

Abstract

Despite many faith-based healthcare institutions formulating the best strategic plans, implementation of these strategic plans remains a daunting task to the organizations. Many challenges have been cited as the main cause of this trend but internal factors influencing the implementation of strategic plans in faith-based healthcare institutions have not been adequately investigated. This paper was, therefore, an attempt to discuss the internal factors influencing the implementation of strategic plans in faith-based healthcare institutions in Kitui County. The paper assessed organizational structure as the main internal factor influencing implementation of strategic plans in faith-based healthcare institutions in Kitui County. The study employed descriptive survey research design. To ensure sufficient representation, the researcher obtained a stratified sample of 130 officers from 421 employees from the faith-based healthcare institutions in Kitui County. Data collection was through the use of questionnaires, interview and observation schedules. The data was analyzed through SPSS version 21, using both the descriptive and inferential statistics. Although there is no optimal organizational structure, the study recommended that organizations should have suitable structures which are aligned to the strategic objectives, are responsive to the environment, with clear responsibility for strategic plan implementation and delegation of authority.