



Resource-Sharing Initiatives and Conflict Resolution in Baringo County, Kenya

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ABSTRACT

The main objective of the study was to establish the influence of resource-sharing initiatives on conflict resolution in Baringo County, Kenya. The study was anchored on Resource-Based View Theory. The study employed a descriptive survey research design. The target population of the study comprised all 419 individuals comprising County Government Executive officers, Sub-County Administrators, County Security Committee member, County Peace Forum members, County Interfaith Forum members, Assistant County Commissioners, Chiefs and Chairpersons of Nyumba Kumi Elders. Using statistical formula, a sample of 136 elements was obtained and which was allocated proportionately. Thereafter, simple random sampling technique was used. This study used questionnaires in collecting data from the respondents. The researcher undertook a pilot test on 14 respondents in Elgeyo Marakwet County, Kenya. The collected data was analyzed descriptively and inferentially with the aid of the Statistical Package for Social Sciences. The study established that resource-sharing initiatives had a weak and positive correlation with conflict resolution and that resource-sharing initiatives had no statistically significant influence on conflict resolution. The study recommended the need for relevant agencies to establish and sustain targeted programs aimed at addressing resource marginalization. We also recommend the need for both the national and county government to develop joint community empowerment programs and activities implemented with direct community participation. Further, we recommend the need for both national and county governments to have deliberate and targeted plans for developing physical infrastructure and other support infrastructure in a manner that opens up these regions to development activities. We also recommend the need for increased government presence, increased number of police stations and other supporting amenities. Finally, we recommend the need for government agencies to allocate targeted funding, planned and developed by the communities so as to align community aspirations and needs.

Key Words: Conflict Resolution, Resource-Sharing, Statistical significance.

1. INTRODUCTION

Across continents and nations, conflicts have caused significant negative impacts on economies, hindering development and causing disruptions leading to direct economic losses through destruction of property, displacement of populations, and disruption of economic activities (Otieno & Baillie, 2023). The prevalence of conflicts globally has led to more investigation on possible conflict resolution strategies that can help mitigate against the impact of these conflicts. Establishing resilient mechanisms is increasingly recognized as a cornerstone of sustainable conflict resolution and development. Conflict resolution is the long-term process of finding a peaceful solution to a disagreement between two or more parties (Ogot, Nyanchoga & Muchoki, 2023). It involves understanding different perspectives, finding common ground, and working towards a mutually agreeable outcome. Effective conflict resolution is crucial for maintaining healthy relationships and productive environments (Mwangi & Mung'ale, 2024). While the global impact of conflicts has been well-documented, the complexity, nature and the accompanying environments calls for a localized approach to enhance sustainability of conflict resolution. According to Shatila,

Nigam and Benetti (2024), governance strategies can serve as a solution to minimize conflicts derived from private and public values or cross-sector collaborations.

Furthermore, governance strategies envision the processes and structures of public policy decision making and management that constructively engages people across boundaries of public agencies, levels of government, and/or the public, private and civic spheres (Tando, Sudarmo, & Haryanti, 2021). As noted by Yao, Li and Zeng (2021), integrating local governance through community involvement can be a key to sustainable development and can be effective in managing natural resource and social conflicts. Strategies deployed locally in recent years have included disarmament efforts, community-oriented strategies, integrated institutional approaches, enhanced community policing, progressive governance strategies, empowerment initiatives, livestock related initiatives among others (Muteti, 2023). However, the efficacy of these initiatives remains under-evaluated and lacks a cohesive framework. In Indonesia, Tando *et al.*, (2021) argued that conflict can be reviewed through internal or external roots and that the proper resolution of dealing with these conflicts is through collaborative governance. In Nigeria, Nwankwo, Okpalibekwe and Madubueze (2023) argued that local governance systems play a critical role in delivering essential services and reduction of conflicts. Locally, Abudho (2024) argued that to effectively tackle the governance and development challenges, it is crucial to actively involve community clan leaders in the affected regions.

Governance strategies can play a role in managing conflicts and facilitating cooperation by embracing a variety of social relations, community participation and public issues (Yao *et al.*, 2021). On such governance strategy is resource-sharing initiatives. Resource-Sharing initiatives involve addressing disputes arising from the management, access, or control of natural resources like water, land, or minerals (Yunusa & Owoyemi, 2025). These conflicts often stem from increased competition, scarcity, or unequal distribution of resources, particularly in arid or semi-arid regions (Cheruiyot & Ngari, 2025). Resource based conflicts are disagreements and disputes over access to, and control and use of, natural resources. Communities that are sensitive to climate change frequently experience food instability, water scarcity, changing disease patterns, community displacement, migration, population expansion, and human conflicts (Abebe, Adamtey & Owusu-Ansah, 2023). Such conflicts occur between communities and other users of land resources. Conflicts between communities have historically been linked to struggle for limited resources (Wahanisa, Hidayat, Riyanto & Anggono, 2021). Resource scarcity has been identified as the main factor contributing to conflict among pastoral communities (Cheruiyot & Ngari, 2025). According to Yunusa and Owoyemi (2025), natural resource depletion, environmental damage, and unsustainable consumption all contribute to or directly create violent conflict because they are essential for life and development. Collaboration from all stakeholders is essential for the reduction of inappropriate natural resource usage that might intensify and sustain conflict (Wahanisa *et al.*, 2021).

2. STATEMENT OF THE PROBLEM

Conflict resolution aims at resolving conflicts and preventing future violence by addressing root causes, fostering reconciliation, and building sustainable peace. However, Baringo County has experienced recurring conflicts, primarily driven by competition over natural resources, historical grievances, and marginalization. According to the KNBS (2024) the number of livestock thefts rose from 2,679 in 2022 and to 2,860 in 2023. Furthermore, 56 persons were killed in 2020 and 151 people killed in 2021 (indicating an increase of 371.9% of people killed). Further, a total of 62,476 livestock were stolen in 2021 compared to 29,265 in 2020. Conflicts especially related to cattle rustling and the distribution of illicit arms have inflicted significant harm on human development in the region (Marube *et al.*, 2024). Violent raids lead to loss of life, destruction of property, worsened health outcomes, and hindered development initiatives. Studies have suggested strategies including climate-smart livestock development programs, intensified security operations and surveillance, regulations on the livestock sector, and initiatives aimed at redressing the underdevelopment and marginalization (Muteti, 2023). However, the efficacy of these initiatives remains under-evaluated and lacks the cohesive framework needed to foster sustainable security solutions. While various stakeholders including the government, faith-based organizations (FBOs), non-governmental organizations (NGOs) and community elders have attempted to mitigate the impact of these security challenges through various initiatives, their impact seems wanting. Some of the notable initiatives adopted in the recent past include the continuous

disarmament, integrated institutional approaches, community policing, progressive governance approaches, community empowerment initiatives, livestock identification and traceability among others (Marube *et al.*, 2023; Muteti, 2023; Kimokoti, 2022). However, there are few if any studies that have focused on resource-sharing initiatives and conflict resolution. This study sought to investigate and address these knowledge gaps.

3. LITERATURE REVIEW

3.1 Theoretical Review

The current study was anchored on Resource-Based View (RBV) which was proposed by Jay Barney in 1991. According to RBV, a firm's ability to maintain competitiveness depends on its access to valuable, rare, inimitable, and non-substitutable resources (Eryarsoy, Torgaloz, Acar & Zaim, 2022). RBV emphasizes the organization's resources, capabilities, and competencies to identify ways to provide superior competitive advantages (Collins, 2022). According to RBV, capabilities are bundles of knowledge and skills that allow firms to plan their operations and utilize their resources. To gain a competitive advantage, the organization must constantly integrate, reconfigure, renew, and create tangible and intangible resources in response to changing market conditions (Ployhart, 2021). According to RBV, wealth is generated from the exploitation of resources (Eryarsoy *et al.*, 2022). Organizations must utilize their resources to generate economic value in a way that is superior to their competitors (Pereira & Bamel, 2021). By using the RBV's foundations, businesses can gain a competitive edge by implementing methods that none of their present or potential competitors can adapt (Collins, 2022). In addition, heterogeneity (talents, capacities, and other resources vary from business to business) and immobility (resources do not move from one organization to another) of resources are also essential assumptions of RBV (Zahra, 2021). RBV emphasizes the importance of a firm's ability to adapt, integrate, and rearrange organizational resources, skills, and competencies. By updating their resource base and developing operational capabilities that outperform competitors, firms can increase significant competitive advantages and strong relationships with their customers. Therefore, in the context of the study, various stakeholders deploy a mix of complex resources towards mitigating the effect of conflicts and towards long-term conflict resolution. The theory is thus well suited to explain the various resource-sharing initiatives deployed towards conflict resolution.

3.2 Empirical Review

Previous empirical studies have attempted to address various resource-sharing initiatives with mixed findings. For example, Naiga (2023) investigated the factors influencing local water conflicts as a means to improve conflict prevention on water development in Uganda. The study used a transdisciplinary mixed methodological approach through article analysis on variables influencing local water conflicts under community-based water management. The study established that institutional related factors influenced water conflicts. They argued that water-related conflicts were partly attributed to water mismanagement that escalates water stress and conflicts. The further argued that devolution of responsibilities to local users is necessary but not a sufficient condition to guarantee cooperation and peacebuilding towards sustainable safe water security. The study recommended the need for enhanced water policy reforms geared towards limiting water-related conflicts.

Alemneh (2025) evaluated conflict resolution practices in cross-border conflicts between Ethiopia-Turkana. They noted that peace is the most important need and value of the pastoral community, and conflict is destructive. To build peace, various actors have participated through different approaches. Inter-state diplomacy, non-state actors' engagement, international and intergovernmental organizations' participation and the role of community-based indigenous institutions contributed to the practices of conflict resolution. The environmental change, resource scarcity like water and pasture land, drought, the availability of small arms, animal raiding, and killings for revenge and heroism, cultural factors triggered the conflicts and violence. The study, therefore, concluded that using multiple approaches to conflict resolution helps to mitigate conflict and can stop violence related to resource-based conflicts. Moreover, developing peace leadership could play a vital role in the realization of peace in the area.

Abudho (2024) examined the role of inclusive governance on conflict management in Marsabit County, Kenya. The study utilized mixed research design and targeted all citizens residing in Marsabit County using questionnaires and interview guides. The study concluded that inadequate representation and participation of clan leaders contribute to

poor inclusive governance. Further, the author found that effective stakeholder decision-making processes were essential for promoting inclusive governance and robust conflict management. Similarly, the study findings indicated that unequal resource distribution serves as a catalyst for furthering conflicts, ultimately hindering the potential for effective conflict management. They recommended the need to further involve clan leaders through enhanced community-based trainings and empowerment as a sustainable conflict resolution mechanism.

4. RESEARCH METHODOLOGY

The present study employed a descriptive survey research design. The design was deemed appropriate since the study seeks to establish how one variable affects changes in another variable. The target population was all 419 individuals and comprised County Government Executive, Sub-County Administrators, County Security Committee member, County Peace Forum members, County Interfaith Forum members, Assistant County Commissioners, Chiefs and Chairpersons of Nyumba Kumi Elders. Sample size was determined using statistical formula as 136 respondents. The sample was then be allocated proportionately across the different classes of the target population. The study then employed probabilistic approaches using simple random sampling. The researcher also attempted to spread the random samples across the regions to ensure the sample was representative, flexible and efficient to meet the objectives of the study. This study used closed ended questionnaires in collecting data from the target group. Pilot testing was done on 14 respondents (10% of target sample) who faced similar conflicts in Elgeyo Marakwet County, Kenya. Before commencing data collection, the researcher sought and obtained a research permit from the National Council of Science, Technology and Innovation (NACOSTI) as legally required to all researchers conducting studies in Kenya. Upon receipt of the research permit, the researcher sought permission from the various players after outlining the objectives of the study. The researcher then administered the questionnaires to the individual population members to ensure that the correct information is received from the respondents. The collected data was analyzed quantitatively by first coding and then analyzing them using Statistical Package for Social Science (SPSS). Before analysis, the data was tested to ascertain that it met the various assumptions of regression. Specifically, tests for linearity, normality, multicollinearity and homoscedasticity were carried out. The collected data was analyzed using both descriptive and inferential statistics.

5. RESEARCH FINDINGS AND DISCUSSIONS

The study sought to establish gender, age, educational and work experience distributions. From the findings, 81.8% of the respondents were male and while only 18.2% of the respondents were female. This implies that amongst the targeted population most were of the male gender and did not meet the 30% constitutional gender requirement. It was therefore evident that among senior government officers, senior security officers, chiefs and village elders; the staffing is dominated by the male gender. Majority of the respondents were over 35 years of age (72.8%) while only 27.2% were below 35 years. It can therefore be suggested that the composition of the target population in the present study were mostly elderly respondents who took part in decision making in their respective jurisdictions. Similarly, senior officers targeted tend to be of advanced age and rise through their respective ranks after some considerable time has lapsed. Furthermore, the inclusion of village elders who do not have a retirement age explains the presence of respondents aged over 60 years. From the findings, 34.5% of the respondents had degree level qualification, 21.8% of the respondents had a diploma level qualification, 18.2% had a secondary level qualification, 12.7% had a certificate level qualification, 7.3% had a primary level qualification while only 5.5% had a master degree qualification. The presence of primary and secondary level qualification was largely attributed to illiteracy levels amongst pastoral communities. However, across the other senior officers, there was relatively well-educated respondents. Majority of the respondents (69.1%) had over 10 years working experience. Cumulatively, over 87% of the respondents had more than 5 years of working experience which implied that they were knowledgeable in addressing the study objectives.

5.1 Resource-Sharing Initiatives and Conflict Resolution

The descriptive findings based on a 5-point Likert scale where SD=Strongly Disagree, D=Disagree, N=Neutral, A=Agree and SA=Strongly Agree are presented in this section. The section also attempted to link the descriptive findings to the findings of other scholars who have investigated similar subject areas. The respondents were asked to

state the level of agreement to various propositions on resource-sharing initiatives and conflict resolution and the findings are presented in Table 1.

Table 1: Descriptive Statistics for Resource-Sharing Initiatives

Statement	SD (%)	D (%)	N (%)	A (%)	SA (%)	Mean	Std Dev
In the area, resource marginalization has been an enabler of conflicts	49.1	27.3	12.7	5.5	5.5	4.09	1.154
There is limited government intervention towards enhancing resource availability in my area	34.5	30.9	21.8	9.1	3.6	3.84	1.113
Both the national and county government have done little towards community empowerment in my area	30.9	32.7	20	12.7	3.6	3.75	1.137
Empowerment activities if implemented with community participation will reduce conflicts	58.2	34.5	7.3	0	0	4.51	.632
Governments have also not done much in terms of physical infrastructure in my area	23.6	43.6	16.4	12.7	3.6	3.71	1.078
Availability of roads, schools, hospitals and other amenities help in reducing community conflicts	45.5	27.3	14.5	5.5	5.5	3.98	1.219
The region receives very little funding from government agencies towards infrastructure	32.7	30.9	25.5	5.5	5.5	3.80	1.124
The lack of fundings towards infrastructure contributes towards the increase in conflicts	45.5	23.6	18.2	9.1	3.6	3.98	1.157
Grand Mean						3.98	

From Table 1, the respondents (76.4%) agreed that marginalization of resources had been an enabler of conflicts [Mean=4.09, SD=1.154]. The respondents (65.4%) also agreed that there was limited government intervention towards enhancing resource availability [Mean=3.84, SD=1.113]. The findings implied that inadequate resources and their inadequate distribution have been a driver of increased conflicts. Furthermore, the respondents (63.6%) agreed that both the national and county government had done little towards community empowerment [Mean= 3.75, SD=1.137]. The respondents (92.7%) also agreed that empowerment activities if implemented with community participation would reduce conflicts [Mean=4.51, SD=.632]. The findings implied that community empowerment through active community participation can lead to reduced conflicts and enhance conflict resolution. Similarly, the respondents (67.2%) agreed governments had not done much in terms of physical infrastructure [Mean=3.71, SD=1.078]. The respondents (72.8%) also agreed that availability of roads, schools, hospitals and other amenities would help reducing conflicts [Mean=3.98, SD=1.219]. The findings suggests that there has not been any deliberate effort by successive governments to avail the necessary physical infrastructure. Similarly, the respondents (63.6%) agreed their region received very little funding from government agencies towards infrastructure [Mean= 3.80, SD=1.124]. The respondents (69.1%) also agreed that the lack of fundings towards infrastructure contributes towards the increase in conflicts [Mean=3.98, SD=1.157]. The findings implied that successive governments have not funded developments in these regions leading to conflicts fueled by scarce resources. Furthermore, with a grand mean [Mean=3.98], the it was deduced that resource-sharing initiatives affected conflict resolution. The findings are in agreement with those of Naiga (2023) who established that institutional related factors influenced water conflicts partly attributed to water mismanagement that escalates water stress and conflicts. The findings also agree with those of Alemneh (2025) who concluded that using multiple approaches to conflict resolution helps to mitigate and stop resource-based conflicts. Moreover, developing peace leadership could play a vital role in the realization of peace. Similarly, the findings mirror those of Abudho (2024) who concluded that unequal resource distribution serves as a catalyst for further conflicts, ultimately hindering the potential for effective conflict management.

5.2 Measurement of Conflict Resolution

The descriptive findings based on a 5-point Likert scale where SD=Strongly Disagree, D=Disagree, N=Neutral, A=Agree and SA=Strongly Agree. The respondents were asked to state the level of agreement to various propositions on conflict resolution and the findings are presented in Table 2.

Table 2: Descriptive Statistics for Conflict Resolution

Statement	SD (%)	D (%)	N (%)	A (%)	SA (%)	Mea n	Std Dev
With the conflict resolution programs currently ongoing, there has been reduced human conflicts	0	0	7.3	47.3	45.5	4.38	.620
The conflict resolution programs have also led to reduction of losses of life in my area	0	0	10	40.9	49.1	4.38	.665
The conflict resolution programs have also led to increased peaceful coexistence	0	0	10.9	44.5	44.5	4.34	.667
We are now able to collaborate on peace efforts with other neighboring communities	0	5.5	5.5	47.3	41.8	4.25	.795
The conflict resolution programs in my area have also led to reduced losses of property and livestock	1.8	7.3	7.3	40	43.6	4.16	.972
We have in the recent past experienced reduced number of cattle raids	1.8	5.5	7.3	40	45.5	4.22	.932
We are now able to peacefully graze our animals and till our lands with minimal interference	3.6	1.8	29.1	30.9	34.5	3.91	1.019
We are now experiencing relative calm and reduced tension as a result of the conflict resolution programs	0	5.5	10.9	38.2	45.5	4.24	.856
Grand Mean						4.23	

From Table 2, the respondents (92.8%) agreed that with the ongoing conflict resolution programs, there had been reduced human conflicts [Mean=4.38, SD=.620]. The respondents (90%) also agreed that the conflict resolution programs had led to reduction of losses of life [Mean=4.39, SD=.665]. The findings implied that there have been some conflict resolution programs that have reduced conflicts and loss of lives. Furthermore, the respondents (89%) agreed that the conflict resolution programs had also led to increased peaceful coexistence [Mean=4.34, SD=.667]. The respondents (89.1%) also agreed that they were now able to collaborate on peace efforts with other neighboring communities [Mean=4.25, SD=.795]. The findings implied that the existing conflict resolution strategies had enhanced peaceful coexistence and collaboration amongst the warring communities. Similarly, the respondents (83.6%) agreed that the conflict resolution programs had led to reduced losses of property and livestock [Mean=4.16, SD=.972]. The respondents (85.5%) also agreed that they had in the recent past experienced reduced number of cattle raids [Mean=4.22, SD=.932]. The findings implied that ongoing conflict resolution programs have led to reduced losses in property and livestock as well as reduced cattle raids. Furthermore, the respondents (65.4%) agreed that they were now able to peacefully graze their animals and till their lands with minimal interference [Mean=3.91, SD=1.019]. The respondents (83.7%) also agreed that they were now experiencing relative calm and reduced tension as a result of the conflict resolution programs [Mean=4.24, SD=.856]. The findings implied that the ongoing conflict resolution programs had led to relative calm. Furthermore, with a grand mean [Mean=4.23], it was deduced that the respondents agreed with the statements on conflict resolution.

5.3 Correlation Analysis

Pearson correlation was employed to establish the strength and direction of the relationship between resource-sharing initiatives and conflict resolution. Before undertaking correlation analysis, the scores were cumulated and used to compute the correlation coefficient. The findings are presented in Table 3.

Table 3: Correlation Results

		Resource-Sharing Initiative
Conflict Resolution	Pearson Correlation	.182
	Sig. (2-tailed)	.057
	N	110

**. Correlation is significant at the 0.01 level (2-tailed).

The correlation results in Table 3 indicated that resource-sharing initiatives [$r=.182^{**}$, $p=.057$] had a weak and positive correlation with conflict resolution. This finding implies that an increase in the level of resource-sharing initiatives would lead to an increase in the level of conflict resolution. The findings agree with those of Abudho (2024) who concluded that unequal resource distribution serves as a catalyst for further conflicts, ultimately hindering the potential for effective conflict management.

5.4 Regression Analysis

Regression analysis is a statistical process of estimating the relationship between a dependent variable and one or more independent variables. The study undertook regression analysis between the resource-sharing initiatives and conflict resolution and the model summary findings are presented in Table 4.

Table 4: Model Summary

R	R Square	Adjusted R Square	Std. Error of the Estimate
.182 ^a	.033	.024	.59588

From the findings in Table 4, the R-square value of 0.033 indicates that resource-sharing initiatives explained 3.3% of variation in conflict resolution in Baringo County, Kenya. Furthermore, in order to establish whether the fitted model was significant, the study analyzed the ANOVA output arising from the regression analysis. Table 5 shows the analysis of variance (ANOVA) findings

Table 5: ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Regression	1.319	1	1.319	3.716	.057 ^b
Residual	38.348	108	.355		
Total	39.667	109			

The findings in Table 5 indicated a statistically significant model ($F= 3.716$, $p=.057$). The finding therefore implied that the model cannot be used for infer relationships through hypothesis testing and cannot be used to test the significance of the parameter estimates of the model. The findings on the regression coefficients are presented in Table 6.

Table 6: Regression Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	3.633	.318		11.423	.000
Resource-Sharing Initiatives	.152	.079	.182	1.928	.057

From Table 6, holding all other factors constant, strategic policing initiatives causes an increase in conflict resolution by a factor of 0.152. Further, the following specific model was developed as:

$$\text{Conflict Resolution} = 3.633 + 0.152\text{Resource-Sharing Initiatives}$$

The study concluded that resource-sharing initiatives had no significant influence on conflict resolution. The findings agree with those of Abudho (2024) concluded that unequal resource distribution serves as a catalyst for further conflicts, ultimately hindering the potential for effective conflict management. Furthermore, since the findings that indicated lack of significant relationship between resource sharing initiatives and conflict resolution, we attributed to the fact that the target population comprised both security sector players and community members who may have differing opinions on the conflict occurrences, instigators and conflict enhancers. We deduced that a clearer picture would emerge if studies focused solely on the communities involved in the conflict with a view of consolidating their views and using them to guide future governance strategies.

6. CONCLUSION

The study concluded that marginalization of resources had been an enabler of conflicts and that there was limited government intervention towards enhancing resource availability. It was also concluded that both the national and county government had done little towards community empowerment. Similarly, it was concluded that governments had not done much in terms of physical infrastructure such as roads, schools, hospitals and other amenities. It was also concluded that these regions received very little funding from government agencies towards infrastructure and that the lack of fundings towards infrastructure contributes towards the increase in conflicts. Finally, it was concluded that resource-sharing initiatives had a weak and positive correlation with conflict resolution. The study recommends the need for relevant agencies to undertake deliberate affirmative action on resource marginalization targeting educational infrastructure to increase literacy levels and reduce number of conflict actors. the study recommends the need for relevant agencies to establish and sustain targeted programs aimed at addressing resource marginalization. The study also recommends the need for both the national and county government to develop joint community empowerment programs and activities implemented with direct community participation. The study further recommends the need for both national and county governments to have deliberate and targeted plans for developing physical infrastructure and other support infrastructure such as schools, hospitals and other amenities in a manner that opens up these regions to development activities. The study also recommends the need for increased government presence, increased number of police stations and other supporting amenities. Finally, the study recommends the need for government agencies to allocate targeted funding, planned and developed by the communities so as to align community aspirations and needs as opposed to the top-down approach where leadership imposes the development plans regardless of community wishes and needs.

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