

**SOCIO ECONOMIC DETERMINANTS OF DIFFERENTIATED DISTRIBUTION OF HEALTH  
WORK FORCE IN RURAL AND URBAN AREAS OF KAJIADO NORTH AND MBEERE  
SOUTH SUB-COUNTIES**

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## **ABSTRACT**

The strength of any nation depends to a large extent on its productivity which in turn depends on the well-being of the population. Universal health coverage depends on having the

necessary human resources to deliver health care services. This study examined socio economic determinants of differentiated distribution of workforce in rural and urban areas of Kajiado North and Mbeere South sub counties. The objectives of the study were income level and Access to training opportunities. The target population was 395 health workers of Kajiado North and Mbeere South Sub counties. The study adopted descriptive survey by use of 265 respondents.

Stratified sampling technique method in Kajiado North and Mbeere South sub counties was used and data was collected through the use of questionnaires. The data was analyzed by use quantitative method with the help of statistical package for social sciences (SPSS) version 21 and excel. The multiple regression analysis was used to perform analysis of the direction and strength of the relationship of the variables at 5% level of significance.

The study concluded that

income level and access to training had a significant influence on socio- economic differentiated distribution of Health Workforce

in rural and urban areas of Kajiado North and Mbeere South Sub Counties. The study recommended that management in health institution in rural and urban areas should developed an effective salary and compensation programmes to ensure workforce access to extra income level in adequate and acceptable. Management of health institutions in rural and urban health institutions should enhance health workforce access to training so as to significant reduce differentiated distribution of health workforce in rural and urban areas.

**Key Words: *Income Level, Access to training opportunities, differentiated distribution of health workforce***

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