

## **INFLUENCE OF ORGANIZATIONAL CAPABILITIES ON INTERNATIONALIZATION STATUS OF PUBLIC UNIVERSITIES IN KENYA**

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### **ABSTRACT**

Internationalization has grown to be an important force in shaping the higher education sector because it is the deliberate process of integrating an international, intercultural or global dimension into the purpose, functions and delivery of post-secondary education. The current scenario in Kenya universities depicts a picture of a low status of internationalization. This is evidenced by the perennial low regional and global rankings. Organizational capabilities have an impact on the growth and implementation of an organization's strategy on internationalization. Thus, this study sought to analyze the influence of organizational capabilities (managerial, knowledge management, technological capabilities and financial) on internationalization status in public universities in Kenya as well as the moderating effect of government legislation on the influence of organizational capabilities on internationalization status in universities in Kenya. The study was hinged on five theories namely, Resource Based View, Dynamic Capability, Knowledge Based View, Task Technology Fit and the Internationalization Theory. The main study was conducted by use of a census survey covering all the 31 public chartered universities in Kenya and employed a descriptive research design. The respondents in each institution comprised of the Registrars of Academic Affairs and Administration, Directors of Research, ICT and International Programmes and Linkages, the Managers of Finance, Human Resources and Public Relations Officer. The study utilized primary data which was assembled by administering 248 structured questionnaires. Descriptive analysis, factor analysis and inferential statistics (correlation and regression) were used. Correlation results showed that managerial capability, knowledge management capability, technological capability and financial capability had a significant and positive influence on internationalization status of public universities. Regression results showed that organizational capabilities have a statistically significant effect on internationalization status. Findings further showed that government legislation moderated the influence of organizational capabilities on internationalization status in public universities in Kenya. The study concluded that organizational capabilities (managerial, knowledge management, technological, financial) had a significant and positive influence on internationalization status. The study recommends that it is important for policy makers in public universities to develop robust and dedicated organizational capabilities because they lead to growth and expansion of organizations internationally and subsequently improve the firm's performance.

**Key Words:** Internationalization status, organizational capabilities, managerial capabilities, knowledge management capabilities, technological capabilities and financial capabilities