



## To investigate the moderating influence of supervisor support on the relationship between determinants and perceived organization support among academic staff in public universities in Kenya.

### ABSTRACT

Universities are faced with challenging issues of dealing with the perception that employees have regarding support they get from their employers. Academic staffs perceive that universities are reluctant in supporting them in achieving their goals. The criteria used by universities in supporting employees may not be clear, this discourages competent staff reducing their commitment and hence decline in performance. The main objective of this study was to investigate the moderating influence of supervisor support on the relationship between determinants and perceived organization support among academic staff in public universities in Kenya. The study was supported by Job Demand Resources Model. It was guided by pragmatism philosophy and used mixed methods approach design. The target population was 8878 academic staff in public universities in Kenya. A sample of 374 academic staff was selected for the study. Questionnaires were used to collect data from academic staff and interview guide from Administration Registrars. Likert scale was used to examine how strongly subjects agree or disagree with statements on a 5 point scale. Stratified random sampling was used to select respondents. A pilot study on their use was conducted to establish their validity. Data was analyzed by use of content analysis for qualitative data and through multiple regression and Karl Pearson's coefficient of correlation analysis for quantitative information and is presented in tables and figures. The findings indicate that there was the moderating influence of determinants of supervisor support on perceived organization support was positive and not significant ( $r=0.24^{**}$ ,  $p=0.672$ ). on perceived organization support among academic staff in public universities in Kenya. The study is relevant to the management of universities, academic staffs, the public and the Government. It will contribute to knowledge and assist for further research.

### Key Words

Supervisor support, moderator, perceived organization support, public universities, Kenya

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