# INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE & MANAGEMENT



A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories

Indexed & Listed at:

Ulrich's Periodicals Directory @, ProQuest, U.S.A., EBSCO Publishing, U.S.A., Cabell's Directories of Publishing Opportunities, U.S.A.

The American Economic Association's electronic bibliography, EconLit, U.S.A.

Index Copernicus Publishers Panel, Poland with IC Value of 5.09 & number of libraries all around the world.

Circulated all over the world & Google has verified that scholars of more than 3412 Cities in 173 countries/territories are visiting our journal on regular basis.

Ground Floor, Building No. 1041-C-1, Devi Bhawan Bazar, JAGADHRI – 135 003, Yamunanagar, Haryana, INDIA

## **CONTENTS**

Sr. No.	TITLE & NAME OF THE AUTHOR (S)				
1.	OUTSIDE DIRECTOR COMPENSATION IN THE ELECTRIC INDUSTRY				
	WIKIL KWAK, RICHARD FILE & BURCH KEALEY				
2.	ANALYSIS OF FACTORS INFLUENCING INVESTMENT DECISIONS OF SACCO FUNDS IN	6			
	KENYA				
	MURIUKI DAVID MURAGURI, NGANGA STEPHEN IRURA & KYALOTERESIA N				
3.	A STUDY ON THE FUNDS FLOW ANALYSIS OF THE DISTRICT CENTRAL COOPERATIVE	10			
	BANKS IN TIRUNELVELI REGION, TAMILNADU				
	DR. A. MAHENDRAN & HIWOT BEKELE				
4.	BIG FIVE PERSONALITY TRAITS AND JOB SATISFACTION: A COMPARATIVE STUDY	16			
	BETWEEN PRIVATE AND PUBLIC SECTOR TELECOM EMPLOYEES				
	DR. D. ARAVAZHI IRISSAPPANE & M. KAVITHA				
5.	A STUDY ON THE OPERATION OF INDIAN DOMESTIC AIRLINES				
	T.POONGOTHAI, DR. M.JAYANTHI & RAJESH				
6.	ROLE OF LOCAL POPULATION IN ECOTOURISM PROMOTION: A STUDY OF SOUTHERN	24			
	AREA OF KASHMIR DIVISION				
	SHABIR MAJEED				
7.	TIME TO CRACK THE GLASS CEILING: INDIA CONTEXT	28			
	PRATIBHA BARIK & RANIKA BHOSLE				
8.	INNOVATIVE STRATEGIES USED FOR SUSTAINABLE LEADERSHIP	31			
	DR. MOHAN KUAMR T.P				
9.	CSR – SERVICE TO THE STAKEHOLDERS: INITIATIVES AND PRACTICES IN INDIA	34			
	DR. DIPESH KUNDU				
<b>10</b> .	CONSUMERS' PERCEPTION ON GRAND KERALA SHOPPING FESTIVAL AND ITS	37			
	RELATION WITH BUYING BEHAVIOUR				
	RATHI K.N.				
<b>11</b> .	RESERVE REQUIREMENTS IN THE BANKING SECTOR: A CRITICAL ASSESSMENT	41			
	PURNASHREE DAS				
<b>12</b> .	EXPORT PERFORMANCE OF COIR AND COIR PRODUCTS FROM INDIA	44			
	DR. K. EKAMBARAM & SK. RAMEEZ RAJA				
<b>13</b> .	AN ANALYSIS OF INTRINSIC FACTORS AND ITS IMPACT ON JOB SATISFACTION: A	48			
	SPECIAL REFERENCE TO ACADEMIC STAFF OF SRI LANKA INSTITUTE OF ADVANCED				
	TECHNOLOGICAL EDUCATION (SLIATE)				
	S.ANTONY & P.ELANGKUMARAN				
<b>14</b> .	ASSESSMENT OF LEADERSHIP PRACTICES AND EFFECTIVENESS IN ETHIOPIAN	52			
	UNIVERSITIES				
	GOITOM WOLDELIBANOS GEBREMARIAM & TESFA MEZGEBU DELESA				
<b>15</b> .	E-BANKING: AN EFFECTIVE TOOL OF CRM IN BANKING SECTOR	60			
	SWAYAMBHU KALYAN MISHRA				
	REQUEST FOR FEEDBACK & DISCLAIMER	64			

### CHIEF PATRON

#### PROF. K. K. AGGARWAL

Chairman, Malaviya National Institute of Technology, Jaipur
(An institute of National Importance & fully funded by Ministry of Human Resource Development, Government of India)

Chancellor, K. R. Mangalam University, Gurgaon

Chancellor, Lingaya's University, Faridabad

Founder Vice-Chancellor (1998-2008), Guru Gobind Singh Indraprastha University, Delhi

Ex. Pro Vice-Chancellor, Guru Jambheshwar University, Hisar

### FOUNDER PATRON

#### LATE SH. RAM BHAJAN AGGARWAL

Former State Minister for Home & Tourism, Government of Haryana FormerVice-President, Dadri Education Society, Charkhi Dadri FormerPresident, Chinar Syntex Ltd. (Textile Mills), Bhiwani

### CO-ORDINATOR

#### **DR. SAMBHAV GARG**

Faculty, Shree Ram Institute of Business & Management, Urjani

### ADVISORS

#### DR. PRIYA RANJAN TRIVEDI

Chancellor, The Global Open University, Nagaland

**PROF. M. S. SENAM RAJU** 

Director A. C. D., School of Management Studies, I.G.N.O.U., New Delhi

PROF. M. N. SHARMA

Chairman, M.B.A., HaryanaCollege of Technology & Management, Kaithal

PROF. S. L. MAHANDRU

Principal (Retd.), MaharajaAgrasenCollege, Jagadhri

### EDITOR

#### PROF. R. K. SHARMA

Professor, Bharti Vidyapeeth University Institute of Management & Research, New Delhi

### CO-EDITOR

DR. BHAVET

Faculty, Shree Ram Institute of Business & Management, Urjani

### EDITORIAL ADVISORY BOARD

#### DR. RAJESH MODI

Faculty, YanbuIndustrialCollege, Kingdom of Saudi Arabia

**PROF. SANJIV MITTAL** 

UniversitySchool of Management Studies, GuruGobindSinghl. P. University, Delhi

#### **PROF. ANIL K. SAINI**

Chairperson (CRC), GuruGobindSinghl. P. University, Delhi

#### **DR. SAMBHAVNA**

Faculty, I.I.T.M., Delhi

#### DR. MOHENDER KUMAR GUPTA

Associate Professor, P.J.L.N.GovernmentCollege, Faridabad

#### **DR. SHIVAKUMAR DEENE**

Asst. Professor, Dept. of Commerce, School of Business Studies, Central University of Karnataka, Gulbarga

### ASSOCIATE EDITORS

#### **PROF. NAWAB ALI KHAN**

Department of Commerce, Aligarh Muslim University, Aligarh, U.P.

#### **PROF. ABHAY BANSAL**

Head, Department of Information Technology, Amity School of Engineering & Technology, Amity University, Noida

**PROF. V. SELVAM** 

SSL, VIT University, Vellore

PROF. N. SUNDARAM

VITUniversity, Vellore

#### DR. PARDEEP AHLAWAT

Associate Professor, Institute of Management Studies & Research, MaharshiDayanandUniversity, Rohtak

#### **DR. S. TABASSUM SULTANA**

Associate Professor, Department of Business Management, Matrusri Institute of P.G. Studies, Hyderabad

### TECHNICAL ADVISOR

#### AMITA

Faculty, Government M. S., Mohali

### FINANCIAL ADVISORS

#### **DICKIN GOYAL**

Advocate & Tax Adviser, Panchkula

#### **NEENA**

Investment Consultant, Chambaghat, Solan, Himachal Pradesh

### LEGAL ADVISORS

**JITENDER S. CHAHAL** 

Advocate, Punjab & Haryana High Court, Chandigarh U.T.

#### **CHANDER BHUSHAN SHARMA**

Advocate & Consultant, District Courts, Yamunanagar at Jagadhri

### <u>SUPERINTENDENT</u>

**SURENDER KUMAR POONIA** 

#### CALL FOR MANUSCRIPTS

We invite unpublished novel, original, empirical and high quality research work pertaining to recent developments & practices in the areas of Computer Science & Applications; Commerce; Business; Finance; Marketing; Human Resource Management; General Management; Banking; Economics; Tourism Administration & Management; Education; Law; Library & Information Science; Defence & Strategic Studies; Electronic Science; Corporate Governance; Industrial Relations; and emerging paradigms in allied subjects like Accounting; Accounting Information Systems; Accounting Theory & Practice; Auditing; Behavioral Accounting; Behavioral Economics; Corporate Finance; Cost Accounting; Econometrics; Economic Development; Economic History; Financial Institutions & Markets; Financial Services; Fiscal Policy; Government & Non Profit Accounting; Industrial Organization; International Economics & Trade; International Finance; Macro Economics; Micro Economics; Rural Economics; Co-operation; Dewelopment Planning; Development Studies; Applied Economics; Development Economics; Business Economics; Monetary Policy; Public Policy Economics; Real Estate; Regional Economics; Political Science; Continuing Education; Labour Welfare; Philosophy; Psychology; Sociology; Tax Accounting; Advertising & Promotion Management; Management Information Systems (MIS); Business Law; Public Responsibility & Ethics; Communication; Direct Marketing; E-Commerce; Global Business; Health Care Administration; Labour Relations & Human Resource Management; Marketing Research; Marketing Theory & Applications; Non-Profit Organizations; Office Administration/Management; Operations Research/Statistics; Organizational Behavior & Theory; Organizational Development; Production/Operations; International Relations; Human Rights & Duties; Public Administration; Population Studies; Purchasing/Materials Management; Retailing; Sales/Selling; Services; Small Business Entrepreneurship; Strategic Management Policy; Technology/Innovation; Tourism & Hospitality; Transportation Distribution; Algorithms; Artificial Intelligence; Compilers & Translation; Computer Aided Design (CAD); Computer Aided Manufacturing; Computer Graphics; Computer Organization & Architecture; Database Structures & Systems; Discrete Structures; Internet; Management Information Systems; Modeling & Simulation; Neural Systems/Neural Networks; Numerical Analysis/Scientific Computing; Object Oriented Programming; Operating Systems; Programming Languages; Robotics; Symbolic & Formal Logic; Web Design and emerging paradigms in allied subjects.

Anybody can submit the **soft copy** of unpublished novel; original; empirical and high quality **research work/manuscript** anytime in <u>M.S. Word format</u> after preparing the same as per our **GUIDELINES FOR SUBMISSION**; at our email address i.e. <u>infoijrcm@gmail.com</u> or online by clicking the link **online submission** as given on our website (<u>FOR ONLINE SUBMISSION</u>, <u>CLICK HERE</u>).

### **GUIDELINES FOR SUBMISSION OF MANUSCRIPT**

GOIDERHARD I OIL DODINIO	SION OF MINIOSCIAL I
COVERING LETTER FOR SUBMISSION:	DATED:
THE EDITOR	DATED:
URCM	
Subject: SUBMISSION OF MANUSCRIPT IN THE AREA OF	
(e.g. Finance/Marketing/HRM/General Management/Economics/Psycholog	y/Law/Computer/IT/Engineering/Mathematics/other, please specify)
DEAR SIR/MADAM	
Please find my submission of manuscript entitled '	' for possible publication in your journals.
I hereby affirm that the contents of this manuscript are original. Furthermore under review for publication elsewhere.	e, it has neither been published elsewhere in any language fully or partly, nor is i
I affirm that all the author (s) have seen and agreed to the submitted version of	of the manuscript and their inclusion of name (s) as co-author (s).
Also, if my/our manuscript is accepted, I/We agree to comply with the fo contribution in any of your journals.	rmalities as given on the website of the journal & you are free to publish ou
NAME OF CORRESPONDING AUTHOR:	
Designation:	
Affiliation with full address, contact numbers & Pin Code:	
Residential address with Pin Code:	
Mobile Number (s):	
Landline Number (s):	
E-mail Address:	

#### NOTES:

Alternate E-mail Address:

- a) The whole manuscript is required to be in **ONE MS WORD FILE** only (pdf. version is liable to be rejected without any consideration), which will start from the covering letter, inside the manuscript.
- b) The sender is required to mention the following in the **SUBJECT COLUMN** of the mail:
  - **New Manuscript for Review in the area of** (Finance/Marketing/HRM/General Management/Economics/Psychology/Law/Computer/IT/Engineering/Mathematics/other, please specify)
- c) There is no need to give any text in the body of mail, except the cases where the author wishes to give any specific message w.r.t. to the manuscript.
- d) The total size of the file containing the manuscript is required to be below 500 KB.
- e) Abstract alone will not be considered for review, and the author is required to submit the complete manuscript in the first instance.
- f) The journal gives acknowledgement w.r.t. the receipt of every email and in case of non-receipt of acknowledgment from the journal, w.r.t. the submission of manuscript, within two days of submission, the corresponding author is required to demand for the same by sending separate mail to the journal.
- 2. MANUSCRIPT TITLE: The title of the paper should be in a 12 point Calibri Font. It should be bold typed, centered and fully capitalised.
- 3. **AUTHOR NAME (S) & AFFILIATIONS:** The author (s) **full name, designation, affiliation** (s), **address, mobile/landline numbers,** and **email/alternate email address** should be in italic & 11-point Calibri Font. It must be centered underneath the title.
- 4. **ABSTRACT**: Abstract should be in fully italicized text, not exceeding 250 words. The abstract must be informative and explain the background, aims, methods, results & conclusion in a single para. Abbreviations must be mentioned in full.

- 5. **KEYWORDS**: Abstract must be followed by a list of keywords, subject to the maximum of five. These should be arranged in alphabetic order separated by commas and full stops at the end.
- 6. MANUSCRIPT: Manuscript must be in <u>BRITISH ENGLISH</u> prepared on a standard A4 size <u>PORTRAIT SETTING PAPER</u>. It must be prepared on a single space and single column with 1" margin set for top, bottom, left and right. It should be typed in 8 point Calibri Font with page numbers at the bottom and centre of every page. It should be free from grammatical, spelling and punctuation errors and must be thoroughly edited.
- 7. **HEADINGS**: All the headings should be in a 10 point Calibri Font. These must be bold-faced, aligned left and fully capitalised. Leave a blank line before each heading.
- 8. **SUB-HEADINGS**: All the sub-headings should be in a 8 point Calibri Font. These must be bold-faced, aligned left and fully capitalised.
- 9. MAIN TEXT: The main text should follow the following sequence:

INTRODUCTION

**REVIEW OF LITERATURE** 

NEED/IMPORTANCE OF THE STUDY

STATEMENT OF THE PROBLEM

**OBJECTIVES** 

**HYPOTHESES** 

RESEARCH METHODOLOGY

**RESULTS & DISCUSSION** 

**FINDINGS** 

RECOMMENDATIONS/SUGGESTIONS

CONCLUSIONS

SCOPE FOR FURTHER RESEARCH

**ACKNOWLEDGMENTS** 

REFERENCES

APPENDIX/ANNEXURE

It should be in a 8 point Calibri Font, single spaced and justified. The manuscript should preferably not exceed 5000 WORDS.

- 10. **FIGURES &TABLES**: These should be simple, crystal clear, centered, separately numbered &self explained, and **titles must be above the table/figure**. **Sources of data should be mentioned below the table/figure**. It should be ensured that the tables/figures are referred to from the main text.
- 11. **EQUATIONS**: These should be consecutively numbered in parentheses, horizontally centered with equation number placed at the right.
- 12. **REFERENCES**: The list of all references should be alphabetically arranged. The author (s) should mention only the actually utilised references in the preparation of manuscript and they are supposed to follow **Harvard Style of Referencing**. The author (s) are supposed to follow the references as per the following:
- All works cited in the text (including sources for tables and figures) should be listed alphabetically.
- Use (ed.) for one editor, and (ed.s) for multiple editors.
- When listing two or more works by one author, use --- (20xx), such as after Kohl (1997), use --- (2001), etc, in chronologically ascending order.
- Indicate (opening and closing) page numbers for articles in journals and for chapters in books.
- The title of books and journals should be in italics. Double quotation marks are used for titles of journal articles, book chapters, dissertations, reports, working papers, unpublished material, etc.
- For titles in a language other than English, provide an English translation in parentheses.
- The location of endnotes within the text should be indicated by superscript numbers.

#### PLEASE USE THE FOLLOWING FOR STYLE AND PUNCTUATION IN REFERENCES:

#### BOOKS

- Bowersox, Donald J., Closs, David J., (1996), "Logistical Management." Tata McGraw, Hill, New Delhi.
- Hunker, H.L. and A.J. Wright (1963), "Factors of Industrial Location in Ohio" Ohio State University, Nigeria.

#### CONTRIBUTIONS TO BOOKS

Sharma T., Kwatra, G. (2008) Effectiveness of Social Advertising: A Study of Selected Campaigns, Corporate Social Responsibility, Edited by David Crowther & Nicholas Capaldi, Ashgate Research Companion to Corporate Social Responsibility, Chapter 15, pp 287-303.

#### JOURNAL AND OTHER ARTICLES

Schemenner, R.W., Huber, J.C. and Cook, R.L. (1987), "Geographic Differences and the Location of New Manufacturing Facilities," Journal of Urban Economics, Vol. 21, No. 1, pp. 83-104.

#### **CONFERENCE PAPERS**

 Garg, Sambhav (2011): "Business Ethics" Paper presented at the Annual International Conference for the All India Management Association, New Delhi, India, 19–22 June.

#### UNPUBLISHED DISSERTATIONS AND THESES

• Kumar S. (2011): "Customer Value: A Comparative Study of Rural and Urban Customers," Thesis, Kurukshetra University, Kurukshetra.

#### **ONLINE RESOURCES**

Always indicate the date that the source was accessed, as online resources are frequently updated or removed.

#### WEBSITES

Garg, Bhavet (2011): Towards a New Natural Gas Policy, Political Weekly, Viewed on January 01, 2012 http://epw.in/user/viewabstract.jsp

#### ANALYSIS OF FACTORS INFLUENCING INVESTMENT DECISIONS OF SACCO FUNDS IN KENYA

MURIUKI DAVID MURAGURI STUDENT SCHOOL OF BUSINESS KARATINA UNIVERSITY KENYA

NGANGA STEPHEN IRURA

DEAN

SCHOOL OF BUSINESS

KARATINA UNIVERSITY

KENYA

KYALOTERESIA N
LECTURER
SCHOOL OF BUSINESS
KARATINA UNIVERSITY
KENYA

#### **ABSTRACT**

Savings and Credit Cooperative Organizations' (Sacco's) are among the fastest growing micro finances in Kenya today. In the year 2012 members' deposits of Sacco's in Kenya amounted to approximately Kshs. 378 billion countrywide. The number of Sacco's had increased to over 19,000 by the year 2012. According to section 48 (1) of the SACCO Act 2008, a SACCO society shall not invest in non-earning assets or property and equipment in excess of 10% of total assets of which land and building shall not exceed 5%. This study aimed at investigating the influence of financial literacy on investment decisions of the Sacco funds in Kenya. The study adopted survey and descriptive research design and targeted all the 34 active Sacco's in Laikipia County. A sample of 14 Sacco's was selected using random sampling. The respondents were SACCO board of directors. Data was analysed using SPSS and presented through frequency charts, tables and graphs. Financial literacy was regressed against investment decision and a coefficient of 0.621 was obtained. The results showed that financial literacy is very significant in influencing investment decision with a p-value of 0.007 at 95% confidence level. The study recommends the board of management in the Sacco's to train the board members on testing the feasibility of a venture through analysing the risk and profitability of a venture. Trainings on the importance of cash and fund flows of an investment before investment are made. There is need for legislations which will allow the Sacco's to make investments which will serve as alternative sources of finance for member borrowings.

#### **KEYWORDS**

Sacco, investment decision, financial literacy.

#### INTRODUCTION

nvestment is defined as mobilizing of resources to undertake a given activity with expectation of future returns or gain. It is the addition to the stock of capital goods in public or private sector over a given period of time (Donald 1990). Savings and Credit Cooperative Organization Societies (SACCOs) or Credit Unions have been developed to meet the fundamental human need to find a way of saving and borrowing without taking risks and without handing over too much power to a moneylender (USAID 2006). The Sacco's are able to mobilize savings in millions. Adam Smith (1776) in his 'Treaties of Wealth' notes that savings create capital. The savings can be utilized to make investments. There are factors which influence investment decision by the board members in the saving and credit organization. Al-Tamimi (2005) investigated the factors influencing individual investor behavior on the United Arab Emirates (UAE) financial markets study and found that the six most influencing factors in order of importance were: expected corporate earnings, get rich quick, stock marketability, past performance of the firm's stock, government holdings and the creation of the organized financial markets. He also found out the least influencing factors to be expected losses in other local investments, minimizing risk, expected losses in international financial markets, family member opinions and gut feelings on the economy.

Cooperatives form the main economic backbone for Kenya's economy since its independence. By 2007, it was reported that cooperative mobilized 31% of the country's savings and had a turnover increase of 30 billion (GoK, 2008). In 2007, cooperatives had hired over 25,000 employees; 38% of this were agricultural-based cooperatives that dealt with dairy, coffee, cereals and pyrethrum. As an integral part of the Government strategy of wealth creation and poverty reduction, cooperatives activity cut across all the sectors of the national economy that include agriculture, finance, housing, transport, building and construction, manufacturing and distribution trade. Cooperative activities comprise mainly the financial sector which are the SACCO's (44%) and the agricultural marketing sector (38%). Cooperative movement is well structured with more than 11,000 registered Cooperative Societies in 2007. The Kenya National Federation of Cooperatives is the national apex cooperative organization and 8 other National cooperative organizations/institutions bring together cooperatives per main activity such as bank, insurance, college and others (WOCCU, 2010).

In 2005, Kenya was rated as the largest economy in East Africa with a GDP of US\$ 18 billion and a population of 34.3 million. However, it is rated as comprising of the highest populace living in absolute poverty with over 46% of its population living in absolute poverty. By 2005, it was reported that the number of poor people living in the country had increased from 3.7 million in 1972-73 to 15 million by 2005. This situation is worsened by weak internal control systems, poor governance and lack of commitment of leaders to abide by the institutional, legislative and policy frameworks that the government has put in place (WOCCU, 2010). To break away from the vicious cycle of poverty as propagated by Professor Nurkse (1951), the Sacco is a better source of ensuring that the members create capital for investment through saving. According to Adam Smith (1776) capital can be created though savings (Jhighan 2003).

According to neoclassical growth theory by Harrod-Dommar & Robert Solow's (1930), savings play an important role in economic development. They play an important role in sustaining growth and development. Through savings there will be capital accumulation leading to investments hence economic growth and ultimately development. Coupled with the above, a high saving economy accumulates assets faster, and thus grows faster, than does a low saving economy. However, in developing countries like Kenya, there are low levels of saving culture owing to poor underdeveloped stock markets, dominance of urban based commercial banks, Micro Deposit Taking Institutions (MDIs) and non-regulated Micro Finance Institutions (MFI's) in the financial markets as vehicles for savings. Hence Savings and Credit Cooperatives (SACCOs) are intended to offer an alternative to improve the above undesirable situation in low income countries

(WOCCU, 2010). Savings and Credit Co-operatives Organizations (SACCOs) mobilize intermediate savings exclusively within their membership under the co-operative statute 1991. Furthermore, they are one of the several types of cooperatives that are unique micro finance institutions categorized under rank four in the financial market and therefore not regulated by Central Bank of Kenya (Manyara, 2003). SACCOs are promoted and developed by Kenya National Federation of Co-operatives in an effort to alleviate poverty within the framework of Poverty Eradication Action Plan.

The above situation suggests that cooperative development in Kenya has been taken seriously both by the government and the citizens. The Sacco's have been in a position to mobilize savings which are meant for borrowing by the members. However, the savings are not enough to meet the demand for loan by the members. The board has a challenge of ensuring continuous cash flow within the Sacco's for borrowing. This calls for creation of investments by the Sacco using the funds within the organization. The above scenario also suggests that there must be fundamental and practical factors that influence the investment decisions by the Sacco's and hence affecting the investments.

#### **OBJECTIVE OF THE STUDY**

The study sought to establish whether financial literacy influences investment decisions of the SACCO funds.

#### LITERATURE REVIEW AND CONCEPTUAL FRAMEWORK

#### **BOUNDED RATIONALITY THEORY**

Bounded rationality is distinguished from rationality as "the perfect human rationality that is assumed in classical and neoclassical economic theory and the reality of human behaviour as it is observed in economic life" (Simon, 1992). It has been argued that bounded rationality perspective could be a useful supplement to the work that considers the role of heuristics in affecting real estate decision making in the valuation profession (Diaz, 1999). The behavioral assumption of bounded rationality embodies rejection of perfect knowledge and optimization on the part of economic actors, which characterizes the treatment of rationality in the neoclassical economics orthodoxy and instead involves an element of being limited or bounded (Bruin & Hartle, 2003). The neoclassical condition of "perfect human rationality" locates constraints in external environment, while Simon's concept of bounded rationality views constraints arising from the cognitive limitations of individuals themselves (Brun& Dupuis, 2000). In particular, individuals lack the capacity to "take account of all the available information, compile exhaustive list of alternative courses of action, and ascertain the value and probability of each of possible outcomes" (Hindess,1998). The bounded rationality perspective shifts the emphasis from neoclassical "Homo economics" which demonstrates characteristics of optimization and consistency based on perfect knowledge, to acknowledge imperfect knowledge and satisfying behaviour (Susan 2003).

From the theory, it can be seen that in real life individual investors have limited information and imperfect knowledge while making investment decisions. These reasons affect their investment decisions and that is why individuals are not always able to achieve optimality within the context of a dynamic and complex investment market. Investors tend to invest in tried investment products and have preference for products with which they are comfortable. Investors are mindful of past performance and they try to relate the current circumstances to past and then make their investment decision. The bound rationality theory explains that an investor can make a decision basing on past experience.

#### FINANCIAL LITERACY AND QUALITY OF DECISION MADE

Financial literacy, which is the ability of an investor to obtain information, analyze, manage and communicate, has been linked with the quality of investment decisions. Beal & Delpachitra (2003) argued that having financial literacy skills enable individuals to make informed decisions about their money and minimizes the chances of being misled on financial matters. Financial literacy affects financial decision-making because individuals with low literacy are more likely to rely on family and friends as their main source of financial advice and are less likely to invest in stocks (Rooij et al. 2007).

Improving financial literacy contributes positively to the financial markets and the economy. Financially educated investors help financial markets to operate efficiently, as they take better trading decisions based on fundamentals and or technical analysis instead of acting irrationally. In addition, financially literate people are in a position to protect themselves from financial frauds (Volpe, 2002). Financially educated customers' demands more customized products, which increases competition between businesses, encourage innovation and improves quality of products. Moreover, the increase in households saving associated with high financial literacy, has positive impact on investment level, financial markets liquidity and economic growth (OECD, 2005).

#### FINANCIAL LITERACY AND SCOPE OF DECISION MADE

An investor needs to select the right stock among different alternatives at the right time. In order to choose superior stock, investor has to evaluate alternative investments and specify criteria to minimize those alternatives and rank the lifted ones. The criteria or factors that affect investment decision could be categorized to rational or analytical factors category and irrational factors category. The analytical factors are fundamental indicators to evaluate country, industry and company as well as technical indicators to evaluate company prices' pattern (Albadvi et al., 2006). Irrational factors depend on investor attitude, behaviour and characteristics. There is a relationship between financial knowledge and the investors' preferences of the factors that influence their investment decision (Rooii, 2007).

#### LEVEL OF FINANCIAL LITERACY

In a study carried out by Hussein & Hassan (2012) on 'Financial Literacy and Investment Decision of UAE Investors', the financial literacy level of the UAE individual investors and the factors that influence their investment decision were examined. The research findings were as follows:

- i. The financial literacy is far from the needed level.
- ii. The UAE investors were more knowledgeable about the benefits of diversification while they were least knowledgeable about the type of UAE financial markets indices.
- iii. The financial literacy level was found to be affected by income level, education level and work place activity.
- iv. The top four most influencing factors on investment decision were religious reasons, reputation of the firm, perceived ethics of the firm and diversification purpose, whereas the least four influencing factors were rumors, family member opinions, ease of obtaining borrowed funds and friend recommendations.
- v. Financial literacy affected significantly the investment decision of the individual investors. Specifically, financial literacy had a negative effect on each of the five categories that affect the investment decision except for accounting information category. The effect of financial literacy on the accounting information category was positive but statistically insignificant (Hussein & Hassan 2012).

The importance of improving financial literacy has increased due to different factors including the development of new financial products, the complexity of financial markets and the changes of political, demographic and economic factors.

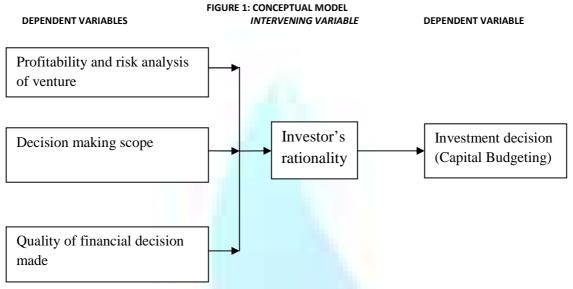
#### FINANCIAL EDUCATION

Since SACCO movement operates on a completely different path and manner from the commercial banking system, the SACCO members (including the Board of Directors) need training. The training must cater for the different user status amongst the current SACCO users, and prospective SACCO users. Because the SACCOs services can cater for the needs of people who may be initially completely unaware of the internal working of a co-operative where they work for the common good of its membership instead of the interests of the shareholders. Sasuman (2002) suggested that financial education service must be designed for the SACCO members. Etkind (1989) noted that co-operatives must train their membership so that they can fully participate in the co-operative life in full, failure to do so can be deemed to be a failure of the political task of a co-operative. A SACCO would be initiated, owned, financed and managed by the members (or shareholders) of the SACCO. The requirement that all members must be shareholders (by buying shareholding) ensures that they have a link to the success to the bank, and makes them partial owners after contributing equity in terms of shareholding.

The essence of cooperative banking is quiet unique in that that members, who include both savers and borrowers, use the cooperative to recycle money from those who have it to those who need it, without anyone outside taking a profit and with interest rates set so that systems work in everyone's interest" (ILO 2009). This is different from the commercial banking system that had been bailed out by public funds as it seeks to attain huge profits for investors and huge

bonuses for the managers. Levi & Davis (2008) identify that the basic differentiation between a cooperative and a capitalistic company is the link that the member is also at the same time as 'user" of the cooperative.

From the review, financial literacy has been portrayed as an important aspect when financial investment decisions are being made. It has been explained to increase and improve the ability of an investor to make a decision as well as increase the knowledge base of the various options which exists in the market on where one needs to put his capital to earn him/her some income which is usually the objective of investment. There is dearth in literature on the influence of financial literacy on the factors influencing investment decision. The study investigated the influence of financial literacy in SACCO's in making investment decisions anchored by the conceptual framework figure 1.



The framework above was used specifically in this study to analyse the influence of financial literacy on the investment decisions in the Sacco's. The study analyzed the influence of the independent variables on the investment decisions of Sacco funds. This was achieved through measuring the level of investments in the Sacco. The investment levels were correlated with profitability and risk analysis of venture, decision making scope and quality of financial decision made

#### **RESEARCH METHODOLOGY**

The research design used descriptive survey approach in collecting data from the Sacco board members in Laikipia County. This design helped in describing the dependent and independent variables. A sample of 112 board members was targeted which was selected from 14 Sacco's. The sample was determined by employing Nassiuma (2000) formula of sample determination at 95% confidence level and 0.25 coefficient of variation. According to Nassiuma (2000), the sample size can be determined by;

$$S = \frac{.N (cv^{2})}{Cv^{2} + (N-1) e^{2}}$$

$$S = \frac{0.0625*34}{0.0625 + (34-1) 0.0025}$$

The study selected a sample size of 14, which represented a proportion of 75% of the population. The instrument for data collection was the questionnaire. Descriptive statistics was used with the help of the Statistical Package for Social Sciences (SPSS) software which offers extensive data handling and numerous statistical details (Muijis, 2004). In order to determine the relationship between investment decision (capital budgeting) and financial literacy, a simple correlation and regression analysis were under taken. Pearson's correlation coefficient was used to show how each independent variable relates with the dependent variable. Further simple regression analysis was employed to determine the degree of relationship between investment decision and financial literacy in the Sacco's.

#### **RESEARCH FINDINGS**

#### NUMBER OF BOARD MEMBERS TRAINED ON FINANCIAL LITERACY

The study established that 85.7% (72 out of 84) of the members have not been trained on financial literacy, 3.6% (9 out of 84) of the respondents stated that all the board members in their SACCO's have undertaken the financial literacy (FL) training while 4.8% (4 out of 84) stated that none of their board members have undertaken training on financial literacy. From the analysis, it is clear that the levels of financial literacy are not up to the desired levels. The findings are in agreement with a study conducted by Hussein & Hassan (2012) on the level of financial literacy in the United Arab Emirates. The study established that financial literacy is far from desired levels; most UAE investors were knowledgeable about the benefits of diversification but had little knowledge of financial market indices. The results of the analysis are as shown in Table 1 Below on the number of board members trained on financial literacy.

TABLE 1: NUMBER OF BOARD MEMBERS TRAINED ON FINANCIAL LITERACY

	Response	Frequency	Percent	Score
	No response	5	6.0	0
	All	3	3.6	9
	Few	72	85.7	144
	None	4	4.8	4
	Total	84	100.0	157

The results of the number of board members who have attained financial literacy trainings show that few board members have attained financial literacy. There exist a risk of either no or low investments being made for the Sacco's. The quality of investment decisions made will either be reliant on the employees or hired analyst, this may be misleading as well depending on the interests of the advisors.

#### INFLUENCE OF FINANCIAL LITERACY ON INVESTMENT DECISION

The study aimed at establishing the influence of financial literacy on investment decisions. To achieve the objective, the researcher developed a likert scale, the respondents were expected to provide answers on whether they agree, strongly agree, disagree, strongly disagree or not sure on; whether financial Literacy

helps in making informed decisions, reduce incidences of being misled by other players in the market, removes fear in decision making, helps analyzing risk in financial venture and whether it helps analyze profitability of a venture. The response received was given scored and the mean computed. The study established that financial Literacy helps in making informed decisions with a mean of (4.54); Reduces incidences of being misled by other players in market with a mean of (4.45), financial literacy education removes fear in decision making with a mean of (4.40); the mean measure was arrived at by scoring the response using a likert scale where the response given was scored. The response indicates the importance of financial literacy to the investors in increasing the scope of decision made.

#### **DISCUSSION OF THE FINDINGS**

The results achieved indicate the importance of financial literacy skills in making informed decisions, removing investors fear and increasing the scope of the investor. The findings are in agreement with Beal & Delpachitra (2003) who argued that having financial literacy skills enable individuals to make informed decisions about their money and minimizes the chances of being misled on financial matters.

The study also sought to find out the importance of financial literacy on analyzing the risk and profitability of the venture. The results show that it helps analyzing risk in financial venture with a mean of (4.49); Helps analyze profitability of a venture mean (4.13). The findings are in agreement with Vitt et al (2000) who defined financial literacy as the ability to obtain information, analyze, manage and communicate about one's personal financial situation as it affects one's material well-being. This implies that a financially literate person is in a position to analyze the profitability and risk of a venture before the venture is rolled out. The study sought to find out the importance of financial literacy in minimizing chances of being misled by financial advisors, to achieve the respondents were required to indicate whether they strongly disagree, disagree, not sure, agree or strongly agree with the statement. The responses were scored, a mean of 4.45. Rooij et al. (2007) found that financial literacy affects financial decision-making because individuals with low literacy are more likely to rely on family and friends as their main source of financial advice and are less likely to invest in stocks.

The study established that majority of the respondents (Board Members) were in agreement that financial literacy helps in making informed decisions, removes fear in decision making, reduces being misled by other players in the market and increases scope for making decision. The respondents admitted that lack of financial management skills has been a setback in their decision making. For effective financial decision making, the researcher established that there is need for a manager to be well equipped with venture feasibility and evaluation analysis skills, fund mobilization skills and venture cash or fund flow analysis as well as offer financial counseling. Beal & Delpachitra (2003) argued that having financial literacy skills enable individuals to make informed decisions about their money and minimizes the chances of being misled on financial matters. Rooij et al. (2007) found that financial literacy affects financial decision-making because individuals with low literacy are more likely to rely on family and friends as their main source of financial advice and are less likely to invest in stocks. This affects the decisions made since they might risk being misled by the friends they ask for advice. The board risks being misled due to the kind of advice they are likely to be receive. This also leads to copying of what other Sacco's are doing leading to lack of creativity in decision making and management. Financially educated customers demand more customized products, which increases competition between businesses, encourages innovation and improves products quality. Moreover, the increase in households saving associated with high financial literacy, has positive impact on investment level, financial markets liquidity and economic growth (OECD, 2005).

The study has established that few board members have undertaken financial management courses. In a study carried out by Hussein &Hassan (2012) on 'Financial Literacy and Investment Decision of UAE Investors' carried out by the financial literacy level of the UAE individual investors and the factors that influence their investment decision were examined. The research established that financial literacy is far from the needed level. From the study the researcher established that most of the investors lack the financial literacy skills which bring in independence in the type of decisions they make. Investors (not only in Sacco's) go into business but they lack the knowledge to make informed decisions on their own independent. Sacco boards members are managers and lack of finance skills are a great setback as they strive to achieve.

The study established that lack of financial management skills affects investment decisions and the findings are in agreement with Beal and Delpachitra (2003) who argued that having financial literacy skills enable individuals to make informed decisions about their money and minimizes the chances of being misled on financial matters. The low levels of financial literacy among the board in the Sacco's play an active role in their failure to realize the set institutional goals.

It was determined that that financial literacy has coefficient =0.533; P value 0.023. This was tested at 95% confidence interval. This indicates that there is a positive relationship between financial literacy and investment decision. The findings are in agreement with Beal and Delpachitra (2003) who argued that having financial literacy skills enable individuals to make informed decisions about their money and minimizes the chances of being misled on financial matters. It can be inferred that financially literate mangers are likely to make valid investment decisions. There is a need to have the board members being undertaken through training as suggested by Sasuman (2002) that financial education service must be designed for the SACCO members. Etkind (1989) noted that co-operatives must train their membership so that they can fully participate in the co-operative life in full, a failure to do so can be deemed to be a failure of the political task of a co-operative.

#### **CONCLUSIONS AND RECOMMENDATIONS**

There is need to conduct training on resource mobilisation, venture cash and fund flow analysis and venture feasibility study specifically for the board members. The training will serve as an exposure to the board of management in the Sacco's reducing the chances of being misled by the staff or financial advisors.

#### REFERENCES

- 1. Beal, D.J.; Delpachitra, S.B. (2003), Financial Literacy among Australian University Students, Economic Papers, Vol. 22, No. 1, pp. 65-78.
- 2. Chambo, S. A., Mwangi, M. &Oloo, O. (2008) An Analysis of the Socio- Economic Impact of Co-operatives in Africa and their Institutional Context, Nairobi, International Cooperative Alliance and the Canadian Cooperative Association.
- 3. Chen, Haiyang; Volpe, Ronald. (1998), An Analysis of Personal Financial Literacy Among College Students, Financial Services Review, Vol. 7, No. 2, pp. 107-128.
- 4. Jighan M. L (2006) Economics of developing countries (third revised edition) New age international publishers New Delhi.
- 5. Kenya National Federation of Cooperatives (KNFC) (2008a) Proceedings Report of the National Cooperative Leaders' Conference (November 2007), Nairobi, Kenya National Federation of Cooperatives.
- 6. Kenya Union of Credit Cooperative Organisation (KUSCCO) (2012) Sacco fund management and investment report, Nairobi, KUSCCO.
- 7. Lindberg O. (1993) Kenya: Review of the Cooperative Sector with Special Emphasis on Coffee Cooperatives', in H. Porvali (ed.), The Development Of Cooperatives and Other Rural Organizations, Agriculture and Rural Development Series, No. 8, Washington, D.C., World Bank.
- 8. Manyara, M. K. (2003) The Development of Cooperative Law and Policy in Kenya, Nairobi, Oscan Print.
- 9. McDonald, R., & Siegel, D. (1986). Value of Waiting to Invest. Quarterly Journal of Economics, Vol. 101, (Nov.1986), pp. 707-728.
- 10. McKinnon, R.I. (1973) Money and Capital in Economic Development Washington D.C.: The Brookings Institution
- 11. Ministry of Cooperative Development and Marketing (2008) Cooperative Development Policy, Nairobi, Government printer.
- 12. Namrata Sharma (2005), Impact assessment in Nepal Hills District Centre for Micro Finance, Kathmandu, Nepal.
- 13. Republic of Kenya (2004a), The Cooperative Societies (Amendment) Act, 2004, Nairobi, Government Printer.

### REQUEST FOR FEEDBACK

#### **Dear Readers**

At the very outset, International Journal of Research in Commerce & Management (IJRCM) acknowledges & appreciates your efforts in showing interest in our present issue under your kind perusal.

I would like to request you to supply your critical comments and suggestions about the material published in this issue as well as on the journal as a whole, on our E-mailinfoijrcm@gmail.com for further improvements in the interest of research.

If youhave any queries please feel free to contact us on our E-mail <a href="mailto:infoijrcm@gmail.com">infoijrcm@gmail.com</a>.

I am sure that your feedback and deliberations would make future issues better – a result of our joint effort.

Looking forward an appropriate consideration.

With sincere regards

Thanking you profoundly

Academically yours

Sd/-

Co-ordinator

### **DISCLAIMER**

The information and opinions presented in the Journal reflect the views of the authors and not of the Journal or its Editorial Board or the Publishers/Editors. Publication does not constitute endorsement by the journal. Neither the Journal nor its publishers/Editors/Editorial Board nor anyone else involved in creating, producing or delivering the journal or the materials contained therein, assumes any liability or responsibility for the accuracy, completeness, or usefulness of any information provided in the journal, nor shall they be liable for any direct, indirect, incidental, special, consequential or punitive damages arising out of the use of information/material contained in the journal. The journal, nor its publishers/Editors/Editorial Board, nor any other party involved in the preparation of material contained in the journal represents or warrants that the information contained herein is in every respect accurate or complete, and they are not responsible for any errors or omissions or for the results obtained from the use of such material. Readers are encouraged to confirm the information contained herein with other sources. The responsibility of the contents and the opinions expressed in this journal is exclusively of the author (s) concerned.

### **ABOUT THE JOURNAL**

In this age of Commerce, Economics, Computer, I.T. & Management and cut throat competition, a group of intellectuals felt the need to have some platform, where young and budding managers and academicians could express their views and discuss the problems among their peers. This journal was conceived with this noble intention in view. This journal has been introduced to give an opportunity for expressing refined and innovative ideas in this field. It is our humble endeavour to provide a springboard to the upcoming specialists and give a chance to know about the latest in the sphere of research and knowledge. We have taken a small step and we hope that with the active cooperation of like-minded scholars, we shall be able to serve the society with our humble efforts.





