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THE EFFECT OF BOMBING ATTACKS ON THE WELLBEING OF EMPLOYEES IN WAJIR COUNTY IN KENYA

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ABSTRACT
Terrorist acts are taking place in many parts of the world and the bombing of government buildings, multinational companies, the kidnapping of passenger airplanes and ships; Diplomatic representations, airports, shopping centers, sometime the attack that attacks are conducted against the subway and train stations, government officials, the kidnapping of diplomats and businessmen, or in different ways, such as the assassination of these people and the confrontation of international community. In response to this wave of crime, the governments have put in place measures which include establishing the anti-terrorism police unit and increasing awareness of the public on the dangers of terrorism. Despite the effort, there are still major milestones to be made in the fight against terrorism. Therefore, the study sought to establish the effect of bombing attacks on employees' wellbeing in Wajir County. The main objective was to establish the effect of bombing attacks on employees' welfare. The study was guided by Rational Choice Theory. The target population for the study was top level management, middle level management and senior employees which consist of 200 employees in the Security Agencies. Stratified random sampling was used to sample individuals from the various groups; the study had a sample size of 60 respondents distributed equally among the three-government department. The study used primary data which was largely quantitative and descriptive in nature and a five-point questionnaire was the research instruments. Descriptive design and inferential analysis was used for data analysis. From the findings, there was a statistically significant relationship between bombing attacks and employees' wellbeing in Wajir County, Kenya (P<0.05). Based on the findings, it was recommended that more stringent policies and measures should be directed into reducing the bombing attacks in Wajir County and Kenya at large. Future Research gaps were suggested and will act as a reference point to other researchers on similar topics.

KEY WORD: *Bombing attacks, terrorism, employee wellbeing*

INTRODUCTION

Background of the Study

Terrorism has recently emerged as a prominent social problem. Terrorist attacks produce detrimental effects that are not limited to an isolated geographic region. There are rival actors intending to both cause and prevent terrorist attacks (Knemeyer et al., 2009). Terrorist acts are taking place in many parts of the world and the bombing of government buildings, multinational companies, the kidnapping of passenger airplanes and ships; Diplomatic representations, airports, shopping centers, sometime the attack that attacks are conducted against the subway and train stations, government officials, the kidnapping of diplomats and businessmen, or in different ways, such as the assassination of these people and the confrontation of international community (Topal, 2004).

A growing literature has concluded that terrorism affects the economy, yet less is known about its impact on individual welfare. For instance, Clark, et al., (2020) studied on the impact of the 2013 Boston marathon bombing on well-being. The findings were that happiness declined sharply and negative emotions rose significantly. While the effects do not persist beyond one week, they may entail adverse health and economic consequences. Furthermore, survivors are greatly impacted when terrorism strikes a place of employment, where individuals spend a large portion of their lives. Workplace violence can negatively impact an individual's life by disrupting their routines, sense of purpose, and access to social and economic resources. The workplace is fundamentally a social context. Individuals exposed to terror after the 2011 explosion in Oslo were more likely to have sadness, PTSD, and increased sick leave (Clark, et al.,2020).

Globally terror cases from UN Security Council report indicates, Western world was hit by several major terrorist attacks. New York, London, and Madrid were hit hard by Al-Qaeda related terrorists. The most famous one is the 9/11 attack, on September 2001 a succession of four corresponding assaults was launched by Al-Qaida a terror group in the New York city and Washington DC, two (2) planes collided into the north and south tower of the NYC world trade centre which collapsed within and led to destruction of nearby buildings it caused the death of about 3000 people. , Yazidi communities bombing is a deadly car bomb assault and attack committed on August 2007 with corresponding suicide bombs exploded in the town of Yazidi and Jazeera with estimated casualties of 796 and 1562 people injured. Mumbai

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train bombing was another serious attack in Asia that happened on July 2006 series of 7 bomb blast was heard on the suburban railway in Mumbai which resulted in the death of 209 people and wounded 714 others.

In Africa terror activities was witnessed in several countries for example there are terror groups called Boko Haram in Nigeria; in February 2016 two female suicide bombers detonated themselves in an internally displaced persons' camp in Dikwa town killing more than 70 and 78 injured; in December 2016 suicide bombers attacked the town of Madagali Bomo state killing at least 57 people and injured 177; in August 2011 Boko Haram attacked a guarded UN building in Abuja killing 23 people.

In East Africa the attacks happened in neighbouring countries of Tanzania, Uganda and the lawless country of Somalia. In 1998 there was twin attack on United State embassy in Tanzania and Kenya killing and injuring several people. In 2010 there were bomb attacks in Kampala at a venue where screening the world cup final was going on killing over 70 people and injuring many more. In January 2016 Al Shabaab militants a terror group in Somalia launched an attack on Kenyan-run AMISOM army base in El-ADDE Somalia killing more than 100 soldiers, destroying entire base and kidnapping others.

Kenya has equally suffered the consequences of this crime; this phenomenon was uncommon at Kenya's independence until the 1970s when the country was hit by the first terrorist attack targeting the Norfolk hotel. On August 7, 1998, another major attack was directed at the United States Embassy in Nairobi's central business district. This caused hundreds of deaths and hundreds injured with massive destruction of property. The cruelty of this crime is such that the casualties are massive. This is exactly what has been witnessed in the attacks in Nairobi and other parts of Kenya, all of which were directed at areas with much human activity like bus termini, churches, night clubs and even public service vehicles. Government officials including security agents have not been spared by these terrorist attacks either. On 16th October, 2011, after the kidnapping of three tourists in Lamu and two aid workers in the Dadaab refugee camps, Kenya sent its troops under "Operation Linda Nchi" to southern Somalia to fight Al Shabaab, a fundamentalist group with links to Al Qaeda. The Kenyan government intervened and coordinated with Somali and Ethiopian Armies under the African Union Mission to Somalia (AMISOM. In 2011 the Al Shabaab a terror group made two attacks one in a bar and the other at Machakos bus terminus in Nairobi killing five people and twenty others were injured (KNCHR.,2014).

In the area of study that is Wajir County and the area neighbouring it are equally affected by this scourge of terrorism as indicated by the following cases of attacks that have occurred and are documented. In April 2015, gunmen stormed the Garissa University College, killing almost 150 students who are potential workforce of this country and wounding several others. The attackers claimed to be from the Al-Shabaab militant group, and indicated that they were retaliating over non-Muslims occupying Muslim territory.. On 22 November 2014, gunmen attacked a bus traveling from Mandera to Nairobi, killing 28 persons, mostly teachers and government workers heading to Nairobi for the December holidays. On 2 December 2014 – Al-Shabaab militants attacked and killed 36 quarry workers, many of whom were non-Muslims, near the town of Mandera (Kenya Police Service annual crime report 2015)

Bombing attacks and Employees' wellbeing

Dale et al., (2021) in their study findings noted that there is a correlation between terror activities such as bombings and organizational employees' wellbeing. Terror activities cause fear which in turn induces stress and this has negative impact on job performance. In areas where the threat of terrorism exists and especially where terrorist have been known to attack employees in this area and/or its environment must be experiencing very high level of negative stress and great challenges that affects employees and institutional performance The authors further emphasized that there is also direct relationship between terrorism and work performance, freedom from fear and freedom from hunger are the two constituent elements that determine the concept of human security, this is universal, the employer may provide you freedom from hunger but cannot guarantee freedom from fear or terrorism which is unpredictable and fleeting.

According to Soomro et al., (2023) the current workplace environment of various organizations has positive association with satisfaction of employees which leads to employees' commitment to their work and hence better job performance. Many organizations find themselves managing employees in countries characterized by substantial security risks. One such risk is terrorism that directly and indirectly affects organizations, institutions and work places .Direct effects include the destruction of organizational environment and infrastructure, death or murder and/or the kidnapping of employees, or their families through terrorism attack in their work stations, while indirect effects include the loss of colleagues and work mates in an institution, interruptions in production and disturbances in supply of goods and services that affect livelihood (Czinkota, et.al., 2010).

Studies on the impact of terror activities on organizational employees' wellbeing in Wajir county, Kenya is very important as many lives' were lost (death of Government workers and civilians), destructions of properties and more and more employees are quitting their jobs after terrorist attacks while others fear to seek employment in this areas.This drew a major security concern in the country and changed the perspective from which the government viewed terrorism. This suggests that institutions and organizations need to develop proactive anti-terrorism programs to address post-traumatic stress disorder, and prevention or evacuation strategies for employees in terrorism, conflict or post-conflict zones (Soomro et al.,2023). In response to this wave of crime, the Kenyan government has put in place measures which include establishing the anti-terrorism police unit and increasing awareness of the public on the dangers of

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terrorism. There are still major milestones to be made in the fight against terrorism though. These non-state actors have become sophisticated by the day hence calling for the change in policies and general approach to this kind of crime. Therefore, the study sought to establish the effect of bombing attacks on employees' wellbeing in Wajir County, Kenya.

THEORY

Rational Choice Theory

Janice Gross Stein and Raymond Tanter are credited with advancing the use of the rational choice theory in studying economic impacts of terrorism. Stein & Raymond (1967) state that "the rational choice theory provides a methodology for assessing decision-making by using empirical evidence to understand revision and choice, thus rationalize the inferences and conclusions made by individuals". In this study, the inferences, choices and conclusions are the decisions made by terrorists to execute attacks in Wajir County targeting government employees, offices and business with the aim of affecting the employees' livelihood, raising level of insecurity and make organization, institutions and investors to close down and leave for safer areas.

According to Lindauer (2012), "the theory advocates for cost-benefit analysis and constrained utility maximization for terrorists". Its assumptions are that potential terrorists first often consider a rudimentary form of cost benefit analysis before perpetrating an attack. They then minimize the expected costs necessary to achieve a specified set of political, religious or ideological objectives and attempt to maximize their expected returns for any given level of effort.

The theory's assumption that terrorists seek to minimize costs provides insight on the choice of weapons and target groups in this area which include public transport like buses, social places like pubs, hotel and malls in Wajir for maximum impact. In most of the attacks executed in Wajir the terrorists have mostly use Improvised Explosive Devices (IEDs), which are cheaper and easier to assemble and lone suicide bombers in perpetrating lethal attacks in the area. They do so to minimize costs and maximize their expected results, which are massive carnage and destruction, which are effects this study is interested in..it is therefore necessary that the real intention of the terrorist and the challenges they pose to be undertaken for the purpose of this research, rational choice theory will therefore be helpful in that regard, helping to understand motivation behind the terrorist acts such an understanding has been largely unclear but it could be a way to helping eradicate terrorism not only in this area but Kenya and the entire world.

Objective

The main objective was to assess the effect of bombing attacks on employees' wellbeing in Wajir County, Kenya.

Hypothesis

H_{01}: Bombing does not have a statistically significant effect on the wellbeing of employees in Wajir County, Kenya.

DATA AND METHODS

Descriptive research is preferred because it is effective in depicting the relationship between the dependent and independent variables by gathering data and using visual aids for data presentation (Kothari, 2012).

Sampling Technique and Sample Size

According to Kothari (2015) a population consists of all items in any field of inquiry. The target population for the study was top level management, middle level management and senior employees which consist of 200 employees in the Security Agencies (provincial administration and NPS), Health and Education departments' and are seen as most appropriate to give out required information for the purpose of this study.

According to Connaway and Powell (2010) a sample is usually drawn because it is less costly and less time consuming to survey than the population, or it may be impossible to survey the entire population. Sample of 30% respondent of each category will be considered to provide a general view. Purposive sampling technique was used to select the ideal subjects for the study, the technique is appropriate as only those who are deemed to have information required for the study will be selected. Stratified random sampling was used to sample individuals from the various groups; the study had a sample size of 60 respondents distributed equally among the three-government department under study

Data Collection Tools and Procedure

The study used primary data which was largely quantitative and descriptive in nature. The study also employed focus group discussion guide as its data collection tools. McCusker *et al*., (2010), points out that, questionnaires are appropriate for studies since they collect information that is not directly observable as they inquire about feelings, motivations, attitudes, accomplishments as well as experiences of individuals. McCusker *et al*. (2010) observe that questionnaires have the added advantage of being less costly and using less time as instruments of data collection. The questionnaires were semi-structured in nature, with both open and close-ended questions. While the close-ended questions will guide the respondents' answers within the choices given, the open-ended ones were useful in obtaining a more detailed response essentially in cases where the researcher has no pre-determined options.

The researcher administered the questions to the relevant respondents in an effort to achieve the necessary information. The questionnaires were administered through a drop and pick later method because of the busy schedule of the target respondents. Pre-testing enables the researcher to modify and remove ambiguous items on instruments (Kothari & Garg, 2014). The developed research instruments were pre-tested in Garissa

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County as it has similar features with the area of study due to numerous terror attacks that happened in this area.

Response Rate

The study had targeted to collect data from a sample of 60 respondent distributed equally among the three-government department but the researcher managed to collect data from 44 respondents which displays a response rate of 74% of the sample which the study considered the response rate good.

Descriptive Analysis

Correlation Analysis for Bombing Attacks Measures

Bombing attacks was the third and final independent variable of this study and it was measured using five declarations and they were all exposed into descriptive investigation and the outcomes recorded in Table 1.

Table 1: Correlation Analysis for Bombing Attacks Measures

	N	Mean	Std. Dev.
Many employees seek transfers due to fear of bombing attacks	44	3.582	.937
Most employees don't report for duties during bombing attacks	44	2.965	.936
Due to bombing attacks most employees desert their job.	44	3.452	.817
There exists staff shortage in my place of work due to bombing attacks	44	3.921	.852
Many employees have resigned due to fear of bombing attacks in Wajir County	44	3.824	.948

Source: Research Data, 2023

The study results revealed that the statement there exists staff shortage in my place of work due to bombing attacks had the highest mean of 3.921 and it was followed by the statement that many employees have resigned due to fear of bombing attacks in Wajir County with a mean of 3.824 and Many employees seek transfers due to fear of bombing attacks with a mean of 3.582. The lowest mean was report by the statement that most employees don't report for duties during bombing attacks with the mean of 2.965 which was followed by the statement that due to bombing attacks most employees desert their job a mean of 3.452.

Correlation between Bombing Attacks and Employees' Wellbeing

The relationship between bombing attacks and employees' wellbeing was measured using five statements as shown in Table 2.

Table 2: Correlation between Bombing Attacks and Employees' Wellbeing

	Statements	1.	2.	3.	4.	5.
1.	Many employees seek transfers due to fear of bombing attacks	1				
2.	Most employees don't report for duties during bombing attacks	.421**	1			
3.	Due to bombing attacks most employees desert their job.	.532*	.542*	1		
4.	There exists staff shortage in my place of work due to bombing attacks	.823*	.435**	.649*	1	
5.	Many employees have resigned due to fear of bombing attacks in Wajir County	.463*	.436*	.428*	.572*	1

Source; Research Data, 2023

There was a strong positive and significant correlation between the statements there exists staff shortage in my place of work due to bombing attacks and many employees seek transfers due to fear of bombing attacks ($r = .823$, $p < .05$). The correlation between many employees seek transfers due to fear of bombing attacks and Due to bombing attacks most employees desert their job was positive and statistically significant ($r = .649$, $p < .05$). The statements that most employees don't report for duties during bombing attacks and Many employees seek transfers due to fear of bombing attacks had the lowest association ($r = .421$, $p < .05$) and was followed by the statements that there exists staff shortage in my place of work due to bombing attacks and most employees don't report for duties during bombing attacks ($r = .435$, $p < .01$).

Regression Analysis

The study had presumed that there was an effect of bombing attacks on employees' wellbeing in Wajir County and the effect was statistically significant. To test this hypothesis, regression analysis was done.

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Table 3: Regression Results of Bombing Attacks on Employees' Wellbeing

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.638[a]	.407	.326	.80774

a. Predictors: (Constant), Bombing attacks

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.212	1	.212	1.368	.029[b]
	Residual	.621	4	.155		
	Total	.833	5			

a. Dependent Variable: Employees' wellbeing

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.476	1.891		1.838	.074
	Bombing attacks	.217	.418	.638	.519	.029

a. Dependent Variable: Employees' wellbeing

b. Predictors: (Constant), Bombing attacks

Source; Research Data, 2023

The study outcome exposed that there was a positive effect of bombing attacks on employees' wellbeing in Wajir County which was statistically significant (β = .638, p-value = .029). The influence was statistically significant because the p-value was less than the set value of .05 (p – value = .029). The results on the other hand showed that bombing attacks had instructive power on employees' wellbeing in Wajir County because it accounted for 40.7 percent of its variability (R square = .407). At the individual level, bombing attacks had positive and substantial effect on employees' wellbeing in Wajir County since the ANOVA outcomes demonstrated that the effect of bombing attacks on employees' wellbeing in Wajir County had a p-value of .029 which is more than the 0.05. Therefore, the null hypothesis was rejected.

This study outcomes concurs with those of a study by Malik, (2014) on terrorism fears and turnover intentions which found out that negative job attitudes are expected to increase employees" intention to leave the organization and thus, the following is derived overall job attitude mediates the effect of fear of future terrorism on turnover Intentions.

From the results in Table 16, the simple linear regression model that can be used to forecast the level of employees' wellbeing for a one standard deviation improvement in bombing attacks can be expressed as:

EW = 3.476+ 0.217BA +ε

Where:

EW is the employees' wellbeing

BA = Bombing attacks

ε is the error term

The standardized beta coefficient .217 represents the expected improvement in employees' wellbeing for a unit standard deviation improvement in bombing attacks. This can means that, when all other factors are held constant, a one standard deviation improvement in bombing attacks would raise the level of employees' wellbeing by a factor of approximately .217 of a standard deviation.

	Null Hypothesis	Results	Reject/ Uphold
H_{01}	**H_{01}**: Bombing does not have a statistically significant effect on the wellbeing of employees in Wajir County in Kenya.	P<0.05	Rejected

SUMMARY, CONCLUSION AND RECOMMENDATIONS

Conclusion and Summary of the Study Findings

This segment presents summary of the study findings based on the study objective.

Effect of Bombing Attacks on Employees' Wellbeing

The correlation analysis results indicated that there was a significant and positive effect of bombing attacks on employees' wellbeing in Wajir County. The correlation analysis results showed that there was a strongest positive and significant correlation between the statements there exists staff shortage in my place of work due to bombing attacks and many employees seek transfers due to fear of bombing attacks. This shows that staff

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shortage in Wajir County is as a result of bombing attacks hence affecting employees' wellbeing which leads to employees seeking transfers to other Counties. The research result goes hand in hand with Frey, Luechinger, and Stutzer (2007) who did a study on Coping with Terrorism titled 'The impact of terrorism on Aggregate output, found out that people way of saving is affected by terrorism depending on the local situation: if people are afraid, they are going to lose their saving due to terrorist attacks they will consume more, on the other hand if they expect a decline in income they increase their saving. It also agrees with another study by Enders, Hoover & Sandler, (2016) on the changing nonlinear relationship between income and terrorism" argued that for a nonlinear relationship between income and terrorism in which middle income earner is more conducive to terrorism, in poor countries the population is more focused on day-to-day survival.

Conclusions

Founded on the fact that the study outcome revealed that there was a positive effect of bombing attacks on employees' wellbeing in Wajir County, because the p-value is not more than set value of .05; the study answered the research question and hence concluded that bombing attacks had an important effect on employees' wellbeing in Wajir County. Dale et al., (2021) in their study findings noted that there is a correlation between terror activities such as bombings and organizational employees' wellbeing. Terror activities cause fear which in turn induces stress and this has negative impact on job performance. In areas where the threat of terrorism exists and especially where terrorist have been known to attack employees in this area and/or its environment must be experiencing very high level of negative stress and great challenges that affects employees and institutional performance

Recommendations

Based on the research result which revealed that there was a statistically significant effect of bombing attacks on the employee wellbeing in Wajir County the study recommends that more stringent policies and measures should be directed into reducing the bombing attacks in Wajir County and Kenya at large.

Suggestion for further research

The study findings revealed that there was a statistically significant effect of bombing attacks on the employee wellbeing in Wajir County, Kenya. A similar study can be carried out using the same variable in another location to find out if the results will remain the same.

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