates squander materials and spent materials. This affirmation was upheld by a mean of 3.71 with a huge standard deviation of 1.05.

Organization Performance

Table 4: Organization Performance

Performance	Mean	SD
Level of customer satisfaction has increased due to green procurement practices	3.66	0.89
Level of market share has improved with introduction green procurement practices	3.49	0.90
Level of cost reduction has improved with introduction of green procurement	3.87	0.86
Green procurement enhances organizational operations improving organizational performance	3.83	0.81
The quality of procured products and services contributes to organizations performance	4.2	1.02
Green procurement has resulted to increase in repeat purchase of our products and services	3.88	0.99
Green procurement has resulted to new customers growth	3.80	1.05
Green procurement practices has led to staff growth	3.75	0.93

From Table 4, a big part of the respondents (50.6%) concurred and further 13.9% firmly concurred that the degree of consumer loyalty has expanded because of green acquirement rehearses. This was upheld by a mean of 3.66 with a standard deviation of 0.89. The outcomes additionally uncovered that 36.7%(29) and 12.7% (10) concurred and emphatically concurred separately that the degree of piece of the pie has improved with presentation green obtainment rehearses. The outcomes further demonstrated that 43% concurred that the degree of cost decrease has improved with presentation of green acquisition and extra 6.3% consented to the assertion.

The outcomes further uncovered that 41.8 % (33) and 3.8% (3) of the respondents concurred and unequivocally concurred that green obtainment upgrades hierarchical activities working on authoritative execution. A mean of 3.83 and standard deviation of 0.81 uncovered that there is some deviation from mean. Then again, 20.3% (16) of the respondents unequivocally concurred and

38% (30) concurred that the nature of obtained items and administrations adds to associations execution. This declaration was upheld by a mean of 4.2 with irrelevant standard deviation of 0.82.

As to rehash buy, 31.6% (25) and 8.9% (7) concurred and unequivocally concurred that green acquirement has come about to increment in recurrent acquisition of our items and administrations albeit 45.6% were questionable with this assertion. Further, 40.5% of the respondents were unsure whether green obtainment has come about to development on new clients while 25.3% concurred and 8.9% emphatically settled on something similar. Ultimately, 26.6 % (21) and 12.7%(10) of the examined respondents concurred and emphatically concurred individually that green obtainment rehearses has prompted staff development albeit 46.8% were dubious. A mean of 3.75 suggests that a few inns in Nakuru have acknowledged development in staff because of green acquirement.

Inferential Analysis

Table 5: Pearson Correlation

		GT	SA	RL	OP
Green Training	Pearson Correlation	1			
	Sig. (2-tailed)				
	N	79			
Supplier Assessment	Pearson Correlation	.304**	1		
	Sig. (2-tailed)	.007			
	N	79	79		
Reverse Logistic	Pearson Correlation	.398**	.563**	1	
	Sig. (2-tailed)	.000	.000		
	N	79	79	79	
Organization Performance	Pearson Correlation	.430**	.577**	.608**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	79	79	79	79

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

Multicollinearity was tested by analyzing correlations between all pairs of independent variables (Green training, Supplier assessment and Reverse logistic). Hair et al., (2006) asserts that if correlation coefficient, (r) is close to 1 or -1, then there is multicollinearity but if (r) is not above 0.8,

then there is no multicollinearity. In this study (table 5; correlation analysis), the highest correlation coefficient is 0.608, hence below the threshold of 0.8, therefore, multicollinearity assumption was checked and met.

Test of Independence (non-autocorrelation)

Independence of error terms, which implies that observations are independent, was assessed through the Durbin-Watson test. Durbin Watson (DW) test checked that the residuals of the models

were not auto-correlated since independence of the residuals is one of the basic hypotheses of regression analysis (Montgomery et al, 2001). The results were as shown in Table 6.

Table 6: Autocorrelation Test for Regression

Std. Error of the Estimate	Durbin-Watson
.4456239	1.956

Source: Field Data (2019)

From Table 6, the results of the study gave Durbin – Watson coefficient value 1.956 which is between

1.5 and 2.5 they indicated that there was no autocorrelation in the data residuals.

Multiple Linear Regression Results

Table 7: Model Summary and Significance of the Model

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.693 ^a	.481	.460	.4456239	1.956

a. Predictors: (Constant), Reverse Logistic, Green Training, Supplier Assessment

b. Dependent Variable: Organization Performance

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	13.793	3	4.598	23.152	.000 ^b
	Residual	14.894	75	.199		
	Total	28.686	78			

a. Dependent Variable: Organization Performance

b. Predictors: (Constant), Reverse Logistic, Green Training, Supplier Assessment

From table 7, model 1 showed consolidated relapse results for impact of three free factors (green phases of preparation, provider appraisal and opposite strategic) on the reliant variable (association execution of lodgings in Nakuru City.). The outcome show R2 = 0. 481; which a decent model, consequently the model clarifies 48.1% of the varieties in association execution of lodgings in

Nakuru City. The F measurement is 23.152 critical at p<0.01. This infers that the autonomous factors in the review model are to be sure unique in relation to one another and accordingly impact the reliant variable (association execution of lodgings in Nakuru City) in fluctuated ways, consequently affirming the importance of running various relapses.

Table 8: Regression Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
1	(Constant)	.838	.350		2.392	.019
	Green Training	.207	.097	.194	2.122	.037
	Supplier Assessment	.292	.092	.321	3.165	.002
	Reverse Logistic	.253	.076	.350	3.330	.001

a. Dependent Variable: Organization Performance

From the upsides of unstandardized relapse coefficients (B) in Table 8, every one of the three free factors (Green preparation; $\beta = .207$ at $p < 0.01$; Supplier appraisal; $\beta = 0.292$ at $p < 0.01$; Reverse calculated; $\beta = 0.243$ at $p < 0.0$ were huge. Subsequently, the different relapse condition for generally speaking impact of the four huge free factors on association execution of lodgings in Nakuru City is;

$$Y = 0.838 + 0.207X_1 + 0.292X_2 + 0.243X_3$$

Where;

Y= Organization performance of hotels in Nakuru City

X_1 = Green training

X_2 = Supplier assessment

X_3 = Reverse logistic

Green acquirement rehearses had critical positive impact on the Organization execution as shown by B coefficients. Assuming the three variables are held at nothing or it is missing, the Organization execution of lodgings in Nakuru City would be fundamentally at 0.838, $p = 0.019$.

The discoveries demonstrated that green preparation had huge positive impact on Organization execution with $B = .207$, $P = .037$ suggesting that controlling of different factors (Supplier appraisal and Reverse calculated) in the model, a unit change in green preparation would result to huge change in Organization execution by 0.207 units in a similar course ($P < 0.05$). Consequently, green preparation has critical positive impact on association execution of lodgings in Nakuru City. These discoveries contrasts well and Chari, Onias and Kandenga (2016) reasoned that staff preparing in execution of green acquisition on altogether influence execution of Harare Firms in Zimbabwe. Nderitu and Ngugi (2014) uncovered that ability of the staff individuals on green acquisition ideas was fundamental supporter of the impacts of green acquirement to execution. Bouwer et al. (2006) further showed preparing and skill in ecological issues was vital to effective reception of green acquisition in the public area. The review discovered that albeit the extent of acquirement

staff that has been prepared in GPP was low, the preparation was viable in executing GPP at the association.

The discoveries demonstrated that provider appraisal had critical positive effect on association execution with $B = .292$, $P = .002$ suggesting that controlling of different factors (green preparation and Reverse calculated) in the model, a unit change in provider evaluation would result to huge variety in association execution by 0.292 units in a similar bearing ($P < 0.05$). Consequently, provider evaluation has critical positive impact on association execution of lodgings in Nakuru City. The outcome was predictable with the past specialists which showed that the opposite coordinated operations program was decidedly corresponded with execution. Muttimos (2014) demonstrated expanded hierarchical execution of assembling firms were viewed as reliant upon expanded reception of remanufacture and reusing reverse planned operations rehearses with insignificant reception of reuse invert strategies practice. Kabergey and Richu (2015) uncovered that item recuperation and item reuse both have constructive outcome on functional execution of sisal handling firms. Maeke (2017) reasoned that there is a solid connection between switch strategic and execution of melted oil gas firm in Kenya with turn around coordinated factors representing over portion of the condensed petrol gas firms' functional exhibition.

The outcomes uncovered that opposite calculated had huge positive effect on association execution with $B = .253$, $P = .001$ suggesting that controlling of different factors (green preparation and Green preparation) in the model, a unit change backward strategic would result to huge change in association execution by 0.253 units in a similar bearing ($P < 0.05$). In this way, turn around calculated has huge positive impact on association execution of inns in Nakuru City. The discoveries affirmed crafted by Liao and Rittscher (2017), on green providers with association execution in the inventory network viewpoint he discovered that GSCM lead to material cycles in the stockpile chains oversaw in an

ecologically, socially, and financially capable way that is, the item probably created as minimal waste as could be expected and moderate energy ate each phase of the item's life cycle. Agarwal and Vijayvargy (2012) tracked down that presentation of green standards into the system of provider determination rules, henceforth this rules is vital for authoritative execution. Siyad and Marendi (2017) inferred that there existed a solid positive connection between provider evaluation and authoritative execution of Coca-Cola Company. The concentrate additionally presumed that the providers are likewise surveyed in light of their capacity to control contamination and consequently a protected climate.

CONCLUSIONS AND RECOMMENDATIONS

First the review infers that green preparation has huge positive effect on association execution. Missing the preparation on green acquisition makes the representatives to miss the essential abilities and information to play out their work. The green preparation programs have potential for development in the obtainment rehearses in inns. Notwithstanding, natural culture of the association advances ecological obligation through standard green preparation in acquisition has not been embraced. Making a green culture regularly includes build up conduct that individuals need to embrace, yet there is as yet a requirement for the suitable devices and preparing to change.

Furthermore, provider appraisal is critical indicator of association execution of lodgings in Nakuru City, taking everything into account. Better provider evaluation in green acquisition would results to increment in execution. Providers are evaluated in light of their capacity to supply green items and consequently safe climate this affects execution increment. Provider determination and assessment guarantees they give a viable green bundling. Nonetheless, a few providers are surveyed in view of their capacity to control contamination and consequently a protected climate.

Thirdly, reverse logistic in green procurement practices has significant positive influence on organizational performance. Hotels which have fully adopted reverse logistic in their green procurement would realize improved organization performance. Hotels recovered materials that are harmful to environment. Further, some hotels collected back used packaging from customers for reuse or recycling and few hotels returns back its products to suppliers for recycling, retaining of materials, or remanufacturing.

The following recommendations were made from the study conclusion;

At the authoritative level, the board should prepare and foster staff on green acquisition and its significance. Lodgings should enroll proficient hippies to direct the association on green mindfulness. Inns are expected to do fundamental endeavors to lay out the preparation need evaluation and the hole that is accessible broadly and plan an essential preparation that will point in giving information and abilities to all representatives engaged with green acquisition rehearses. Having ecologically cognizant attitude can assist workers with carrying out the green acquirement rehearses.

The study recommended that the managers of hotels should adopt reverse logistics practices to increase organizational performance. The increased adoption of remanufacture and recycling reverse logistics practices with minimal adoption of reuse reverse logistics practice ensures maximization of resources.

Further, since environment protection has been concern to public in recent years, the study recommended that the government should create policies governing suppliers in the hospitality industry especially hotels. Supplier assessment is necessary for sustainable supply chain analysis based on the analytical network process and environmental factors. The review suggests that Kenyan Government, through NEMA ought to foster guidelines and guidelines that make it a necessity

for all lodgings to take on harmless to the ecosystem rehearses in the whole production network.

Areas for Further Research

The review zeroed in on green acquirement and authoritative execution of administration industry Kenya. Comparable review should be done on green

acquisition practices and execution of assembling industry in Kenya. The review zeroed in on association execution against green acquirement rehearses, nonetheless, because of an Earth-wide temperature boost and environmental change, future examinations must analyze connection between green acquisition rehearses and natural execution

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